

Appendices to Mid-term Update of Manpower Projection

22 September 2026



Labour and Welfare Bureau

The Government of the
Hong Kong Special Administrative Region
of the People's Republic of China

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Appendix I: Methodology of Mid-term Update of Manpower Projection

The mid-term update of Manpower Projection (MP) builds upon the approaches and frameworks adopted in 2023 MP while introducing enhancement elements highlighted in green. In particular, this mid-term update involves an in-depth assessment of the implications of the increasing proliferation of Artificial Intelligence (AI) on the Hong Kong labour market. To more precisely evaluate the impact, the original occupation group of “Service industry workers” has been segmented into two distinct occupation groups, namely “Clerical support workers” and “Service and sales workers”.

2. Consistent with 2023 MP, this mid-term update incorporates the extensive data from the Government and other open source data alongside sectoral consultations. It similarly provides a detailed analysis of the 17 selected industries to assess manpower shortages and skills in demand across industries. As a mid-term update, the target year of projection remains consistent with 2023 MP, adopting 2025 as the new base year to project the manpower situation of 2028. By reviewing the economic and labour market situations over the past two years and relying on the new 2025 baseline, adjustments have been made to the 2028 projections where necessary. Projections beyond 2028 will be addressed in the next round of MP, for which preparatory work is expected to commence in mid-2027.

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

4. The projection methodologies for the overall economy and selected industries are discussed in the following paragraphs.

Classification of Conventional Sectors/Selected Industries

12 Conventional Sectors

5. To facilitate comparison with the results of previous MPs, the actual and projected manpower supply and requirements for 12 conventional sectors (hereinafter “sectors”) were compiled. The classification of these sectors is based on the Hong Kong Standard Industrial Classification Version 2.0¹. By aggregating the statistics from these sectors, the manpower situation of the entire economy was derived.

17 Selected Industries

6. The 17 selected industries include the eight key areas for the development of Hong Kong as outlined in the National 14th Five-Year Plan (“eight centres”) and nine significant sectors supporting local services and city operation. These selected industries collectively covered more than 80% of Hong Kong’s workforce and contributed over 70% of the city’s Gross Domestic Product (GDP). Furthermore, manufacturing and new industrialisation-related industries have been redefined in accordance with the latest published coverage of

¹ The classification is devised by the Census and Statistics Department (C&SD) by modelling on the latest “International Standard Industrial Classification of All Economic Activities Revision 4” promulgated by the United Nations. C&SD adopts such classification in the compilation of labour and economic statistics in Hong Kong. 12 conventional sectors together constitute the entire economy.

economic activities, encompassing manufacturing and economic activities related to technological and industrial innovation. The selected industries are listed below.

Eight centres:-

- East-meets-West centre for international cultural exchange;
- International aviation hub;
- International financial centre;
- International innovation and technology centre;
- International legal and dispute resolution services centre;
- International trade centre;
- International transportation centre; and
- Regional intellectual property trading centre.

Nine significant sectors:-

- Accommodation and food;
- City operation;
- Construction industry;
- Education;
- Healthcare services;
- Manufacturing and new industrialisation-related industries;
- Retail;
- Social services; and
- Tourism.

Manpower Supply Projection

7. Manpower supply² to the labour market was projected by age group, sex, occupation group and sector/industry (covering 12 conventional sectors and 17 selected industries), during the period from 2025 to 2028.

Actual Manpower Supply in the Base Year

8. The actual manpower for the base year of 2025, by occupation group and sector/industry, was compiled from various sources, including: (i) C&SD's General Household Survey and Composite Employment Estimates; (ii) manpower studies conducted by various bureaux and departments (B/Ds) and major organisations such as the Vocational Training Council (VTC) and Construction Industry Council (CIC); (iii) sectoral consultations and surveys; and (iv) big data analytics on practitioners' and recruitment agencies' data. These data have also provided in-depth insights into the distributions of occupations and sectors/industries.

Projected Manpower Supply to 2028

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

- (i) Hong Kong Population Projections (from C&SD): These projections provide detailed data and information on the future size of Hong Kong's population, taking into account births, deaths, and population movements during the projection period. They are based on the findings from the 2021 Population Census and are analysed by age and sex.
- (ii) Hong Kong Labour Force Projections (from C&SD): These projections offer statistics and information on the future labour force (or manpower supply) in Hong Kong, with breakdowns by age group and sex. Statistically, the relationship between the labour force and the population is measured by the age-sex-specific labour force participation rate.
- (iii) Statistics on Holders of Permits for Proceeding to Hong Kong and Macao (commonly known as One-Way Permit Holders (OWPHs)): The number of OWPHs arriving from the

² Excludes foreign domestic helpers.

Mainland and residing in Hong Kong during the period from 2025 to 2028 was projected based on the C&SD's population projections and the prevailing arrival trends. The employment profiles have been referenced from the relevant findings of C&SD's Population Census.

- (iv) Statistics on incoming talents and imported workers: Their demographic (age group and sex), sector/industry and occupation profiles were estimated using statistics and administrative records from C&SD, Immigration Department and the Labour Department.
- (v) Manpower studies conducted by various B/Ds and major organisations (e.g. VTC, CIC and the University Grants Committee): These studies provide valuable insights into sector/industry-specific manpower supply and future workforce trends, as well as employment profiles of graduates from post-secondary institutions.
- (vi) Sectoral consultations and surveys: **Some 40 consultation sessions were held, engaging around 600 stakeholders from a wide range of sectors/industries.** These consultations focused on the essential topics across sectors/industries such as **sectoral performance over the past two years, the adoption and impact of AI**, retirement ages, wastage rates, shifts in occupations, sectors/industries and skills, as well as the working preferences of the local workforce.
- (vii) Big data analytics on practitioners' and recruitment agencies' data: We utilised market data sources, including data from online recruitment advertisements and analytics from recruitment websites and professional social networking platforms.

Sector/Industry and Occupation Distributions

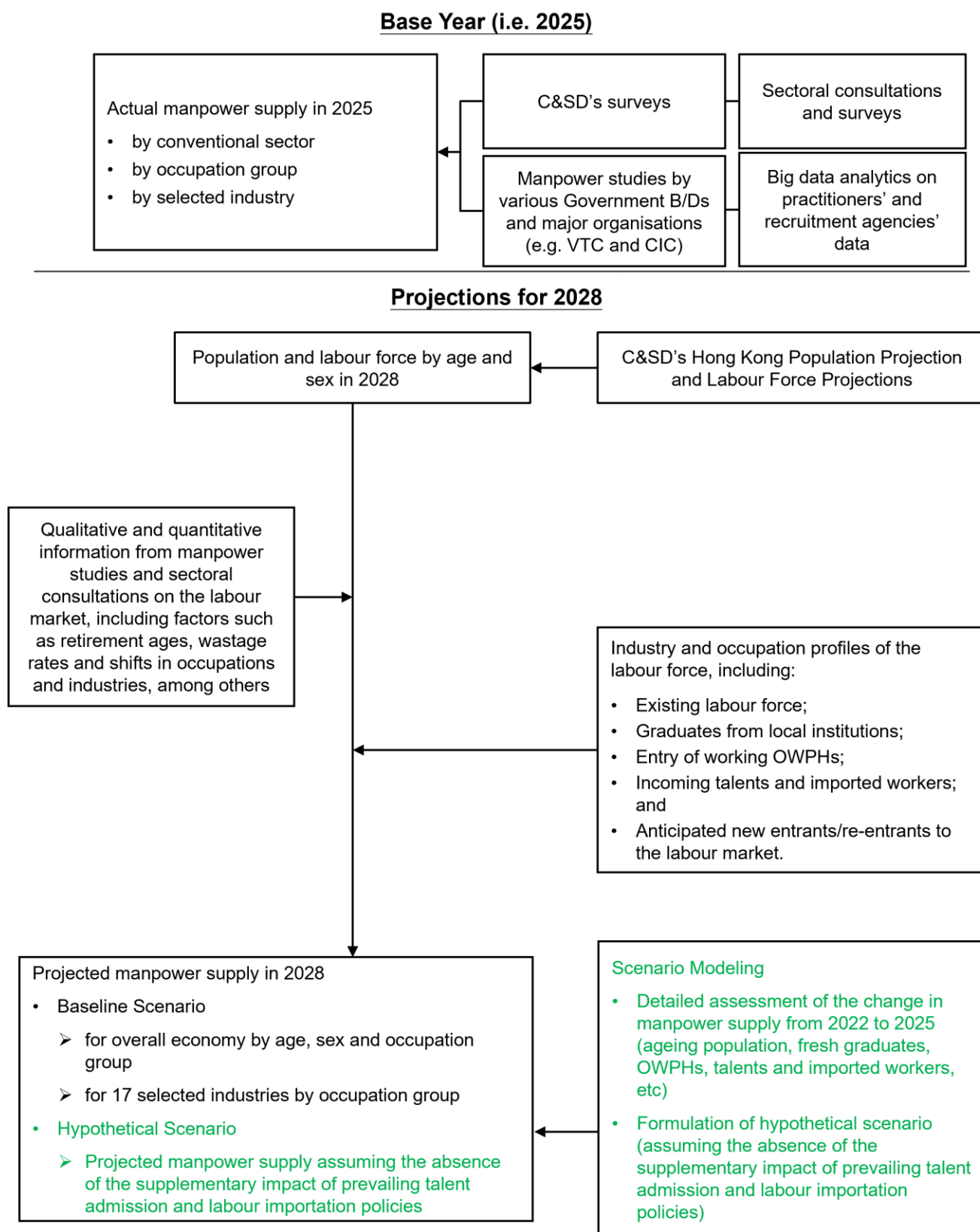
10. Following the enhancements made in 2023 MP, the MSP model projected the distribution of the manpower supply in 2028 by occupation and sector/industry using a component method. This approach considers key factors such as wastage rates, retirement percentages and inter-industry mobility. The five major components include:

- Existing labour force;
- Graduates from local institutions;
- Entry of working OWPBs;
- Incoming talents and imported workers; and
- Anticipated new entrants/re-entrants to the labour market.

Alternative Manpower Supply Projection Scenario

11. **In addition to the baseline scenario, a hypothetical projection scenario up to 2028 has also been formulated assuming the absence of the supplementary impact of the prevailing talent admission and labour importation policies, with a view to demonstrating the impact of these policies on the overall manpower supply. This alternative scenario is based on a detailed assessment of the change in manpower supply from 2022 to 2025, taking into account the overall impact of various relevant factors, encompassing the ageing population, fresh graduates, OWPBs, the aforementioned talent and labour policies, etc.**

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



Note : Enhanced elements for mid-term update of MP are denoted in GREEN.

Manpower Requirement Projection

12. Manpower requirements is regarded as job opportunities in various sectors and industries available in Hong Kong. The actual manpower requirement for the overall economy for the 2025 base year was calculated as the sum of employed persons and job vacancies across various sectors. The vacancy rate in 2025 aligned with the definition adopted in 2023 MP, referring to the ratio of job vacancies to total manpower requirement, and this definition not only encompasses data on job openings that were being recruited as of the reference date of C&SD's relevant statistical surveys, but also includes estimates from sectoral consultations regarding vacancies that have yet to be recruited and filled under staffing plan. The broader definition aims to provide a more holistic picture of potential job vacancies in the market.

In-depth Assessment of AI Impact

13. One of the key enhancements of this mid-term update was to incorporate the impact of AI on the MRP. Drawing upon a comprehensive review of international literature, a detailed analysis on the current and anticipated future impacts of AI on the overall Hong Kong labour market was conducted. The analysis has been tailored to the unique situation of Hong Kong, by taking into account the economic and employment structure, as well as feedback received from extensive stakeholder consultations and surveys.

14. The assessment critically examined both the “substitution effect” and the “complementary gain” of AI on the local workforce. Regarding the substitution effect, the assessment examined the displacement risks faced by various occupations, alongside the vacancy situation in different segments of the labour market (e.g. entry-level vacancies for university graduates). From the perspective of the complementary gain, the assessment explored the productivity gains brought about by AI and the new occupations arising from the growing adoption of AI (e.g. demand for AI practitioners³ such as “AI Strategists”, “AI Risk Management Specialists”, as well as composite talents possessing both domain expertise and AI proficiency). Furthermore, the concept of AI defensibility was applied to factor in the sustained demand for occupations highly reliant on human interaction, empathy and physical operations, which remain largely insulated from AI substitution. This assessment thereby allows for an evaluation of the differential impacts of AI adoption across sectors/industries and occupation groups, delineating sectors/industries and occupations most susceptible to increasing proliferation of AI in Hong Kong.

Four-step Statistical Process

15. The manpower requirements for sectors/industries together with occupations in demand were projected using a four-step statistical process. The results for sectors were then aggregated to provide the overall projected manpower requirements for the entire economy.

- ***Step One – Fitting of Statistical Models for Preliminary Results***
Based on manpower statistics from C&SD, manpower studies conducted by various B/Ds and major organisations, we first established the actual manpower requirements for each sector/industry in the base year and previous years. Time series models were then applied to analyse historical data and project future trends, thereby deriving preliminary estimates of the manpower requirements for 2028.
- ***Step Two – Review of Preliminary Results with Regard to Consultation Findings, Survey Results and Other Intelligence***
The preliminary projection results were reviewed and fine-tuned by considering a wide range of data and information, including views gathered through consultations and surveys from some 600 stakeholders in sectors/industries, such as chambers, public

³ AI practitioner refers to professional and technical personnel whose core job responsibilities directly involve the research and development (R&D), design, training, deployment, maintenance, or management of AI systems and algorithms.

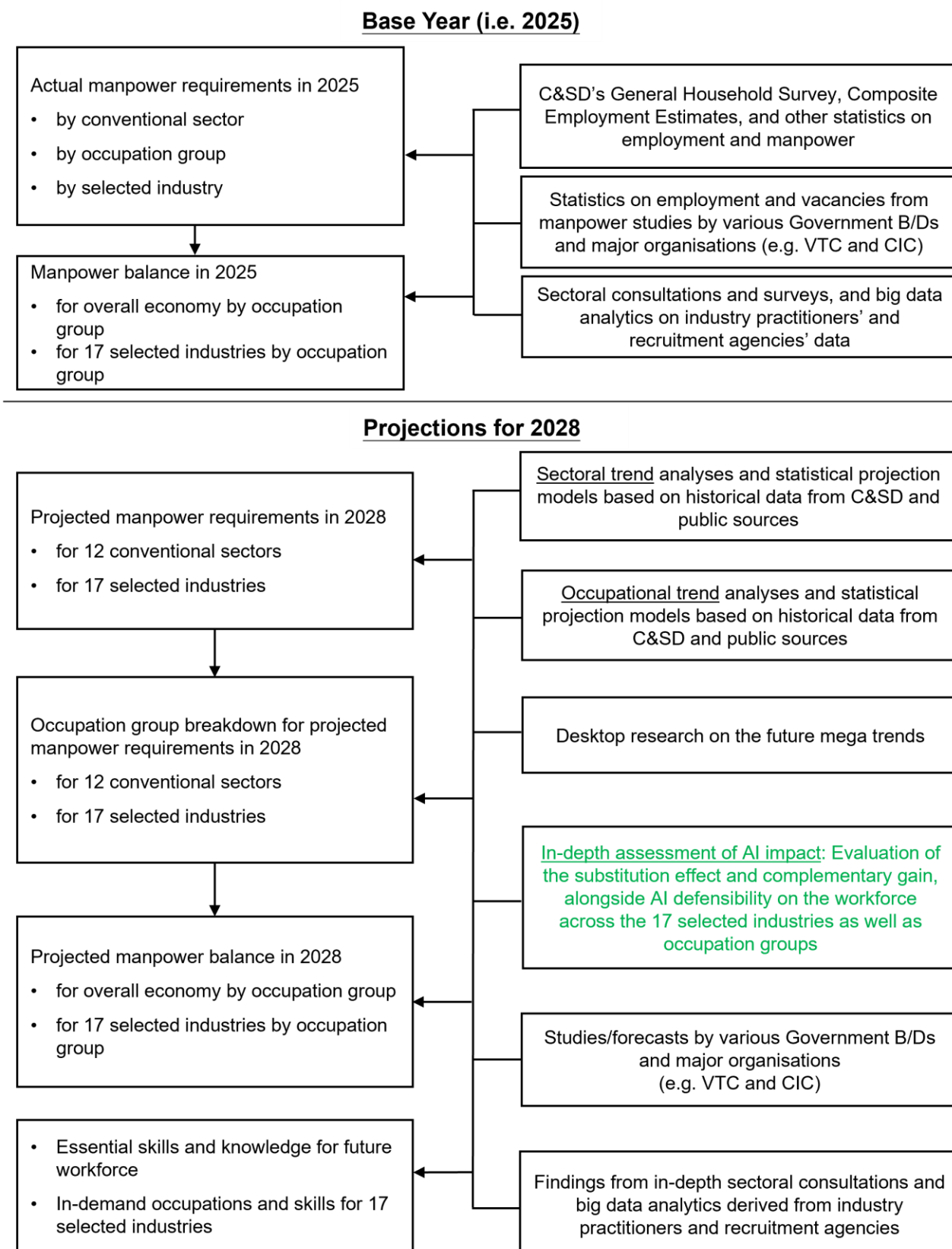
organisations, professional bodies, business representatives and relevant advisory committee members. Participants were engaged through interviews, focus groups and online surveys, and were provided with industry factsheets to help them articulate their insights into the future manpower requirements of various sectors/industries in a more focused manner. Discussions covered topics such as vacancy rates, anticipated positions to be filled, **sectoral performance over the past two years, the impact of adoption of AI, automation and digitalisation on business operations and manpower requirement, expected new opportunities (such as integration with the Mainland) and challenges, occupations in demand and essential skills for the future.** Additional sources of reference included big data analytics on practitioners' and recruitment agencies' data and literature reviews on emerging job market mega-trends.

