

**For Discussion  
on 18 October 2017**

**Legislative Council Subcommittee  
To Follow up Issues Relating to the  
Three-Runway System at the Hong Kong International Airport**

**2017 Hong Kong International Airport Workforce Survey**

**Purpose**

At the meeting on 29 September 2017, in response to LC Paper No. CB(4)1619/16-17(01) (Chinese only), Members requested the Airport Authority Hong Kong (“AAHK”) to provide the results of the 2017 Hong Kong International Airport (“HKIA”) Workforce Survey (“the 2017 Survey”).

**Background**

2. At the meeting on 7 February 2017, Members were briefed, vide LC Paper No. CB(4)491/16-17(02), on the results of the 2015 HKIA Workforce Survey (“the 2015 Survey”). In the same paper, we informed Members of the measures taken by AAHK to attract people to work at HKIA, which are summarized below –

- (a) **Enhancement of transportation services** – services have been considerably improved through the increase in the frequency of services; addition of a number of new bus routes; and the provision of free overnight shuttle service for airport staff;
- (b) **Improvements to working conditions** – to continuously upgrade the airport working environment, AAHK has renovated three staff canteens, provided well-equipped resting areas, and opened a new Airport Preschool to a foster family-friendly work environment. As part of the Car Park 4 extension project, AAHK will develop a Community Centre to provide airport staff with a multi-purpose sports hall, a gym, and function rooms, etc;
- (c) **Availability of staff discounts** – in addition to the concessionary fares to eligible airport staff on the Airport Express and selected

bus services, AAHK has encouraged its licensees and business operators to offer staff discounts on selected items at various food outlets and shops at HKIA;

- (d) **Provision of job security and reasonable salary package** – for services that AAHK outsources, specific conditions have been included in AAHK’s contracts to require contractors to make back-to-back salary payment to staff, ensure wages are adjusted in tandem with the Composite Consumer Price Index, and that the new contractor shall “hire back” 50% of the staff employed by the outgoing contractor, etc;
- (e) **Attracting new workers and talents** – AAHK organizes an annual Career Expo as well as district-based job fairs and career talks throughout the year to attract new talents to the aviation industry;
- (f) **Setting up of the Hong Kong International Aviation Academy** (“the Academy”) – the Academy, which aims to attract and nurture talents for the continuous development of the aviation industry, rolled out its first batch of courses in April 2017 and is expected to train around 3,000 people within the 2017 academic year; and
- (g) **Use of technologies** – with the help of local research laboratories and universities, AAHK developed a number of equipment such as “baggage tagging robot”, “trolley counting system” and “Airport Ground Lighting inspection system” etc., to improve operational efficiency, reduce reliance on labour and make the working environment more amenable to female workers.

3. Since then, AAHK commenced the 2017 Survey in February 2017, with data reference date being 31 December 2016. Findings are summarized below.

### **Summary of Findings of the 2017 Survey**

4. 453 companies at HKIA were invited to participate in the 2017 Survey, covering organizations including airlines, retailers, caterers, logistics

operators, etc. 434 companies responded to the 2017 Survey, representing a response rate of 96%<sup>1</sup>.

5. According to the 2017 Survey, there were about 73,000 people working at the HKIA as at 31 December 2016. In terms of job categories, out of the 357 responding companies (82%), 40,527 of their employees were skilled employees while 12,176 employees were engaged in manual/ low skilled positions (details set out in **Appendix 1**).

6. In terms of employment types, of the 434 companies that responded to the question, 61,501 (about 85%) employees were permanent employees, 6,373 (9%) employees were on contract terms; and 3,614 (5%) employees were on part-time and temporary terms<sup>2</sup> (details set out in **Appendix 2**).

7. 423 responding companies (97%) of the 2017 Survey provided information on vacancy situations in their companies. There were about 4,499 vacancies (5.8%) in the companies concerned. A breakdown is provided in **Appendix 3**.

### **Comparison between the 2015 and 2017 Surveys**

8. In comparison to the findings of the 2015 Survey, the following can be observed from the 2017 Survey –

- (a) **Size of the HKIA workforce** – the total working population at the airport, as reported by the participating companies concerned, has increased by about 2,400<sup>3</sup> (roughly 3.4%) between 2015 and 2017;
- (b) **Distribution by job categories** – the distribution of the workforce by job categories in the 2017 Survey was largely similar to that of the 2015 Survey, except for professional positions which has increased from 9% to 16%;

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<sup>1</sup> It should be noted that while 434 companies in HKIA participated in the 2017 HKIA Workforce Survey, not all companies responded to all questions asked in the survey.

