

**For Information of the  
LegCo Manpower Panel**

**Consultancy on the Best Overseas  
Manpower Forecasting Practice**

**Purpose**

To inform Members of the objective and scope of the above consultancy and the progress achieved so far.

**Background**

2. With its open economy, Hong Kong's labour market is affected by a variety of socio-economic factors, both internal and external. In order to maintain the competitiveness and vitality of Hong Kong's economy, the Administration needs to:

- (a) ensure the availability of adequate manpower with appropriate quality and skills; and
- (b) provide appropriate training, not only for those persons about to enter the labour market, but also for those who are already in employment but wish to upgrade their skills, as well as for those who wish to take on jobs in new economic sectors, e.g. because of declining prospects in their own industries.

3. To facilitate achieving the above purposes, the Education and Manpower Bureau (EMB) has commissioned a consultancy whose objective is to conduct a study on best overseas manpower forecasting practice and its applicability to Hong Kong.

**Scope of Study**

4. In undertaking this study, the consultant was required to conduct in-depth qualitative analysis of the current manpower forecasting practices adopted by 9 overseas economies at a similar or more advanced

level of economic development. These economies include the Australia, Belgium, Japan, the Netherlands, Singapore, UK, USA, London and New York. The consultant was also invited to examine the guidelines and recommendations for manpower forecasting published by the international organisations such as the International Labour Organisation.

5. In addition, the consultant was required to carry out the following tasks
- a review of existing manpower forecasting approaches in Hong Kong;
  - an analysis of the requirements of potential end users of manpower forecasting in Hong Kong; and
  - the development of options for introducing an updated manpower forecasting model in Hong Kong.

### **Present Position**

6. The study which was commissioned by the EMB in May 1999 has been substantially completed. The consultant is now finalizing the report to take into account the feedback from relevant government bureaux and departments. It is expected that the final report will be ready before the end of May.

7. Barring unforeseeable delay in finalising the report, it is our intention to present major findings and recommendations of the consultancy to the Legislative Council Panel on Manpower at its June meeting.

Education and Manpower Bureau  
Government Secretariat  
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