- *Step Three – Compilation of Projected Figures by Occupation Group*
For each sector/industry, statistical models based on historical trends in manpower requirements by occupation group were developed by incorporating both qualitative and quantitative data (such as consultation findings and **AI impact assessments**). **To project the occupational distribution for the overall economy and individual sectors/industries in 2028, these models were further calibrated by factoring in the anticipated inter-occupation group mobility and the varying degrees of AI displacement risks and productivity enhancements (i.e. the substitution effect and complementary gain).**
- *Step Four – In-demand Occupation and Essential Skills for 17 Selected Industries*
Occupations in demand and the essential skills required in the 17 selected industries were identified based on both quantitative and qualitative data, as well as big data analytics on practitioners' and recruitment agencies' data. This analysis aimed to project the emerging occupations and essential skills/knowledge for each industry by 2028.

Manpower Balance for Overall Hong Kong Economy and 17 Selected Industries

16. By considering both the projected manpower supply and the projected manpower requirements, the projected manpower balance was derived for the overall Hong Kong economy and the 17 selected industries. This balance was further broken down by occupation group, providing a clearer view of potential shortages or surpluses in the labour market by 2028. **Crucially, this projected balance incorporates the findings of the AI impact assessment, reflecting the structural realignment of the local workforce.**

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



Appendix II: Definition of Five Occupation Groups

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

To more precisely evaluate the impact of AI, the original occupation group of "Service industry workers" used in 2023 MP has now been segmented into two distinct occupation groups, namely "Clerical support workers" and "Service and sales workers".

Occupation group	Description	Examples
Managers, supervisors and professionals	Individuals who plan, direct and coordinate organisational activities, typically requiring advanced education or significant experience.	• Corporate management personnel • Researchers and academics (e.g. scientists, university professors) • Professionals (e.g. doctors, architects, engineers)
Clerical support workers (formerly classified as Service industry workers in 2023 MP)	Workers who record, organise, store, compute and retrieve information, and perform clerical duties.	• Personal secretaries • Administrative clerks • Bank tellers
Service and sales workers (formerly classified as Service industry workers in 2023 MP)	Individuals who provide personal and protective services, and deliver customer support across hospitality, personal care, travel, security, and retail sales, etc.	• Salespersons • Security guards • Flight attendants
Skilled technical workers	Workers with specialised skills or training to perform tasks related to construction, maintenance and operation of machinery and structures.	• E&M mechanics / electricians • Lift / escalator mechanics • Aircraft maintenance technicians • Skilled construction workers
Manual labourers	Individuals who carry out routine tasks that do not require specialised training or significant work experience.	• Cleaners • Hotel room attendants • Warehouse operative staff and porters

Appendix III: Coverage for Selected Industries

Eight centres

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

Centre	Coverage
East-meets-West centre for international cultural exchange	It involves activities that use creativity and intellectual capital as primary inputs to produce and deliver goods and services with cultural, artistic and creative elements. It covers areas such as art, antiques and crafts; cultural education and library, archive and museum services; performing arts; film, video and music; television and radio; publishing; software, computer games and interactive media; design; architecture; advertising; and amusement services. This definition aligns with the "Cultural and Creative Industries" as recognised in Government official statistics, representing cultural and creative economic activities.
International aviation hub	It includes all services related to air passengers, freight and transportation. This encompasses Hong Kong-based airline and helicopter companies, local offices of overseas airlines, air cargo forwarding services, aircraft maintenance and repairs, the assembly and manufacture of aviation transport equipment and machinery and services incidental to air transportation.
International financial centre	It covers a wide range of financial services including banking, insurance, stock brokerage, asset management, financial leasing, and investment and holding companies etc.
International innovation and technology centre	It comprises activities directly involved in innovation activities, i.e. research and development (R&D) activities, commercialisation of R&D outcomes and business process innovation activities. It covers I&T practitioners and trade-specific supporting staff across various fields, such as life and health technology, artificial intelligence (AI) and robotics, advanced manufacturing and new energy technologies, spanning the public, business, and higher education sectors.
International legal and dispute resolution services centre	It covers establishments providing legal services and alternative dispute resolution (ADR) services. This includes law firms and counsel chambers, as well as organisations offering services, platforms and trainings to support the operation of legal and ADR services. Due to the unavailability of complete and reliable information, arbitrators and mediators, who might work on a part-time basis and have primary employment outside the legal and ADR services industry, are not included in the manpower projection under the current projection methodology and definitions.

Centre	Coverage
International trade centre	It covers trading and logistics services, including import and export trade, wholesale, freight services (including land, water and air freight services), warehousing and storage, and postal and courier services.
International transportation centre	It covers land and water passenger and freight services, as well as warehousing and storage, and postal and courier services. Air freight and related services are not included.
Regional intellectual property trading centre	It covers activities related to the protection, management and commercialisation of intellectual properties (IPs), such as patents, trade marks, designs and copyright, undertaken by various industries, in particular the IP-intensive industries ⁴ , as well as the IP intermediary services that facilitate or support IP protection, management and commercialisation, such as registration, consultation, due diligence, valuation, insurance, financing, matching, litigation, arbitration and mediation related to IP.

⁴ In the “Study Report on Contribution of Intellectual Property-Intensive Industries to Hong Kong Economy” published by the Intellectual Property Department in 2023, IP-intensive industries refer to those industries in Hong Kong with higher-than-average ownership and use of IP rights. A total of 196 industries were identified as IP-intensive industries.

Nine significant sectors

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

Industry	Coverage
Accommodation and food	It includes hotels, guesthouses and other short-term accommodation providers, as well as restaurants, fast food shops, cafes, takeaway food services, bars and catering services.
City operation	It refers to the positions that support the city's daily functioning and management. This includes seven specific categories: automobile, beauty care and hairdressing, electrical and mechanical services, electronics and telecommunications, information technology, real estate services, and security services. General workers without specific industry-related training are excluded.
Construction industry	It includes all trade-specific practitioners involved in construction activities, civil engineering works and related professional services (e.g. architectural, surveying and project engineering services), such as technical professionals, site supervisory personnel, technicians and skilled or semi-skilled workers, as covered by the Manpower Forecast by the Construction Industry Council. General workers without specific industry-related training are excluded. The manpower projection figures for construction industry in MP are aggregated from data sourced from the report on Manpower Forecast for Construction Industry released by the Construction Industry Council in 2026.
Education	It includes kindergartens, primary schools, secondary schools, special schools, and post-secondary institutions.
Healthcare services	It includes public and private hospitals, general and specialist out-patient clinics, dental clinics, Chinese medicine clinics, radiology, laboratories and other allied health professionals or healthcare personnel-provided services.
Retail	It refers to the sale of new or used goods to the general public, such as shops, supermarkets, department stores, stalls and local online platforms.
Manufacturing and new industrialisation-related industries	It encompasses manufacturing and economic activities related to technological and industrial innovation, including manufacturing; businesses involving outsourced production processes; science, product design and technology development; data services and software development; verification, testing and certification; professional technical services; environmental engineering and green business; and publishing and packaging.

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

Appendix IV: Summary for Selected Industries

A factsheet is prepared for each selected industry. The factsheet summarises the key statistics reflecting the manpower situation of the concerned industry in 2025, the key factors impacting outlook, the projected manpower requirements and anticipated balance by 2028. The key occupations in demand as well as essential skills and knowledge to 2028 are also outlined.

Note

Figures in the factsheets may not add up to the respective totals due to rounding.

East-meets-West Centre for International Cultural Exchange



Sector coverage

- Art, antiques and crafts
- Cultural education and library, archive and museum services
- Performing arts
- Film, video and music
- Television and radio
- Publishing
- Software, computer games and interactive media
- Design
- Architecture
- Advertising
- Amusement services

Situation in 2025



Employment

228 700



Vacancies

9 800



Manpower requirements

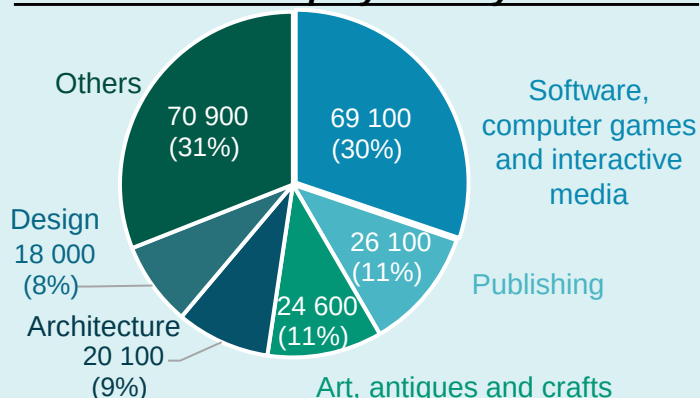
238 500



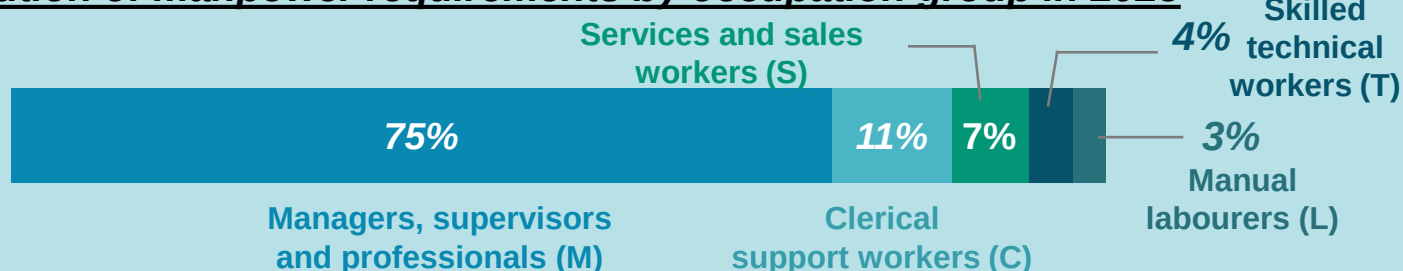
Vacancy rate

4.1%

Distribution of employment by sub-sector



Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



243 200

Change from 2025 to 2028

Projected change



+4 600

Average annual growth rate



+0.6%

Sectoral manpower balance



-3 000 to -6 000

Key factors impacting outlook



Integration with GBA



Development / operation of new and major cultural and sports facilities



Policies to promote integrated development of arts, culture, sports and tourism



Technology and AI



Mega event economy

Manpower balance by occupation group

Managers, supervisors and professionals

- 3 500 to
- 5 500

Clerical support workers

within ± 500

Services and sales workers

within ± 500

Skilled technical workers

within ± 500

Manual labourers

within ± 500



Occupations in demand

- AI practitioners (M)
- Arts management specialists (M)
- Art educators (M)
- Art project financing experts (M)
- Art tech specialists (M)
- Art trading specialists (M)
- Artwork appraisers (M)
- Conservation specialists (M)
- Creative directors (M)
- Cultural intellectual property (IP) experts (M)
- Curatorial personnel (physical and digital) (M)
- Event planners and coordinators (M)
- IT and digitalisation staff (M)
- E&M mechanics / technicians (including stage lighting and sound specialists) (T)

Essential skills

- Adaptability and learning agility
- Business acumen and entrepreneurship
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Data analytical and verification skills
- Digital content and storytelling
- Digital proficiency (AI-driven human-machine collaboration)
- Event planning and management
- Financial management and fundraising acumen
- Innovation and creativity
- Multilingual competence

Essential knowledge

- AI literacy
- Art technology
- Conference, exhibition, event market trends
- Cultural awareness and sensitivity
- Global and Mainland cultural, creative and sports market development trends
- IP literacy (e.g. IP management and commercialisation)



Sector coverage



Air transport services

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

Situation in 2025



Employment

69 200



Vacancies

2 800



Manpower requirements

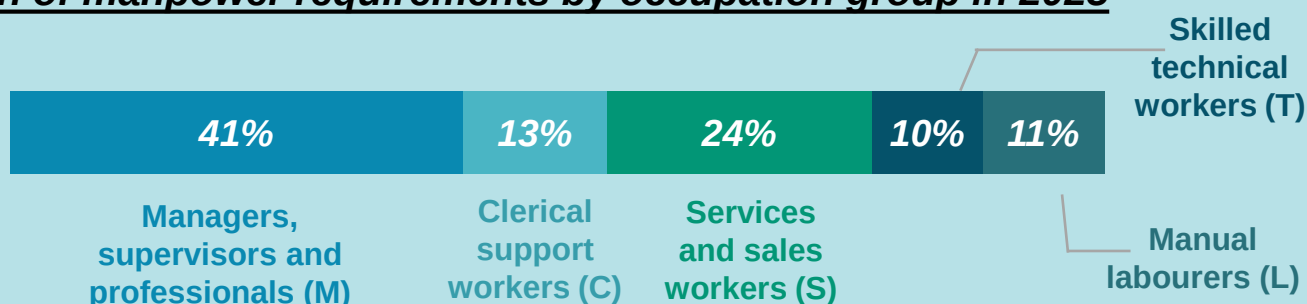
72 000



Vacancy rate

3.9%

Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



83 200

Change from 2025 to 2028

Projected change



+11 200

Average annual growth rate



+5.0%

Sectoral manpower balance



-8 000 to -13 000

Key factors impacting outlook



Commissioning of the Three-Runway System



Expansion of aviation network



Expansion of Airport City



Enhancement in intermodal connectivity for passenger and cargo in GBA



Increase in tourism appeal of Hong Kong



Surge in Chinese Mainland's inbound and outbound travel demand



Surge in trading and demand for high-value equipment

Manpower balance by occupation group

Managers, supervisors and professionals

- 2 000 to
- 3 000

Clerical support workers

within ± 500

Services and sales workers

- 3 500 to
- 4 500

Skilled technical workers

- 2 000 to
- 3 000

Manual labourers

- 500 to
- 1 500



Occupations in demand

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

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Customer service and complaint handling
- Data analytical and verification skills
- Digital proficiency (AI-driven human-machine collaboration)
- Flight safety and risk management
- Multilingual competence
- Resilience and stress management
- Route development

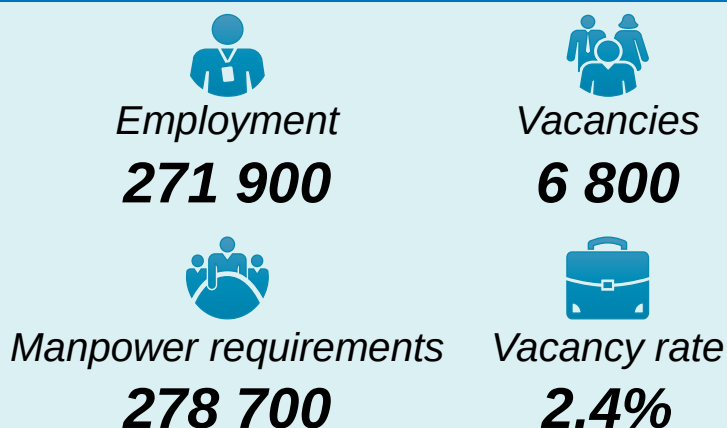
Essential knowledge

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

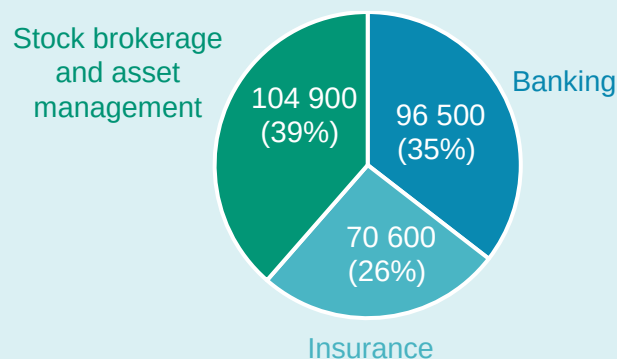
Sector coverage



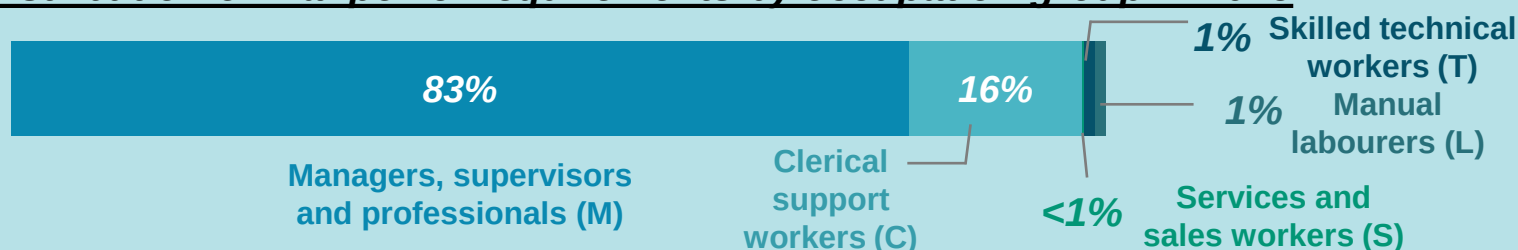
Situation in 2025



Distribution of employment by sub-sector



Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements **301 300**

Change from 2025 to 2028

<i>Projected change</i>	<i>Average annual growth rate</i>
+22 600	+2.6%

Sectoral manpower balance **-4 000 to -7 000**

Key factors impacting outlook

- ESG awareness
- Fintech development
- Mutual market access
- New listing rules in Hong Kong
- Offshore Renminbi hub
- Digital asset ecosystem
- Gold and commodity trading ecosystem

Manpower balance by occupation group

Managers, supervisors and professionals	Clerical support workers	Services and sales workers	Skilled technical workers	Manual labourers
- 6 000 to - 8 000	+ 2 000 to + 3 000	within ± 500	within ± 500	within ± 500

Occupations in demand

- AI practitioners (M)
- Accountants (M)
- Asset and wealth management professionals (M)
- Commodity traders (M)
- Compliance and risk management professionals (M)
- ESG analysts / sustainability officers (M)
- Fintech and blockchain specialists (M)
- IT and digitalisation staff (M)
- Relationship managers (M)
- Specialist insurance professionals (i.e. underwriters, actuaries, etc.) (M)
- E&M mechanics / technicians (T)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Data analytical and verification skills
- Digital proficiency (AI-driven human-machine collaboration)
- Innovation and creativity
- Multilingual competence
- Resilience and stress management

Essential knowledge

- AI literacy (including AI ethics and risks)
- Anti money laundering (AML)
- Blockchain and cryptocurrency
- Commodity market trends (e.g. gold etc.)
- Digital literacy (e.g. AI application – customer service bots and online banking)
- ESG principles
- Financial and banking related regulatory knowledge
- Green finance
- National and GBA development strategies and market trends

International Innovation and Technology Centre



Sector coverage



Life & health technology



AI & robotics



Advanced manufacturing & new energy

Situation in 2025



Employment
63 800



Vacancies
8 100

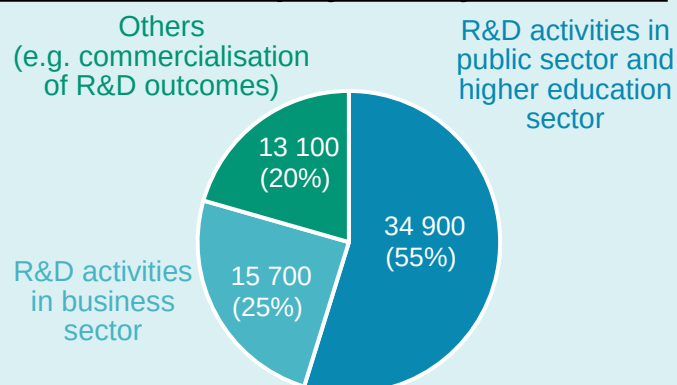


Manpower requirements
71 800



Vacancy rate
11.2%

Distribution of employment by sub-sector



Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



94 100

Change from 2025 to 2028

Projected change



+22 200

Average annual growth rate



+9.4%

Sectoral manpower balance



-12 000 to -17 000

Key factors impacting outlook



I&T ecosystem development



Development of new industrialisation



Digitalisation and AI adoption



Integration with GBA



Strong policy support



Development of Northern Metropolis (incl. University Town)



Completion of the Hetao Co-operation Zone

Manpower balance by occupation group

Managers, supervisors and professionals

- 12 000 to
- 17 000

Clerical support workers

within ± 500

Services and sales workers

within ± 500

Skilled technical workers

within ± 500

Manual labourers

not applicable



Occupations in demand

Overall

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

AI and robotics

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

Life and health technology

- Life sciences data engineers (M)
- Medical laboratory technologists (M)
- Pharmaceutical process developing engineers (M)

Advanced manufacturing and new energy

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

Essential skills

- | | | |
|---|---|---|
| • Adaptability and learning agility | • Business acumen and entrepreneurship | • Collaboration and teamwork |
| • Communication skills | • Critical thinking and problem solving | • Data analytical and verification skills |
| • Digital proficiency (AI-driven human-machine collaboration) | • Financial management and fundraising acumen | • Innovation and creativity |
| • Multilingual competence | • R&D project management | |

Essential knowledge

- | | | |
|---|---|--|
| • AI literacy (including AI ethics and risks) | • Cross-sector AI adoptions | • ESG principles |
| • Global technology development trends | • I&T related regulatory knowledge | • Intellectual property (IP) literacy (e.g. IP management and commercialisation) |
| • Knowledge of technology commercialisation | • National and GBA development strategies and market trends | • User experience (UX) / user interface (UI) design |

International Legal and Dispute Resolution Services Centre



Sector coverage



Legal and dispute resolution services



Arbitration and mediation platforms and supporting services

Situation in 2025



Employment

23 700



Vacancies

300



Manpower requirements

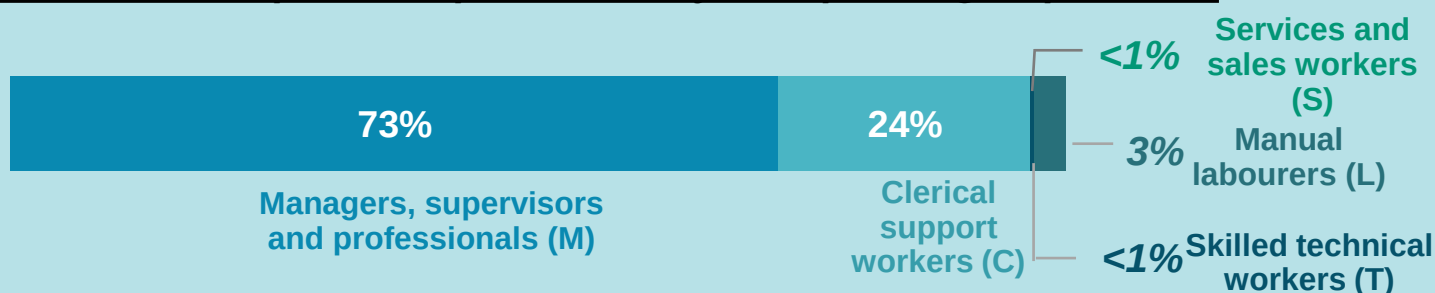
24 000



Vacancy rate

1.2%

Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



25 000

Change from 2025 to 2028

Projected change Average annual growth rate



+1 100



+1.5%

Key factors impacting outlook



Financial market development (including commodities)



I&T and IP related legal regime



Integration with GBA



Demand for legal services in art, cultural and event planning sectors



National policies supporting alternative dispute resolution



AI-related regulations

Sectoral manpower balance



within ± 500



Occupations in demand

- AI practitioners (including legal knowledge engineers, legal technologists and automation specialists) (M)
- IT and digitalisation staff (M)
- Alternative dispute resolution professionals (arbitrators and mediators) (M)

Essential skills

- Adaptability and learning agility
- Communication skills
- Digital proficiency (AI-driven human-machine collaboration)
- Alternative dispute resolution techniques
- Critical thinking and problem solving
- Multilingual competence
- Collaboration and teamwork
- Data analytical and verification skills

Essential knowledge

- AI literacy (including AI ethics and risks)
- Intellectual property law / Patent protection
- Law related to AI
- Maritime law
- Blockchain and virtual assets, and their regulatory framework
- Law for art, culture and sports
- Law related to commodity trading
- National and GBA development strategies and market trends
- Contract law in event planning
- Law for I&T and cyber security
- Mainland law



Sector coverage



Trading (import, export and wholesale trades)



Logistics

Situation in 2025



Employment
538 700



Vacancies
8 100

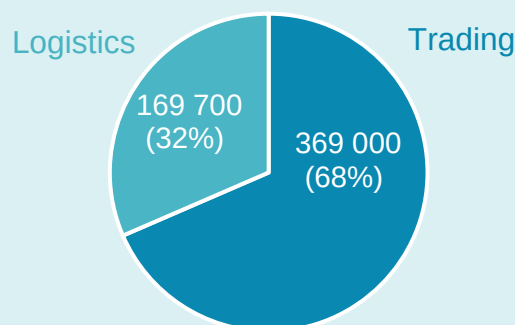


Manpower requirements
546 800



Vacancy rate
1.5%

Distribution of employment by sub-sector



Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



525 200

Change from 2025 to 2028

Projected change

Average annual growth rate



-21 600



-1.3%

Key factors impacting outlook



Offshore trade platforms



Regional cooperation and Belt and Road Initiative



Rise of e-commerce



Transformation to high value-added services



Surge in trading and demand for high-value equipment

Sectoral manpower balance



+5 000 to +8 000

Manpower balance by occupation group

Managers, supervisors and professionals

- 4 000 to
- 5 000

Clerical support workers

+ 13 500 to
+ 15 500

Services and sales workers

- 1 000 to
- 2 000

Skilled technical workers

- 3 500 to
- 4 500

Manual labourers

+ 1 500 to
+ 2 500



Occupations in demand

- AI practitioners (M)
- E-commerce professionals (M)
- IT and digitalisation staff (M)
- Smart logistics facilities and machinery operators / technicians (T)
- Digital marketing professionals (M)
- Environmental and sustainability officers (M)
- Trade finance professionals (M)
- Digital transformation professionals (M)
- Global supply chain management system specialists (M)
- E&M mechanics / technicians (T)

Essential skills

- Adaptability and learning agility
- Critical thinking and problem solving
- Digital proficiency (AI-driven human-machine collaboration)
- Multilingual competence
- Collaboration and teamwork
- Data analytical and verification skills
- E-commerce
- Communication skills
- Digital marketing
- Global supply chain management

Essential knowledge

- AI literacy
- Insights into emerging markets (South East Asia, Middle East, etc.)
- Knowledge of AI equipment transportation
- Digital literacy (e.g. digitalisation of customer and shipping documents)
- National and GBA development strategies and market trends
- Knowledge of commodities transportation (e.g. gold etc.)
- ESG principles
- Trade related regulatory knowledge
- Trends in international trade and geopolitical tensions



Sector coverage



Land passenger transport



Water passenger transport



Land and water logistics services

Situation in 2025



Employment
228 000



Vacancies
7 700

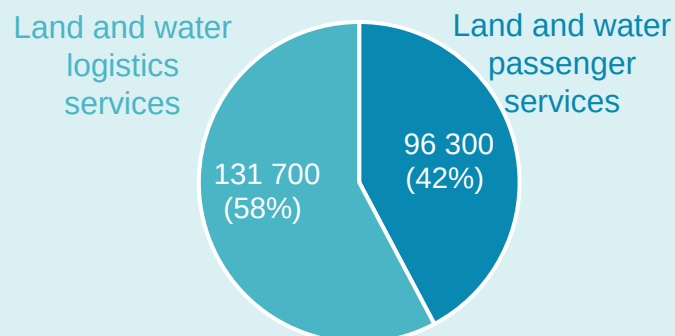


Manpower requirements
235 700

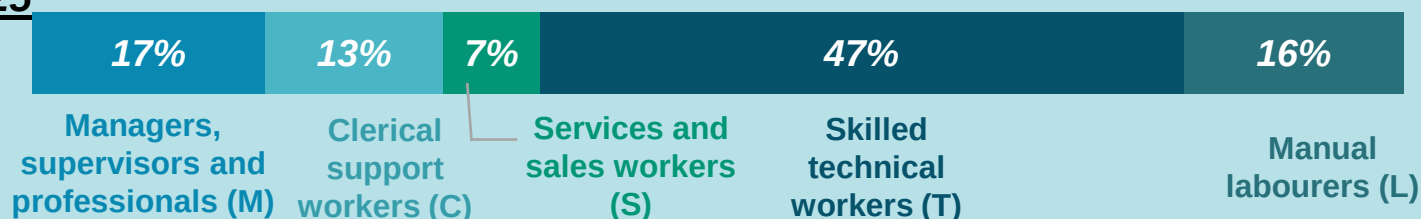


Vacancy rate
3.3%

Distribution of employment by sub-sector



Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



226 800

Change from 2025 to 2028

Projected change

Average annual growth rate



-9 000



-1.3%

Sectoral manpower balance



-6 000 to -9 000

Key factors impacting outlook



Green transportation



Integration with GBA



Rise of e-commerce



Technological advancements



Transport network development



Surge in trading and demand for high-value equipment

Manpower balance by occupation group

Managers, supervisors and professionals

Clerical support workers

Services and sales workers

Skilled technical workers

Manual labourers

- 500 to
- 1 500

within ± 500

within ± 500

- 10 000 to
- 12 000

+ 2 500 to
+ 3 500



Occupations in demand

- AI practitioners (M)
- Captains/ Chief officers (M)
- Chartered ship surveyors (M)
- Environmental and sustainability officers (M)
- IT and digitalisation staff (M)
- Signal engineers (M)
- Drivers (T)
- E&M mechanics / technicians (including maritime services and vehicle maintenance) (T)
- Seafarers (T)
- Smart logistics facility and machinery operators / technicians (T)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Data analytical and verification skills
- Digital marketing
- Digital proficiency (AI-driven human-machine collaboration)
- E-commerce
- Multilingual competence

Essential knowledge

- AI literacy
- Digital literacy (e.g. autonomous vehicles and traffic management and smart logistics systems)
- ESG principles
- National and GBA development strategies and market trends
- Knowledge of AI equipment transportation
- Knowledge of commodities transportation (e.g. gold etc.)
- Transportation related regulatory knowledge

Regional Intellectual Property Trading Centre



Sector coverage



Intellectual property (IP)
intermediaries



IP intensive industries

Situation in 2025



Employment
57 100



Vacancies
1 000

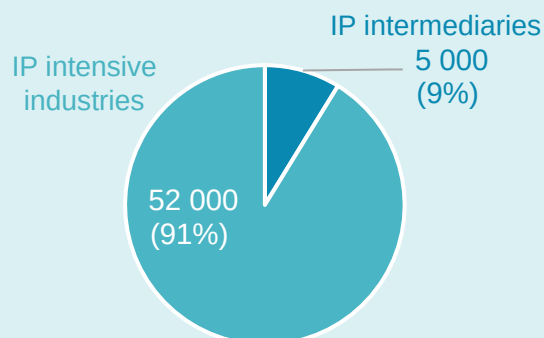


Manpower requirements
58 000

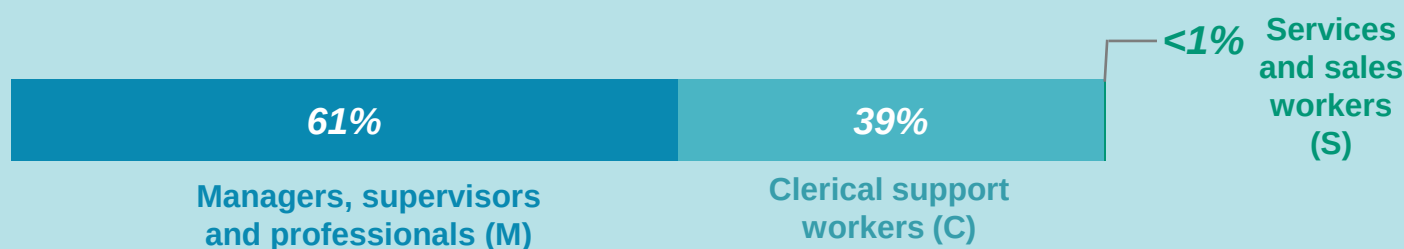


Vacancy rate
1.6%

Distribution of employment by sub-sector



Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower
requirements



59 300

Change from 2025 to 2028

Projected change



+1 200

Average annual growth rate



+0.7%

Key factors impacting outlook



I&T ecosystem
development



IP development in the
Mainland



Original grant patent
system development in
HK



Policies to promote the
development of cultural
& creative and sports
industries

Sectoral manpower
balance



within ± 500



Occupations in demand

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

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Data analytical and verification skills
- Digital proficiency (AI-driven human-machine collaboration)
- Innovation and creativity
- Multilingual competence

Essential knowledge

- AI literacy
- Patent drafting, prosecution and analytics
- Intellectual property (IP) literacy (e.g. IP protection, management and commercialisation)
- Knowledge of national and international patent systems
- National and GBA development strategies and market trends

Accommodation and Food



Sector coverage



Accommodation services



Food services

Situation in 2025



Employment
244 300



Vacancies
12 000

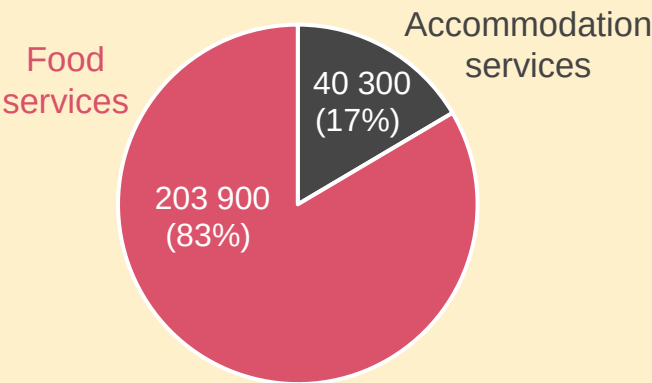


Manpower requirements
256 200

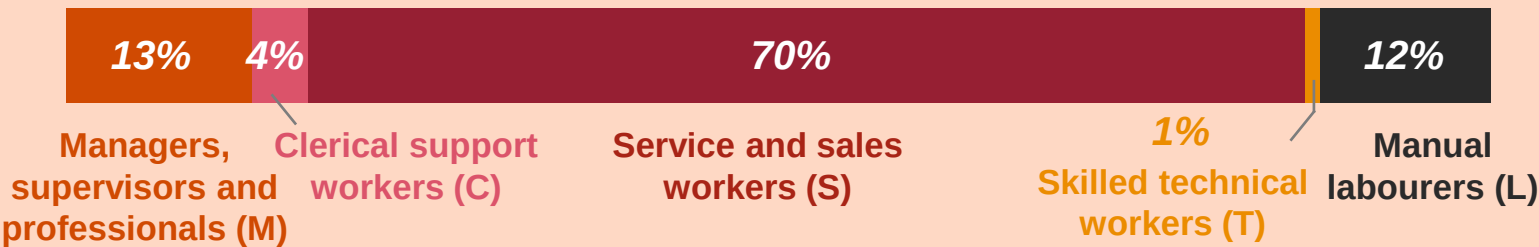


Vacancy rate
4.7%

Distribution of employment by sub-sector



Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



256 700

Changes from 2025 to 2028

Projected change

Average annual growth rate



+500



+0.1%

Sectoral manpower balance



-3 000 to -6 000

Key factors impacting outlook



Change in locals' and visitors' preference



Digitalisation and automation



Rise in visitor arrivals



Popularity of food delivery platforms

Manpower balance by occupation group

Managers, supervisors and professionals

Clerical support workers

Services and sales workers

Skilled technical workers

Manual labourers

within ± 500

within ± 500

*- 1 500 to
- 2 500*

within ± 500

*- 2 500 to
- 3 500*



Occupations in demand

- AI practitioners (M)
- IT and digitalisation staff (M)
- Hotel front desk staff (S)
- Junior and specialty cooks (S)
- Waiters / waitresses (S)
- E&M mechanics / technicians (T)
- Dish washers (L)
- Room attendants (L)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Customer service and complaint handling
- Data analytical and verification skills
- Digital proficiency (including e-commerce, data management and AI-driven human-machine collaboration)
- Event planning and management
- Innovation and creativity
- Multilingual competence
- Social media marketing

Essential knowledge

- AI literacy
- Digital literacy (e.g. online order management systems and customer service bots)
- Food safety protocols and regulations
- Hotel / restaurant operation knowledge
- Local consumers' and tourists' preference and requirements



Coverage

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

Situation in 2025



Employment
535 300



Vacancies
27 400

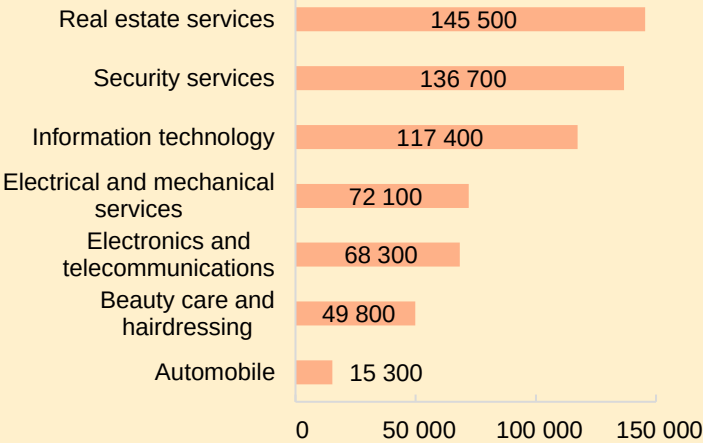


Manpower requirements
562 600



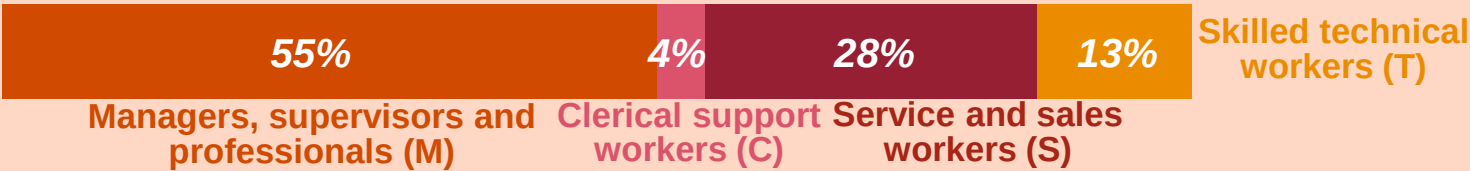
Vacancy rate
4.9%

Distribution of employment by category



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

Distribution of manpower requirements by occupation group in 2025



Note: The manpower figures mainly cover trade-specific or related technical personnel for the relevant categories. General manual labourers (e.g. cleaners) are not included.

Projection for 2028

Manpower requirements



591 100

Changes from 2025 to 2028

Projected change

Average annual growth rate



+28 500



+1.7%

Manpower balance



-20 000 to -25 000

Key factors impacting outlook



Ageing population



City development and urban renewal



Digitalisation and automation



Integration with GBA



Development and adoption of AI

Manpower balance by occupation group

Managers, supervisors and professionals	Clerical support workers	Services and sales workers	Skilled technical workers	Manual labourers
- 9 500 to - 11 500	+ 1 000 to + 2 000	- 8 000 to - 10 000	- 4 000 to - 5 000	not applicable



Occupations in demand, essential skills and essential knowledge

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



Occupations in demand, essential skills and essential knowledge

Category	Occupations in demand	Essential skills / Essential knowledge
Information technology	• AI engineers / software designers (M) • AI specialists / researchers (M) • Cloud infrastructure specialists (M) • Cyber security specialists (M) • IoT solution specialists (M) • IT and digitalisation staff (M) • Software engineers (M) • Systems architects (M) • Technology brokers / managers (M) • UX/UI designers (M)	<u>Essential skills</u> • Application development tools / programming languages • Information and system security • Project management and design <u>Essential knowledge</u> • AI literacy • IoT solution application • User experience (UX/UI design) • Cross-sector AI adoptions
Real estate services	• AI practitioners (M) • Security guards (S) • E&M mechanics / technicians (T)	<u>Essential skills</u> • AI in property and facility management • Customer service and complaint handling <u>Essential knowledge</u> • AI literacy • Real estate regulatory knowledge • Sustainable property management
Security services	• AI practitioners (M) • Cyber security specialists (M) • Security guards (S)	<u>Essential skills</u> • AI in security services • Customer service and complaint handling • Cybersecurity skills <u>Essential knowledge</u> • AI literacy • IoT solution application • Security and guarding services regulatory knowledge



Sector coverage



Professional services

(including architectural, surveying, project engineering services)



Construction activities

Situation in 2025



Employment

289 300



Vacancies

9 400



Manpower requirements

298 700



Vacancy rate

3.1%

Distribution of manpower requirements by occupation group⁽¹⁾ in 2025

32%

Managers, supervisors and professionals (M)

68%

Skilled technical workers (T)

Projection for 2028

Manpower requirements



338 300

Changes from 2025 to 2028

Projected change



+39 700

Average annual growth rate



+4.2%

Key factors impacting outlook



City development and urban renewal



Development of Northern Metropolis



Adoption of advanced construction technologies



Infrastructure construction projects

Sectoral manpower balance⁽²⁾



-30 000 to -40 000

Manpower balance by occupation group

Managers, supervisors and professionals

- 10 000 to
- 15 000

Clerical support workers

not applicable

Services and sales workers

not applicable

Skilled technical workers

- 20 000 to
- 25 000

Manual labourers

not applicable

Notes:

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

(2) The numbers of workers expected to be imported through the Labour Importation Scheme for the Construction Sector (as a supplementary measure to address manpower demand) have been taken into consideration.



Occupations in demand

Professionals (M)

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

Technicians / site supervisory personnel (M)

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

Skilled / Semi-skilled workers (T)

- Bar benders and fixers
- Cement sand mortar workers
- Concrete and grouting workers
- Curtain wall and glass panes installers
- Demolition workers
- Drain and pipe layers
- Electricians
- False ceiling installers
- Fire service mechanics
- Levellers
- Lift / escalator mechanics
- Metal-steel workers
- Paving block layers
- Plant and equipment mechanics (construction work)
- Plant and equipment operators
- Refrigeration / air-conditioning / ventilation mechanics
- Rigger / metal formwork erectors
- Scaffolders
- Welders
- Woodworkers

AI practitioners (M)

IT and digitalisation staff (M)



Essential skills

- Adaptability and learning agility
- Building Information Modelling (BIM)
- Collaboration and teamwork
- Construction contract and project management
- Critical thinking and problem solving
- Data analytical and verification skills
- Design for safety
- Digital proficiency (AI-driven human-machine collaboration)
- Multilingual competence

Essential knowledge

- AI literacy
- Digital literacy (e.g. IoT solutions such as sensor data and incident data analysis)
- ESG principles
- High productivity construction
- Sustainable construction

Education



Sector coverage



Kindergartens



School education
(Primary and
secondary schools)



Post-secondary
institutions

Situation in 2025



Employment

177 300



Vacancies

5 500



Manpower requirements

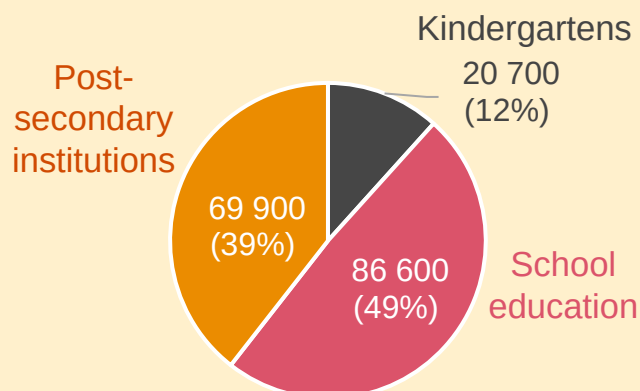
182 700



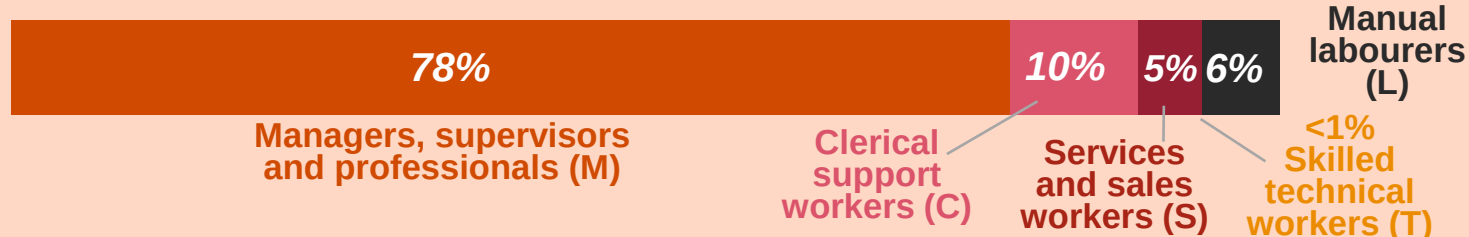
Vacancy rate

3.0%

Distribution of employment by sub-sector



Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower
requirements



184 200

Changes from 2025 to 2028

Projected change



+1 400

Average annual growth rate



+0.3%

Sectoral
manpower
balance



-4 000 to -7 000

(Shortage is highly concentrated in
the post-secondary institutions)

Key factors impacting outlook



Digitalisation and
automation



I&T development



Integration with GBA



International
post-secondary
education hub



Structural decline in
school-age population



Development and
adoption of AI



Increase in dependants
from incoming talents

Manpower balance by occupation group

Managers,
supervisors and
professionals

- 3 500 to
- 4 500

Clerical support
workers

within $\pm$ 500

Services and
sales workers

within $\pm$ 500

Skilled technical
workers

within $\pm$ 500

Manual
labourers

- 1 000 to
- 2 000



Occupations in demand

- AI educators (M)
- AI practitioners (M)
- IT and digitalisation staff (M)
- Laboratory technicians (M)
- Senior academic staff and research assistants (M)
- STEAM and AI-proficient curriculum developers (M)
- STEAM educators (M)
- Technology brokers / managers (M)
- E&M mechanics / technicians (T)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Data analytical and verification skills
- Digital proficiency (AI-driven human-machine collaboration)
- Education technology
- Financial management and fundraising acumen
- Innovation and creativity
- Resilience and stress management

Essential knowledge

- AI literacy (including AI ethics and risks)
- Cultural awareness and sensitivity
- Global, National and GBA education strategies and trends
- Learning styles of students
- Technological pedagogical content knowledge (including AI)



Sector coverage



Hospitals



Other healthcare services

(general and specialist out-patient clinics, dental clinics, Chinese medicine clinics, radiology, laboratories, and other services provided by allied health professionals or healthcare personnel)

Situation in 2025



Employment

172 600



Vacancies

14 500



Manpower requirements

187 100



Vacancy rate

7.7%

Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



205 900

Changes from 2025 to 2028

Projected change



+18 800

Average annual growth rate



+3.2%

Sectoral manpower balance



-13 000 to -18 000

Key factors impacting outlook



Ageing population



Integration with GBA



Medical tourism



Prevalence of chronic diseases

Manpower balance by occupation group

Managers, supervisors and professionals	Clerical support workers	Services and sales workers	Skilled technical workers	Manual labourers
- 7 500 to - 9 500	within ± 500	- 3 000 to - 4 000	within ± 500	- 2 000 to - 3 000



Occupations in demand

- Thirteen types of professionals (M)
 - Chinese medicine practitioners
 - Chiropractors
 - Dental hygienists
 - Dentists
 - Doctors
 - Medical laboratory technologists
 - Midwives
 - Nurses (general/psychiatric)
 - Occupational therapists
 - Optometrists
 - Pharmacists
 - Physiotherapists
 - Radiographers
- AI practitioners (M)
- IT and digitalisation staff (M)
- Care workers (S)
- Ward attendants (S)
- E&M mechanics / technicians (T)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Data analytical and verification skills
- Digital proficiency (AI-driven human-machine collaboration)
- Multilingual competence
- Resilience and stress management

Essential knowledge

- AI literacy (including AI ethics and risks)
- Health related regulatory knowledge
- National and GBA health market trends and regulations

Manufacturing and New Industrialisation-related Industries



Sector coverage

- All manufacturing activities
- Businesses involving outsourced production processes
- Science, product design and technology development
- Data services and software development
- Verification, testing and certification
- Professional technical services
- Environmental engineering and green business
- Publishing and packaging

Situation in 2025



Employment

195 200



Vacancies

4 100



Manpower requirements

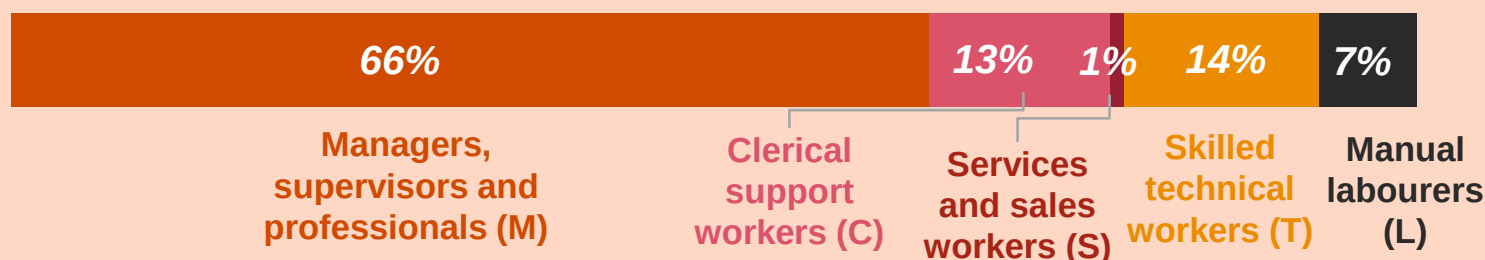
199 300



Vacancy rate

2.1%

Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



211 100

Changes from 2025 to 2028

Projected change



+11 800

Average annual growth rate



+1.9%

Sectoral manpower balance



-5 000 to -10 000

Key factors impacting outlook



Digitalisation and automation



Integration with GBA



Strong policy support



Development and adoption of AI



Development of Northern Metropolis (incl. University Town)

Manpower balance by occupation group

Managers, supervisors and professionals

- 4 000 to
- 7 000

Clerical support workers

+1 500 to
+ 2 500

Services and sales workers

within $\pm$ 500

Skilled technical workers

- 3 000 to
- 4 000

Manual labourers

within $\pm$ 500



Occupations in demand

- AI practitioners (including AI engineers / software designers, AI specialists / researchers) (M)
- Cyber security specialists (M)
- Technology brokers / managers (M)
- Machine operators (T)
- Automation/ robotics engineers (M)
- IoT solution specialists (M)
- E&M mechanics / technicians (including installation and maintenance of advanced manufacturing facilities) (T)
- Cloud infrastructure specialists (M)
- IT and digitalisation staff (M)

Essential skills

- Adaptability and learning agility
- Critical thinking and problem solving
- Innovation and creativity
- Project management and design
- Collaboration and teamwork
- Data analytical and verification skills
- Multilingual competence
- Smart production
- Communication skills
- Digital proficiency (AI-driven human-machine collaboration)
- Product design

Essential knowledge

- AI literacy
- Digital literacy (e.g. IoT solutions and sensor data analysis)
- Global advanced manufacturing development trends
- Knowledge of technology commercialisation
- Cross-sector AI adoptions
- ESG principles
- Intellectual property literacy (e.g. IP management and commercialisation)
- Safety protocols and regulations



Sector coverage



All forms of retail trade

Situation in 2025



Employment

246 800



Vacancies

12 000



Manpower requirements

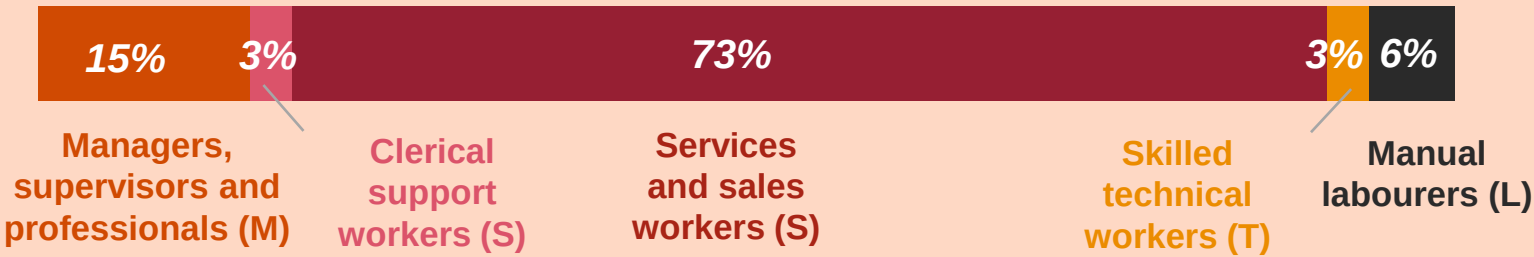
258 800



Vacancy rate

4.6%

Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



258 800

Changes from 2025 to 2028

Projected change

Average annual growth rate



no significant change



no significant change

Sectoral manpower balance



-500 to -3 500

Key factors impacting outlook



Change in visitors' preferences



Diversity in consumption mode



Rise in visitor arrivals

Manpower balance by occupation group

Managers, supervisors and professionals

Clerical support workers

Services and sales workers

Skilled technical workers

Manual labourers

within ± 500

+ 500 to + 1 500

- 2 500 to - 3 500

within ± 500

within ± 500



Occupations in demand

- AI practitioners (M)
- E-commerce professionals (M)
- IT and digitalisation staff (M)
- Social media specialists (M)
- Experienced salespersons (S)
- Warehouse operative staff and porters (L)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Customer service and complaint handling
- Data analytical and verification skills
- Digital proficiency (AI-driven human-machine collaboration)
- E-commerce and live commerce expertise (including social media marketing)
- Inventory management
- Multilingual competence
- Sales skills and product promotion

Essential knowledge

- AI literacy
- Cultural awareness and sensitivity
- Digital literacy (e.g. order management systems and customer service bots)
- Local consumers' and tourists' preference and requirements



Sector coverage



Residential care services



Non-residential social services

Situation in 2025



Employment
77 700



Vacancies
6 000

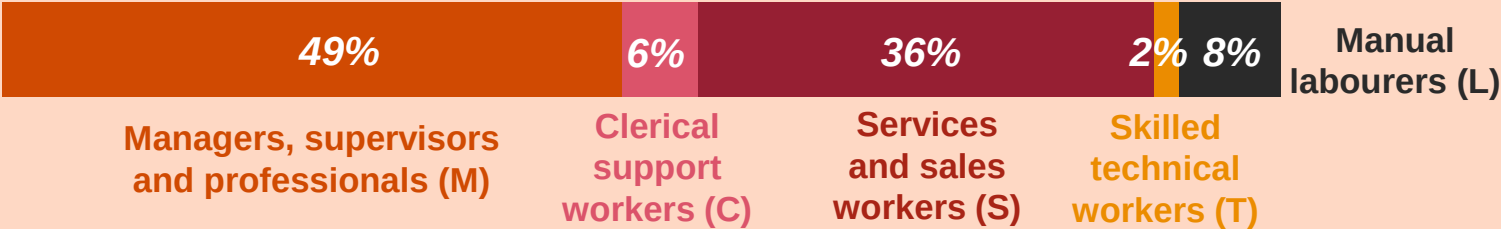


Manpower requirements
83 700



Vacancy rate
7.2%

Distribution of manpower requirements by occupation group in 2025



Projection for 2028

Manpower requirements



88 100

Changes from 2025 to 2028

Projected change



+4 300

Average annual growth rate



+1.7%

Key factors impacting outlook



Ageing population



Adoption of gerontechnology



Integration with GBA



Investment towards social services

Sectoral manpower balance



-2 000 to -5 000

Manpower balance by occupation group

Managers, supervisors and professionals	Clerical support workers	Services and sales workers	Skilled technical workers	Manual labourers
- 500 to - 1 500	within ± 500	- 1 500 to - 2 500	within ± 500	within ± 500



Occupations in demand

- AI practitioners (M)
- IT and digitalisation staff (M)
- Physiotherapists (M)
- Care workers (S)
- Audiologists (M)
- Nurses (M)
- Social workers (degree posts) (M)
- Cleaners and labourers (L)
- Clinical psychologists (M)
- Occupational therapists (M)
- Speech therapists (M)

Essential skills

- Ageing and chronic disease management
- Communication skills
- Data analytical and verification skills
- Financial management and fundraising acumen
- Adaptability and learning agility
- Critical thinking and problem solving
- Digital proficiency (AI-driven human-machine collaboration)
- Multilingual competence
- Collaboration and teamwork
- Customer service and complaint handling
- Event planning and execution
- Resilience and stress management

Essential knowledge

- AI literacy
- Regulatory knowledge in social services
- Changes in Hong Kong demographics and requirements for social services
- Digital literacy (e.g. gerontechnology)



Sector coverage



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



**Other services related to
tourism**

(such as retail, accommodation
and food, and transport)

Situation in 2025



Employment

170 500



Vacancies

7 600



Manpower requirements

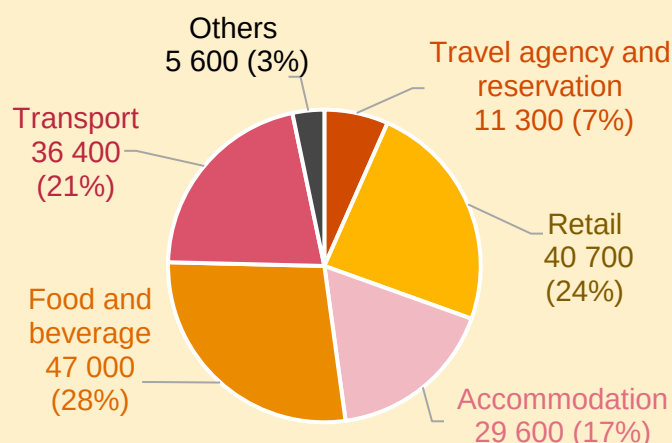
178 100



Vacancy rate

4.3%

Distribution of employment by sub-sector



Distribution of manpower requirements by occupation group in 2025



Projection for 2028

**Manpower
requirements**



195 900

Changes from 2025 to 2028

Projected change

Average annual growth rate



+ 17 800



+3.2%

**Sectoral manpower
balance**



-3 000 to -6 000

Key factors impacting outlook



**Change in visitors'
preferences**



**Increase in tourism
appeal of Hong Kong**



Rise in visitor arrivals



Mega event economy

Manpower balance by occupation group

Managers, supervisors and professionals	Clerical support workers	Services and sales workers	Skilled technical workers	Manual labourers
- 500 to - 1 500	within $\pm$ 500	- 1 500 to - 2 500	- 500 to - 1 500	- 500 to - 1 500



Occupations in demand

- AI practitioners (M)
- Event and project coordinators (M)
- Green, conservation and cultural tour guides (inbound/outbound) (M&S)
- IT and digitalisation staff (M)
- Mega-event planners (M)
- Customer service officers (S)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Customer service and complaint handling
- Critical thinking and problem solving
- Data analytical and verification skills
- Digital content and storytelling
- Digital proficiency (AI-driven human-machine collaboration)
- Event planning and management
- Local tour-guiding (such as local culture and history)
- Multilingual competence
- Outbound product development
- Social media marketing

Essential knowledge

- AI literacy
- Conference, exhibition, event market trends
- Cultural awareness and sensitivity
- Hong Kong's culture, tourist attractions and activities
- Local consumers' and tourists' preference and requirements

Note:

Based on official statistics released by the Census and Statistics Department, the 2023 employment and manpower requirements for Tourism have been revised to 145 300 and 156 600 respectively, superseding those published in the Report on 2023 Manpower Projection.

Appendix V: Supplementary Statistical Tables

1. Labour Force and Labour Force Participation Rate by Sex and Age Group, 2025 and 2028
2. Number of Employed Persons by Occupation Group, 2025
3. Number of Employed Persons by Selected Industry and Occupation Group, 2025
4. Manpower Requirements by Occupation Group, 2025 and 2028
5. Manpower Requirements by Selected Industry, 2025 and 2028
6. Manpower Requirements by Selected Industry and Occupation Group, 2025 and 2028
7. Manpower Requirements by Conventional Sector, 2025 and 2028
8. Manpower Requirements by Conventional Sector and Occupation Group, 2025 and 2028
9. Manpower Balance by Occupation Group, 2025 and 2028
10. Manpower Balance by Selected Industry, 2025 and 2028
11. Manpower Balance by Selected Industry and Occupation Group, 2028

Notes

Figures in the tables may not add up to the respective totals due to rounding.

Projected changes and growth rates are derived from unrounded figures.

Employment figures for International innovation and technology centre, City operation, Manufacturing and new industrialisation-related industries, and Tourism in 2025 are preliminary estimates and subject to revision when more data become available.

Symbols

- | | |
|------|--|
| n.a. | Not applicable / not covered in the study. |
| ± | Estimates within ± 500 or related rates of change derived based on such estimates. |
| * | Estimates less than 500. |
| § | Manpower balance within ± 500. |

Table 1 Labour Force and Labour Force Participation Rate (LFPR) by Sex and Age Group, 2025 and 2028

Sex / Age group	2025 (Actual)		2028 (Projection)		Projected change (2025 to 2028)	
	Labour force	LFPR (%)	Labour force	LFPR (%)	Labour force	LFPR (% point)
Male						
15 - 24	82 000	28.1	84 000	26.1	+ 1 000	- 2.1
25 - 34	373 000	90.8	332 000	90.3	- 41 000	- 0.5
35 - 44	450 000	95.1	445 000	94.8	- 5 000	- 0.2
45 - 54	428 000	91.0	438 000	91.3	+ 10 000	+ 0.4
55 - 64	371 000	70.4	350 000	71.9	- 22 000	+ 1.5
65 and over	151 000	18.8	166 000	18.6	+ 15 000	- 0.2
15 and over	1 857 000	62.3	1 814 000	60.2	- 42 000	- 2.1
Female						
15 - 24	77 000	27.6	74 000	24.8	- 3 000	- 2.8
25 - 34	333 000	81.9	310 000	82.2	- 23 000	+ 0.4
35 - 44	386 000	72.7	381 000	73.5	- 5 000	+ 0.9
45 - 54	413 000	69.9	408 000	70.7	- 5 000	+ 0.8
55 - 64	321 000	49.6	314 000	51.6	- 6 000	+ 1.9
65 and over	79 000	8.7	94 000	9.2	+ 15 000	+ 0.5
15 and over	1 609 000	47.9	1 582 000	46.4	- 27 000	- 1.4
Both sexes						
15 - 24	159 000	27.9	158 000	25.5	- 2 000	- 2.4
25 - 34	707 000	86.3	642 000	86.2	- 64 000	- 0.1
35 - 44	836 000	83.2	826 000	83.7	- 10 000	+ 0.4
45 - 54	842 000	79.2	846 000	80.1	+ 5 000	+ 0.8
55 - 64	692 000	59.0	664 000	60.6	- 28 000	+ 1.6
65 and over	230 000	13.4	260 000	13.6	+ 29 000	+ 0.1
15 and over	3 466 000	54.6	3 396 000	52.9	- 70 000	- 1.8

Sources: C&SD; Estimates compiled by LWB based on statistical data from C&SD and administrative data from other B/Ds.

Table 2 Number of Employed Persons by Occupation Group, 2025

Occupation group	Employment in 2025
Managers, supervisors and professionals	1 493 900
Clerical support workers	443 700
Services and sales workers	690 900
Skilled technical workers	371 200
Manual labourers	326 800
Overall	3 326 400

Table 3 Number of Employed Persons by Selected Industry and Occupation Group, 2025

Selected industry	Employment in 2025					Overall
	Managers, supervisors and professionals	Clerical support workers	Services and sales workers	Skilled technical workers	Manual labourers	
Eight Centres						
East-meets-West centre for international cultural exchange	171 200	24 900	17 000	9 300	6 300	228 700
International aviation hub	28 800	9 100	17 200	6 900	7 200	69 200
International financial centre	224 000	44 000	*	1 800	1 700	271 900
<i>Banking</i>	77 100	18 300	*	*	500	96 500
<i>Stock brokerage and asset management</i>	88 300	14 000	*	1 300	1 100	104 900
<i>Insurance</i>	58 700	11 700	*	*	*	70 600
International innovation and technology centre	60 200	3 100	*	*	n.a.	63 800
International legal and dispute resolution services centre	17 400	5 700	*	*	600	23 700
International trade centre	256 100	146 300	15 400	58 300	62 600	538 700
<i>Trading</i>	217 900	114 300	2 300	12 700	21 700	369 000
<i>Logistics</i>	38 100	32 000	13 100	45 600	40 800	169 700
International transportation centre	38 900	29 600	14 900	106 900	37 700	228 000
<i>Land and water passenger services</i>	15 200	4 800	9 700	63 800	2 900	96 300
<i>Land and water logistics services</i>	23 800	24 800	5 200	43 000	34 900	131 700
Regional intellectual property trading centre	35 000	22 000	*	n.a.	n.a.	57 100

Table 3 Number of Employed Persons by Selected Industry and Occupation Group, 2025 (cont'd)

Selected industry	Employment in 2025					Overall
	Managers, supervisors and professionals	Clerical support workers	Services and sales workers	Skilled technical workers	Manual labourers	
Nine Significant Sectors						
Accommodation and food	31 100	9 900	170 500	2 500	30 200	244 300
<i>Accommodation</i>	12 100	8 300	14 600	1 600	3 800	40 300
<i>Food</i>	19 100	1 600	155 900	900	26 500	203 900
City operation	292 300	19 600	152 300	71 100	n.a.	535 300
<i>Automobile</i>	2 800	1 000	1 900	9 600	n.a.	15 300
<i>Beauty care and hairdressing</i>	7 900	6 300	31 400	4 200	n.a.	49 800
<i>Electrical and mechanical services</i>	32 900	n.a.	n.a.	39 300	n.a.	72 100
<i>Electronics and telecommunications</i>	58 400	n.a.	n.a.	9 900	n.a.	68 300
<i>Information technology</i>	117 400	n.a.	n.a.	n.a.	n.a.	117 400
<i>Real estate services</i>	56 800	12 200	68 300	8 200	n.a.	145 500
<i>Security services</i>	23 900	*	112 800	n.a.	n.a.	136 700
Construction industry	90 800	n.a.	n.a.	198 400	n.a.	289 300
Education	138 700	17 800	8 500	800	11 400	177 300
Healthcare services	109 800	32 000	23 200	1 300	6 300	172 600
Manufacturing and new industrialisation-related industries	128 800	25 200	1 500	27 000	12 700	195 200
Retail	37 200	7 800	179 500	7 400	14 900	246 800
Social services	39 000	4 800	26 700	1 400	5 800	77 700
Tourism	39 500	14 700	91 000	12 600	12 700	170 500

Notes:

- (1) As certain economic activities are pertinent to multiple selected industries, the relevant manpower figures would overlap.
- (2) For the International innovation and technology centre, Regional intellectual property trading centre, City operation and Construction industry, the manpower figures mainly cover trade-specific or related technical personnel for the relevant industries. General supporting personnel and workers (e.g. cleaners) are generally not covered.
- (3) The coverage of different categories within City operation would overlap to some extent. For example, certain security guards are included in both Real estate services and Security services, and some Information technology (IT) personnel are counted under both IT and Electronics and telecommunications. Such overlaps have been deducted from the overall figure.

Table 4 Manpower Requirements by Occupation Group, 2025 and 2028

Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Managers, supervisors and professionals	1 542 900	1 639 100	+ 96 200	+ 2.0%
Clerical support workers	455 200	412 000	- 43 200	- 3.3%
Services and sales workers	732 700	740 500	+ 7 800	+ 0.4%
Skilled technical workers	387 500	403 200	+ 15 700	+ 1.3%
Manual labourers	337 600	334 700	- 2 800	- 0.3%
Overall	3 455 900	3 529 600	+ 73 700	+ 0.7%

Table 5 Manpower Requirements by Selected Industry, 2025 and 2028

Selected industry	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Eight Centres				
East-meets-West centre for international cultural exchange	238 500	243 200	+ 4 600	+ 0.6%
International aviation hub	72 000	83 200	+ 11 200	+ 5.0%
International financial centre	278 700	301 300	+ 22 600	+ 2.6%
International innovation and technology centre	71 800	94 100	+ 22 200	+ 9.4%
International legal and dispute resolution services centre	24 000	25 000	+ 1 100	+ 1.5%
International trade centre	546 800	525 200	- 21 600	- 1.3%
International transportation centre	235 700	226 800	- 9 000	- 1.3%
Regional intellectual property trading centre	58 000	59 300	+ 1 200	+ 0.7%
Nine Significant Sectors				
Accommodation and food	256 200	256 700	+ 500	+ 0.1%
City operation	562 600	591 100	+ 28 500	+ 1.7%
Construction industry	298 700	338 300	+ 39 700	+ 4.2%
Education	182 700	184 200	+ 1 400	+ 0.3%
Healthcare services	187 100	205 900	+ 18 800	+ 3.2%
Manufacturing and new industrialisation-related industries	199 300	211 100	+ 11 800	+ 1.9%
Retail	258 800	258 800	±	±
Social services	83 700	88 100	+ 4 300	+ 1.7%
Tourism	178 100	195 900	+ 17 800	+ 3.2%

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

Table 6 Manpower Requirements by Selected Industry and Occupation Group, 2025 and 2028

Selected industry / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Eight Centres				
East-meets-West centre for international cultural exchange				
Managers, supervisors and professionals	179 200	186 300	+ 7 000	+ 1.3%
Clerical support workers	25 800	23 100	- 2 800	- 3.7%
Services and sales workers	17 400	17 900	±	±
Skilled technical workers	9 600	9 700	±	±
Manual labourers	6 500	6 200	±	±
Overall	238 500	243 200	+ 4 600	+ 0.6%
International aviation hub				
Managers, supervisors and professionals	29 700	36 400	+ 6 700	+ 7.0%
Clerical support workers	9 600	9 300	±	±
Services and sales workers	17 600	20 000	+ 2 400	+ 4.4%
Skilled technical workers	7 500	8 700	+ 1 300	+ 5.3%
Manual labourers	7 700	8 800	+ 1 200	+ 4.9%
Overall	72 000	83 200	+ 11 200	+ 5.0%
International financial centre				
Managers, supervisors and professionals	230 000	255 600	+ 25 600	+ 3.6%
Clerical support workers	44 700	41 400	- 3 300	- 2.5%
Services and sales workers	*	*	±	±
Skilled technical workers	1 800	1 900	±	±
Manual labourers	1 700	1 800	±	±
Overall	278 700	301 300	+ 22 600	+ 2.6%

Table 6 Manpower Requirements by Selected Industry and Occupation Group, 2025 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Eight Centres (cont'd)				
International innovation and technology centre				
Managers, supervisors and professionals	67 800	89 700	+ 21 900	+ 9.8%
Clerical support workers	3 500	3 700	‡	‡
Services and sales workers	*	*	‡	‡
Skilled technical workers	500	600	‡	‡
Manual labourers	n.a.	n.a.	n.a.	n.a.
Overall	71 800	94 100	+ 22 200	+ 9.4%
International legal and dispute resolution services centre				
Managers, supervisors and professionals	17 600	19 200	+ 1 600	+ 3.0%
Clerical support workers	5 700	5 200	- 500	- 3.2%
Services and sales workers	*	*	‡	‡
Skilled technical workers	*	*	‡	‡
Manual labourers	600	600	‡	‡
Overall	24 000	25 000	+ 1 100	+ 1.5%
International trade centre				
Managers, supervisors and professionals	258 700	264 000	+ 5 300	+ 0.7%
Clerical support workers	148 100	129 000	- 19 100	- 4.5%
Services and sales workers	16 100	16 500	‡	‡
Skilled technical workers	60 100	56 900	- 3 200	- 1.8%
Manual labourers	64 000	58 800	- 5 200	- 2.8%
Overall	546 800	525 200	- 21 600	- 1.3%

Table 6 Manpower Requirements by Selected Industry and Occupation Group, 2025 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Eight Centres (cont'd)				
International transportation centre				
Managers, supervisors and professionals	40 500	41 000	‡	‡
Clerical support workers	30 500	28 300	- 2 200	- 2.5%
Services and sales workers	15 600	14 000	- 1 600	- 3.5%
Skilled technical workers	110 500	108 200	- 2 300	- 0.7%
Manual labourers	38 600	35 300	- 3 400	- 3.0%
Overall	235 700	226 800	- 9 000	- 1.3%
Regional intellectual property trading centre				
Managers, supervisors and professionals	35 600	36 400	+ 800	+ 0.7%
Clerical support workers	22 400	22 900	‡	‡
Services and sales workers	*	*	‡	‡
Skilled technical workers	n.a.	n.a.	n.a.	n.a.
Manual labourers	n.a.	n.a.	n.a.	n.a.
Overall	58 000	59 300	+ 1 200	+ 0.7%

Table 6 Manpower Requirements by Selected Industry and Occupation Group, 2025 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Nine Significant Sectors				
Accommodation and food				
Managers, supervisors and professionals	32 200	33 200	+ 900	+ 1.0%
Clerical support workers	10 300	9 600	- 600	- 2.1%
Services and sales workers	179 500	179 400	±	±
Skilled technical workers	2 600	2 800	±	±
Manual labourers	31 700	31 800	±	±
Overall	256 200	256 700	+ 500	+ 0.1%
City operation				
Managers, supervisors and professionals	310 700	327 900	+ 17 200	+ 1.8%
Clerical support workers	20 400	18 500	- 1 800	- 3.1%
Services and sales workers	158 200	165 800	+ 7 500	+ 1.6%
Skilled technical workers	73 300	78 900	+ 5 600	+ 2.5%
Manual labourers	n.a.	n.a.	n.a.	n.a.
Overall	562 600	591 100	+ 28 500	+ 1.7%
Construction industry				
Managers, supervisors and professionals	96 500	108 000	+ 11 500	+ 3.8%
Clerical support workers	n.a.	n.a.	n.a.	n.a.
Services and sales workers	n.a.	n.a.	n.a.	n.a.
Skilled technical workers	202 200	230 400	+ 28 200	+ 4.4%
Manual labourers	n.a.	n.a.	n.a.	n.a.
Overall	298 700	338 300	+ 39 700	+ 4.2%

Table 6 Manpower Requirements by Selected Industry and Occupation Group, 2025 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Nine Significant Sectors (cont'd)				
Education				
Managers, supervisors and professionals	143 000	146 800	+ 3 900	+ 0.9%
Clerical support workers	18 500	17 700	- 800	- 1.4%
Services and sales workers	8 700	7 800	- 900	- 3.6%
Skilled technical workers	800	900	±	±
Manual labourers	11 700	10 900	- 800	- 2.3%
Overall	182 700	184 200	+ 1 400	+ 0.3%
Healthcare services				
Managers, supervisors and professionals	118 300	133 100	+ 14 800	+ 4.0%
Clerical support workers	33 900	32 000	- 1 900	- 1.9%
Services and sales workers	26 300	31 600	+ 5 300	+ 6.2%
Skilled technical workers	1 400	1 600	±	±
Manual labourers	7 100	7 600	±	±
Overall	187 100	205 900	+ 18 800	+ 3.2%
Manufacturing and new industrialisation-related industries				
Managers, supervisors and professionals	131 200	146 600	+ 15 400	+ 3.8%
Clerical support workers	25 500	22 000	- 3 500	- 4.8%
Services and sales workers	1 600	1 600	±	±
Skilled technical workers	27 800	28 500	+ 700	+ 0.8%
Manual labourers	13 100	12 300	- 800	- 2.1%
Overall	199 300	211 100	+ 11 800	+ 1.9%

Table 6 Manpower Requirements by Selected Industry and Occupation Group, 2025 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Nine Significant Sectors (cont'd)				
Retail				
Managers, supervisors and professionals	38 900	38 900	±	±
Clerical support workers	8 300	8 200	±	±
Services and sales workers	188 400	189 000	+ 600	+ 0.1%
Skilled technical workers	7 800	7 800	±	±
Manual labourers	15 400	14 900	- 500	- 1.2%
Overall	258 800	258 800	±	±
Social services				
Managers, supervisors and professionals	40 700	44 100	+ 3 300	+ 2.7%
Clerical support workers	5 200	4 800	±	±
Services and sales workers	29 800	31 000	+ 1 300	+ 1.4%
Skilled technical workers	1 500	1 500	±	±
Manual labourers	6 600	6 600	±	±
Overall	83 700	88 100	+ 4 300	+ 1.7%
Tourism				
Managers, supervisors and professionals	41 500	47 400	+ 6 000	+ 4.6%
Clerical support workers	15 500	14 800	- 600	- 1.4%
Services and sales workers	94 500	104 300	+ 9 800	+ 3.3%
Skilled technical workers	13 400	14 700	+ 1 300	+ 3.2%
Manual labourers	13 200	14 500	+ 1 300	+ 3.2%
Overall	178 100	195 900	+ 17 800	+ 3.2%

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

Table 7 Manpower Requirements by Conventional Sector, 2025 and 2028

Conventional sector	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Agriculture, fishing and quarrying	2 600	2 000	- 700	- 9.4%
Manufacturing	78 000	82 700	+ 4 700	+ 1.9%
Electricity, gas, water and waste management	17 800	19 200	+ 1 400	+ 2.5%
Construction (see Note (2))	345 200	381 100	+ 35 900	+ 3.4%
Import and export, wholesale and retail trades	631 400	609 100	- 22 400	- 1.2%
Accommodation and food	256 200	256 700	+ 500	+ 0.1%
Transportation, storage, postal and courier services	299 200	300 100	+ 900	+ 0.1%
Information and communications	117 200	122 000	+ 4 700	+ 1.3%
Financial services	278 700	301 300	+ 22 600	+ 2.6%
Real estate	164 400	170 600	+ 6 200	+ 1.3%
Professional and business services	427 500	435 100	+ 7 600	+ 0.6%
Social and personal services	837 600	849 800	+ 12 200	+ 0.5%
Overall Economy	3 455 900	3 529 600	+ 73 700	+ 0.7%

Notes:

- (1) This table provides breakdown of economic activities based on the Hong Kong Standard Industry Classification (HSIC) version 2.0 adopted by C&SD. The 12 conventional sectors together constitute the entire economy.
- (2) The coverage of “Construction sector” under the 12 conventional sectors follows HSIC version 2.0 adopted by C&SD and is thus different from that of the “Construction industry” under the nine significant sectors, which follows the coverage of Manpower Forecast by the Construction Industry Council.

Table 8 Manpower Requirements by Conventional Sector and Occupation Group, 2025 and 2028

Conventional sector / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Agriculture, fishing and quarrying				
Managers, supervisors and professionals	*	*	±	±
Clerical support workers	*	*	±	±
Services and sales workers	*	*	±	±
Skilled technical workers	2 100	1 600	- 500	- 9.4%
Manual labourers	*	*	±	±
Overall	2 600	2 000	- 700	- 9.4%
Manufacturing				
Managers, supervisors and professionals	34 700	40 600	+ 5 900	+ 5.4%
Clerical support workers	7 000	6 200	- 900	- 4.2%
Services and sales workers	1 000	1 000	±	±
Skilled technical workers	25 400	25 600	±	±
Manual labourers	9 900	9 300	- 600	- 2.1%
Overall	78 000	82 700	+ 4 700	+ 1.9%
Electricity, gas, water and waste management				
Managers, supervisors and professionals	8 200	9 400	+ 1 200	+ 4.7%
Clerical support workers	1 700	1 700	±	±
Services and sales workers	*	*	±	±
Skilled technical workers	4 400	4 800	±	±
Manual labourers	3 300	3 200	±	±
Overall	17 800	19 200	+ 1 400	+ 2.5%

Table 8 Manpower Requirements by Conventional Sector and Occupation Group, 2025 and 2028 (cont'd)

Conventional sector / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Construction (see Note(2))				
Managers, supervisors and professionals	98 700	109 800	+ 11 100	+ 3.6%
Clerical support workers	17 400	17 400	±	±
Services and sales workers	*	*	±	±
Skilled technical workers	156 700	174 000	+ 17 300	+ 3.6%
Manual labourers	72 300	79 900	+ 7 500	+ 3.4%
Overall	345 200	381 100	+ 35 900	+ 3.4%
Import and export, wholesale and retail trades				
Managers, supervisors and professionals	258 600	258 100	±	±
Clerical support workers	123 400	106 100	- 17 300	- 4.9%
Services and sales workers	191 200	191 500	±	±
Skilled technical workers	20 800	19 400	- 1 400	- 2.3%
Manual labourers	37 500	34 000	- 3 500	- 3.2%
Overall	631 400	609 100	- 22 400	- 1.2%
Accommodation and food				
Managers, supervisors and professionals	32 200	33 200	+ 900	+ 1.0%
Clerical support workers	10 300	9 600	- 600	- 2.1%
Services and sales workers	179 500	179 400	±	±
Skilled technical workers	2 600	2 800	±	±
Manual labourers	31 700	31 800	±	±
Overall	256 200	256 700	+ 500	+ 0.1%

Table 8 Manpower Requirements by Conventional Sector and Occupation Group, 2025 and 2028 (cont'd)

Conventional sector / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Transportation, storage, postal and courier services				
Managers, supervisors and professionals	66 800	73 400	+ 6 600	+ 3.2%
Clerical support workers	39 900	37 400	- 2 500	- 2.2%
Services and sales workers	33 200	34 000	+ 800	+ 0.8%
Skilled technical workers	113 500	111 800	- 1 700	- 0.5%
Manual labourers	45 700	43 500	- 2 300	- 1.7%
Overall	299 200	300 100	+ 900	+ 0.1%
Information and communications				
Managers, supervisors and professionals	100 800	107 000	+ 6 200	+ 2.0%
Clerical support workers	10 200	8 600	- 1 600	- 5.5%
Services and sales workers	2 100	1 900	±	±
Skilled technical workers	3 400	3 700	±	±
Manual labourers	800	800	±	±
Overall	117 200	122 000	+ 4 700	+ 1.3%
Financial services				
Managers, supervisors and professionals	230 000	255 600	+ 25 600	+ 3.6%
Clerical support workers	44 700	41 400	- 3 300	- 2.5%
Services and sales workers	*	*	±	±
Skilled technical workers	1 800	1 900	±	±
Manual labourers	1 700	1 800	±	±
Overall	278 700	301 300	+ 22 600	+ 2.6%
Real estate				
Managers, supervisors and professionals	65 200	69 100	+ 3 800	+ 1.9%
Clerical support workers	21 300	18 800	- 2 500	- 4.1%
Services and sales workers	62 800	67 400	+ 4 600	+ 2.4%
Skilled technical workers	9 100	9 800	+ 700	+ 2.5%
Manual labourers	5 900	5 600	±	±
Overall	164 400	170 600	+ 6 200	+ 1.3%

Table 8 Manpower Requirements by Conventional Sector and Occupation Group, 2025 and 2028 (cont'd)

Conventional sector / Occupation group	Actual manpower requirements in 2025	Projected manpower requirements in 2028	Projected change (2025 to 2028)	
	Number	Number	Number	Annual change
Professional and business services				
Managers, supervisors and professionals	201 800	215 100	+ 13 200	+ 2.1%
Clerical support workers	67 800	62 500	- 5 300	- 2.7%
Services and sales workers	62 700	65 000	+ 2 300	+ 1.2%
Skilled technical workers	12 900	13 100	±	±
Manual labourers	82 300	79 500	- 2 900	- 1.2%
Overall	427 500	435 100	+ 7 600	+ 0.6%
Social and personal services				
Managers, supervisors and professionals	445 600	467 600	+ 22 000	+ 1.6%
Clerical support workers	111 500	102 400	- 9 100	- 2.8%
Services and sales workers	199 400	199 600	±	±
Skilled technical workers	34 800	34 700	±	±
Manual labourers	46 300	45 500	- 800	- 0.6%
Overall	837 600	849 800	+ 12 200	+ 0.5%
Overall economy				
Managers, supervisors and professionals	1 542 900	1 639 100	+ 96 200	+ 2.0%
Clerical support workers	455 200	412 000	- 43 200	- 3.3%
Services and sales workers	732 700	740 500	+ 7 800	+ 0.4%
Skilled technical workers	387 500	403 200	+ 15 700	+ 1.3%
Manual labourers	337 600	334 700	- 2 800	- 0.3%
Overall	3 455 900	3 529 600	+ 73 700	+ 0.7%

Notes:

- (1) This table provides breakdown of economic activities based on HSIC version 2.0 adopted by C&SD. The 12 conventional sectors together constitute the entire economy.
- (2) The coverage of “Construction sector” under the 12 conventional sectors follows HSIC version 2.0 adopted by C&SD and is thus different from that of the “Construction industry” under the nine significant sectors, which follows the coverage of Manpower Forecast by the Construction Industry Council.

Table 9 Manpower Balance by Occupation Group, 2025 and 2028

Occupation group	2025	2028
Managers, supervisors and professionals	- 1 000	- 33 000 to - 38 000
Clerical support workers	+ 3 000	+ 25 000 to + 30 000
Services and sales workers	- 5 000	- 28 000 to - 33 000
Skilled technical workers	+ 3 000	- 48 000 to - 53 000
Manual labourers	+ 10 000	- 36 000 to - 41 000

Table 10 Manpower Balance by Selected Industry, 2025 and 2028

Selected industry	2025	2028
Eight Centres		
International innovation and technology centre	- 4 000	- 12 000 to - 17 000
International aviation hub	- 1 000	- 8 000 to - 13 000
International transportation centre	+ 1 000	- 6 000 to - 9 000
International financial centre	- 1 000	- 4 000 to - 7 000
East-meets-West centre for international cultural exchange	§	- 3 000 to - 6 000
Regional intellectual property trading centre	§	§
International legal and dispute resolution services centre	§	§
International trade centre	+ 8 000	+ 5 000 to + 8 000
Nine Significant Sectors		
Construction industry	- 5 000	- 30 000 to - 40 000
City operation	- 4 000	- 20 000 to - 25 000
Healthcare services	- 9 000	- 13 000 to - 18 000
Manufacturing and new industrialisation-related industries	§	- 5 000 to - 10 000
Education	§	- 4 000 to - 7 000
Tourism	- 1 000	- 3 000 to - 6 000
Accommodation and food	§	- 3 000 to - 6 000
Social services	- 1 000	- 2 000 to - 5 000
Retail	§	- 500 to - 3 500

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

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

Selected industry	Managers, supervisors and professionals	Clerical support workers	Services and sales workers	Skilled technical workers	Manual labourers	Overall
Eight Centres						
International innovation and technology centre	- 12 000 to - 17 000	\$	\$	\$	n.a.	- 12 000 to - 17 000
International aviation hub	- 2 000 to - 3 000	\$	- 3 500 to - 4 500	- 2 000 to - 3 000	- 500 to - 1 500	- 8 000 to - 13 000
International transportation centre	- 500 to - 1 500	\$	\$	- 10 000 to - 12 000	+ 2 500 to + 3 500	- 6 000 to - 9 000
International financial centre	- 6 000 to - 8 000	+ 2 000 to + 3 000	\$	\$	\$	- 4 000 to - 7 000
East-meets-West centre for international cultural exchange	- 3 500 to - 5 500	\$	\$	\$	\$	- 3 000 to - 6 000
Regional intellectual property trading centre	\$	\$	\$	n.a.	n.a.	\$
International legal and dispute resolution services centre	\$	\$	\$	\$	\$	\$
International trade centre	- 4 000 to - 5 000	+ 13 500 to + 15 500	- 1 000 to - 2 000	- 3 500 to - 4 500	+ 1 500 to + 2 500	+ 5 000 to + 8 000
Nine Significant Sectors						
Construction industry	- 10 000 to - 15 000	n.a.	n.a.	- 20 000 to - 25 000	n.a.	- 30 000 to - 40 000
City operation	- 9 500 to - 11 500	+ 1 000 to + 2 000	- 8 000 to - 10 000	- 4 000 to - 5 000	n.a.	- 20 000 to - 25 000
Healthcare services	- 7 500 to - 9 500	\$	- 3 000 to - 4 000	\$	- 2 000 to - 3 000	- 13 000 to - 18 000
Manufacturing and new industrialisation related industries	- 4 000 to - 7 000	+ 1 500 to + 2 500	\$	- 3 000 to - 4 000	\$	- 5 000 to - 10 000
Education	- 3 500 to - 4 500	\$	\$	\$	- 1 000 to - 2 000	- 4 000 to - 7 000
Tourism	- 500 to - 1 500	\$	- 1 500 to - 2 500	- 500 to - 1 500	- 500 to - 1 500	- 3 000 to - 6 000
Accommodation and food	\$	\$	- 1 500 to - 2 500	\$	- 2 500 to - 3 500	- 3 000 to - 6 000
Social services	- 500 to - 1 500	\$	- 1 500 to - 2 500	\$	\$	- 2 000 to - 5 000
Retail	\$	+ 500 to + 1 500	- 2 500 to - 3 500	\$	\$	- 500 to - 3 500

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

Appendix VI: List of Consultees[#]

East-meets-West Centre for International Cultural Exchange

1. 1a Space
2. British Council Hong Kong
3. China Federation of Literary and Art Circles Hong Kong Member Association Limited
4. Chung Ying Theatre Company
5. Dr Prynne Yan LIU (Research Assistant Professor, Department of History, Hong Kong Baptist University)
6. Dr the Hon Wilfred WONG Ying-wai, GBM, GBS, JP (Chairperson of Hong Kong Film Development Council)
7. Hong Kong Arts Development Council
8. Hong Kong Dance Company
9. Hong Kong Fashion Designers Association
10. Hong Kong Interior Design Association
11. Hong Kong Movie Production Executives Association
12. Hong Kong Tradebook Publishers Association Limited
13. Mr Luther LAU Kwok-wai (Member of Media and Communications Training Board, VTC)
14. Ms Elaine LEUNG Wai-yin (Member of Public Libraries Advisory Committee)
15. PMQ Management Company Limited
16. Prof. Alexander WAI Ping-kong, JP (Chairperson of Science Sub-committee, Museum Advisory Committee)
17. Prof. Anthony CHEUNG Chun-yue (Member of Committee on Venue Partnership)
18. Prof. LEE Kun-Pyo (Dean of School, Swire Chair Professor of Design, The Hong Kong Polytechnic University)
19. The Hon TANG Ka-piu, BBS, JP
20. The Hong Kong Academy for Performing Arts
21. The Hong Kong Reprographic Rights Licensing Society Limited
22. West Kowloon Cultural District Authority

Note

[#] In the mid-term update of manpower projection, sectoral consultations for the Regional intellectual property trading center, the Construction industry, and the Healthcare services sector were not separately conducted. As the corresponding B/Ds were undertaking similar manpower studies concurrently, the manpower projections for the aforementioned industries have directly referred to the respective studies.

International Aviation Hub

1. Airport Authority Hong Kong
2. Aviation Security Company Limited
3. Cathay Pacific Airways Limited
4. Greater Bay Airlines Company Limited
5. Hong Kong Air Cargo Terminals Limited
6. Hong Kong Aircraft Engineering Company Limited (HAECO)
7. Hong Kong Airlines Limited
8. Hong Kong Airport Services Limited
9. LSG Sky Chefs Hong Kong Limited
10. Metrojet Limited
11. Plaza Premium Group
12. Tradeport Hong Kong Limited
13. Worldwide Flight Services

International Financial Centre

1. Agricultural Bank of China Hong Kong Branch
2. AlipayHK
3. Bank of Beijing Co., Ltd. Hong Kong Representative Office
4. Bank of China (Hong Kong) Limited
5. BNP Paribas
6. China CITIC Bank International Limited
7. China Ping An Insurance (Hong Kong) Company Limited
8. China Taiping Life Insurance (Hong Kong) Company Limited
9. Chinese Asset Management Association of Hong Kong
10. Chinese Banking Association of Hong Kong
11. Chubb Life Insurance Hong Kong Limited
12. Cigna Worldwide General Insurance Company Limited
13. CMB Wing Lung Bank
14. CPA Australia
15. Ernst & Young
16. Far Eastern International Bank
17. Hang Seng Bank Limited
18. Hong Kong Association of Registered Public Interest Entity Auditors Limited
19. Hong Kong General Insurance Affairs Association
20. Hong Kong Investment Funds Association
21. Hong Kong Securities & Futures Professionals Association
22. Industrial and Commercial Bank of China (Asia) Limited
23. Industrial Bank Co., Ltd. Hong Kong Branch
24. Livi Bank Limited
25. Mr Bernard SIN (Regional Director of Greater China, MKS PAMP (Hong Kong) Limited)
26. Mr Solomon NGAN Yat-fan (Member of Insurance Training Board, VTC)
27. Ms Agnes CHAN See-wan (Member of Banking and Finance Training Board, VTC)
28. Ms SO Yuen-ting (Member of Accountancy Training Board, VTC)
29. Octopus Holdings Limited
30. Ping An Digital Bank (International) Limited
31. Professional Insurance Brokers Association
32. Public Bank (Hong Kong) Limited
33. The Actuarial Society of Hong Kong
34. The Association of Hong Kong Accountants
35. The Chartered Institute of Management Accountants
36. The Hon CHAN Chun-ying, BBS, JP
37. The Hon CHAN Pui-leung
38. The Hon Robert LEE Wai-wang, JP
39. The Hon Rock CHEN Chung-nin, SBS, JP

40. The Hong Kong Federation of Insurers
41. The Hong Kong Institute of Bankers
42. The Hongkong and Shanghai Banking Corporation Limited
43. The Institute of Financial Planners of Hong Kong
44. The Society of Chinese Accountants and Auditors
45. Transamerica Life (Bermuda) Ltd.
46. United Overseas Bank Limited
47. YF Life Insurance International Ltd.
48. Zurich Insurance Company Ltd.

International Innovation and Technology Centre

1. 5G nuMultiMedia Limited
2. AESIR Limited
3. Akila Limited
4. Baidu
5. Binary Creation Limited
6. BlueOnion Limited
7. Canpanion Group Limited
8. Cloud Security Alliance Hong Kong & Macau Chapter
9. Cogniser Infotech Limited
10. Deloitte China
11. Digital Domain Enterprises Group Limited
12. FASE Technology Group Limited
13. FireAlert Limited
14. Forms Syntron Information (HK) Ltd
15. Fundingreach Limited
16. GODO Innovation Technology HK Limited
17. GPTBots Hong Kong Limited
18. GPTBots.ai
19. HaploX GeneTech (Hong Kong) Limited
20. Harmony Tech Innovation Limited
21. HGC Global Communications Limited
22. Hillstone Networks (HK) Limited
23. Hippo Logistic Technology Limited
24. Hong Kong Academy of Engineering
25. Hong Kong Applied Science and Technology Research Institute Company Limited
26. Hong Kong Computer Society
27. Hong Kong Cyberport Management Company Limited
28. Hong Kong DAS-Security International Limited
29. Hong Kong Innovative Technology Development Association
30. Hong Kong MedTech Association
31. Hong Kong Microelectronics Research and Development Institute Company Limited
32. Hong Kong Professional Unmanned Aerial Vehicles Association Limited
33. Hong Kong Science and Technology Parks Corporation
34. Hong Kong-Shenzhen Innovation and Technology Park Limited
35. HooRii Tech
36. Insight Technology Co., Limited
37. InnoHK Advanced Biomedical Instrumentation Centre Limited
38. InnoHK Center for Neuromusculoskeletal Restorative Medicine Limited
39. InnoHK Centre for Immunology & Infection Limited

40. InnoHK Centre for Regenerative Medicine and Health, Hong Kong Institute of Science & Innovation, Chinese Academy of Sciences
41. InnoHK Hong Kong Center for Neurodegenerative Diseases Limited
42. InnoHK Hong Kong Centre for Logistics Robotics Limited
43. InnoHK Laboratory for Synthetic Chemistry and Chemical Biology Limited
44. Innovation and Technology Training Board, VTC
45. Laservall Co., Limited
46. Leapflash Technology Limited
47. MateZ Lab Limited
48. m-Chinese Solution Limited
49. Medmind Technology Limited
50. Meiji Health Tech Co., Limited
51. Mr Victor KWOK Hoi-kit (Member of the Committee on Innovation, Technology and Industry Development)
52. Neufast Limited
53. NiRoTech Limited
54. OK Care Limited
55. OWOWWW Creative (Hong Kong) Company Limited
56. Pivotal Technologies Limited
57. Point Gold
58. Precision Robotics (Hong Kong) Limited
59. Pren Limited
60. Prof. Anderson SHUM Ho-cheung (Member of the Committee on Innovation, Technology and Industry Development)
61. Ricoh Hong Kong Limited
62. RightPick Technology Limited
63. Sangfor Technologies (Hong Kong) Limited
64. Sharp Peak Consulting Limited
65. The Hon LEE Kwong-yu, MH
66. The Hong Kong Research Institute of Textiles and Apparel Limited
67. TOPPAN Edge (Hong Kong) Limited
68. Ultra High Point Limited
69. Vizilog Asia Limited
70. VoiceAI Technologies Hong Kong Limited
71. Votee AI Limited
72. Wizpresso Limited
73. Wurth Electronics (HK) Limited

International Trade Centre

1. Golden Resources Development International Limited
2. Hong Kong (SME) Economic and Trade Promotional Association
3. Hong Kong Applied Science and Technology Research Institute Company Limited
4. International Business Committee
5. Merchandise Trading and E-commerce Training Board, VTC
6. Small and Medium Enterprises Committee
7. The Chinese General Chamber of Commerce
8. The Federation of Hong Kong Industries
9. The Hon Tommy CHUNG Ki-fung
10. The Hong Kong Chinese Importers' & Exporters' Association
11. The Hong Kong General Chamber of Commerce

International Transportation Centre

1. Captain Hon Lothair LAM Ming-fung
2. Discovery Bay Transportation Services Limited
3. Guangdong and Hong Kong Feeder Association Limited
4. Hong Kong Association of Freight Forwarding and Logistics Limited
5. Hong Kong E-Commerce Logistics Association
6. Hong Kong International Airport Carrier Liaison Group
7. Hong Kong Logistics Innovation Association
8. Hongkong Salvage & Towage Services Limited
9. Institute of Seatransport
10. Kwoon Chung Bus Holdings Limited
11. Logistics and Supply Chain MultiTech R&D Centre
12. Merchant Navy Officers' Guild - Hong Kong
13. Modern Terminals Limited
14. MTR Corporation Limited
15. The Hon Steven HO Chun-yin, BBS, JP
16. The Hong Kong Shippers' Council
17. The Kowloon Motor Bus Co. (1933) Ltd.
18. The Nautical Institute Hong Kong Branch

International Legal and Dispute Resolution Services Centre

1. AALCO Hong Kong Regional Arbitration Centre
2. Baker & McKenzie
3. China International Economic and Trade Arbitration Commission Hong Kong Arbitration Center
4. Dentons Hong Kong LLP
5. Financial Dispute Resolution Centre
6. Herbert Smith Freehills Kramer
7. Hong Kong Mediation Centre
8. The Hon Carmen KAN Wai-mun, JP
9. The Law Society of Hong Kong

Accommodation and Food, Retail and Tourism

1. CYMCA Harbourview Limited
2. Camlux Hotel
3. Harbour Grand Hong Kong
4. Harbour Grand Kowloon
5. Harbour Plaza 8 Degrees
6. Harbour Plaza Metropolis
7. Harbour Plaza North Point
8. Harbour Plaza Resort City Hong Kong
9. Hilton Garden Inn Hong Kong Mongkok
10. Hong Kong Disneyland
11. Hong Kong Federation of Restaurants & Related Trades
12. Hong Kong Hotels Association
13. Hong Kong Ocean Park Marriott Hotel
14. Hong Kong Retail Management Association
15. Hong Kong Tourism Board
16. Hotel Alexandra
17. Hyatt Centric Victoria Harbour Hong Kong
18. JW Marriott Hotel Hong Kong
19. Kowloon Harbourfront Hotel
20. Lan Kwai Fong Group
21. Lan Kwai Fong Hotel @ Kau U Fong
22. LH Group Limited
23. Maxim's Caterers Limited
24. Miramar Hotel and Investment Company, Limited
25. Mr Daniel WAN Kam-fai (Former member of the Advisory Committee on Cruise Industry)
26. Nina Hospitality Company Limited
27. Ocean Park Corporation
28. Pentahotel Hong Kong, Tuen Mun
29. PizzaExpress (Hong Kong) Limited
30. Rambler Oasis Hotel
31. Regal Airport Hotel
32. Regal Hotels International Limited
33. Regala Skycity Hotel
34. Royal Plaza Hotel
35. School of Hotel and Tourism Management, The Hong Kong Polytechnic University
36. School of Hotel and Tourism Management, The Chinese University of Hong Kong
37. Sheraton Hong Kong Hotel & Towers
38. The Federation of Hong Kong Hotel Owners Limited
39. The Fullerton Ocean Park Hotel Hong Kong
40. The Hon Jonathan LEUNG Chun, MH
41. The Hon SHIU Ka-fai, BBS, JP

42. The Hon Steven HO Chun-yin, BBS, JP
43. The Hon Vivian KONG Man-wai, SBS, MH
44. The Hon YIU Pak-leung, MH, JP
45. Travel Industry Authority
46. The Kowloon Hotel
47. Wallem Shipping (Hong Kong) Limited
48. Yiqifei Travel Limited

City Operation

1. Aviation Security Company Limited
2. Electrical and Mechanical Services Training Board, VTC
3. Electronics and Telecommunications Training Board, VTC
4. Hysan Development Company Limited
5. Mr Bob CHUNG Ka-chun (Member of Automobile Training Board, VTC)
6. Sino Administration Services Limited

Education

1. Caritas - Hong Kong
2. City University of Hong Kong
3. College of Professional and Continuing Education, The Hong Kong Polytechnic University
4. English Schools Foundation
5. HKCT Institute of Higher Education
6. HKU School of Professional and Continuing Education
7. Hong Kong Baptist University
8. Hong Kong Chu Hai College
9. Hong Kong Direct Subsidy Scheme Schools Council
10. Hong Kong Shue Yan University
11. Lingnan University
12. Ms Adeline KUO Sze-wing (Member of Committee on Home-School Co-operation)
13. Ms Ayse WONG Oi-size (Member of the Advisory Committee on Gifted Education)
14. Technological and Higher Education Institute of Hong Kong (THEi)
15. The Chinese University of Hong Kong
16. The Education University of Hong Kong
17. The Hang Seng University of Hong Kong
18. The Hon Dennis LEUNG Tsz-wing, MH
19. The Hong Kong Academy for Gifted Education
20. The Hong Kong Polytechnic University
21. The Hong Kong University of Science and Technology
22. The University of Hong Kong
23. Tung Wah College
24. UOW College Hong Kong
25. Vocational Training Council (VTC)
26. Yew Chung College of Early Childhood Education

Manufacturing and New Industrialisation-related Industries

1. Advanced Manufacturing Training Board, VTC
2. ALBA Integrated Waste Solutions (Hong Kong) Limited
3. Baidu Apollo International Limited
4. Hollysys Transportation International Limited
5. Hong Kong Association for Testing, Inspection and Certification
6. The Chinese Manufacturers' Association of Hong Kong
7. The Federation of Hong Kong Industries
8. The Hon Jimmy NG Wing-ka, SBS, JP
9. The Hon Ray WONG Wing-wai
10. The Hong Kong Council for Testing and Certification
11. Veolia Hong Kong Holding Limited
12. Wiener Intelligence

Social Services

1. Association for Engineering and Medical Volunteer Services
2. Baptist Oi Kwan Social Service
3. Caritas - Hong Kong
4. Chinese YMCA of Hong Kong
5. Christian Family Service Centre
6. Dr LAU Kin-wah, Kevin, MH, JP (Vice-chairman of the Rehabilitation Advisory Committee)
7. Hong Kong Federation of Handicapped Youth
8. Hong Kong Society for the Protection of Children
9. Hong Kong Young Women's Christian Association
10. Mr Horace LIT Hoo-yin (Member of the Elderly Commission)
11. Mr Raymond LAI Kwan-ho (Member of the Rehabilitation Advisory Committee)
12. Mr SZE Yan-kit (Member of the Rehabilitation Advisory Committee)
13. New Life Psychiatric Rehabilitation Association
14. Prof. Hector TSANG Wing-hong (Member of the Social Welfare Advisory Committee)
15. Revd Canon Hon Peter Douglas KOON Ho-ming, SBS, JP
16. Richmond Fellowship of Hong Kong
17. SAHK
18. St. James' Settlement
19. The Hon Grace CHAN Man-yee
20. The Hong Kong Society for Rehabilitation
21. The Mental Health Association of Hong Kong
22. The Salvation Army
23. Tung Wah Group of Hospitals
24. Wai Ji Christian Service
25. Yan Chai Hospital

Others

1. AsiaWorld-Expo
2. Green Valley Landfill Limited
3. Hong Kong Department Stores & Commercial Staff General Union
4. Hong Kong Federation of Trade Unions
5. Hong Kong Institute of Human Resource Management
6. Hong Kong Public Relations Professionals' Association
7. Hong Kong SME Development Federation Ltd
8. Hong Kong Waste Disposal Industry Association
9. Hospitals, Clinics and Nursing Workers Union
10. Hotels, Food and Beverage Employees Association
11. Lan Kwai Fong Hotel @ Kau U Fong
12. Li Hing Environmental Services Company Limited
13. Mr Andy LUI Ho-yin (Member of Human Resources Planning Commission)
14. Mr Kenneth CHAN Yin (Member of Human Resources Planning Commission)
15. Prof. Gillian Ann CHOA (Member of Human Resources Planning Commission)
16. Prof. Raymond WONG Man-kong (Member of the Hong Kong Committee for Pacific Economic Cooperation)
17. Pro-Technic Machinery Group
18. The Federation of Hong Kong and Kowloon Labour Unions
19. The Hong Kong and China Gas Company Limited
20. The Hongkong Electric Company Limited
21. Vocational Training Council (VTC)

Appendix VII: List of Abbreviations

Abbreviations

AI	Artificial intelligence
Aviation hub	International aviation hub
B/Ds	Bureaux and departments
C&SD	Census and Statistics Department
CIC	Construction Industry Council
CCIs	Cultural and creative industries
E&M	Electrical and mechanical services
EICE centre	East-meets-West centre for international cultural exchange
ESG	Environmental, social and governance
FDHs	Foreign domestic helpers
Financial centre	International financial centre
GBA	Guangdong-Hong Kong-Macao Greater Bay Area
GDP	Gross Domestic Product
HSIC v2.0	Hong Kong Standard Industry Classification Version 2.0
I&T	Innovation and technology
I&T centre	International innovation and technology centre
IMF	International Monetary Fund
IoT	Internet of Things
IP trading centre	Regional intellectual property trading centre
IT	Information technology
LWB	Labour and Welfare Bureau
Legal & ADR centre	International legal and dispute resolution services centre
LFPR	Labour force participation rate
MP	Manpower projection
OWPHs	One-Way Permit holders
R&D	Research and development
STEAM	Science, technology, engineering, art, and mathematics
Trade centre	International trade centre
Transportation centre	International transportation centre
VTC	Vocational Training Council
UX/UI	User experience and user interface

Appendix VIII: Definitions and Terms

Eight centres

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

Knowledge

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

Manpower requirements

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

Manpower supply

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

Manpower balance

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

Nine significant sectors

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

Skill

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

Vacancy rate

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