<sup>2</sup> For the remaining 1% of employees, no breakdown by employment types was provided by the responding companies (see **Appendix 2**).

<sup>3</sup> LC Paper No. CB(4)491/16-17(02) reported that there were about 73,000 people working at the HKIA in the 2015 survey. However, in the light of the information received from the 2017 Survey and upon inquiries by AAHK, it was discovered that there was a reporting error of about 2,700 employees in the 2015 Survey. The number of employees working at HKIA as reported in the 2015 Survey should be about 70,000.

- (c) **Employment types** – in terms of employment types, the breakdown of the 2017 Survey was largely similar to that of the 2015 Survey with less than 15% of the workforce being employed on non-permanent terms; and
- (d) **Vacancy situation** – the 2017 Survey results indicate that the vacancy situation at HKIA has improved considerably, with the percentage of vacancies decreasing from 6.6%<sup>4</sup> in 2015 to 5.8% in 2017. This is particularly significant in the light of the overall increase in the size of the workforce by around 3.4% during the same period.

9. In summary, the manpower situation in HKIA, in terms of size of workforce and the vacancy situation has improved considerably over the last two years. This is likely the result of the concerted efforts taken by AAHK and our business partners at HKIA in introducing measures that attract and retain people to work at HKIA. AAHK will continue to monitor the employment situation closely and will, from time to time, explore and introduce new initiatives to improve the working conditions at HKIA.

### **Advice Sought**

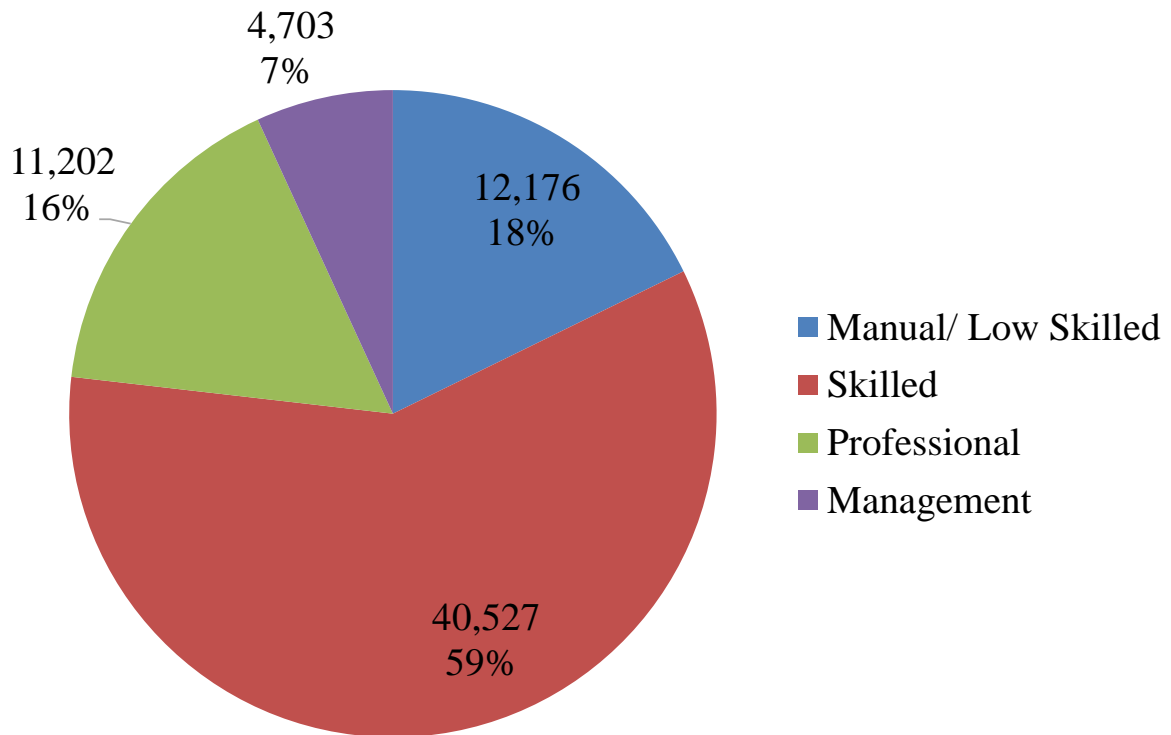
10. Members are invited to note the findings of the 2017 Survey as set out in this paper.

**Airport Authority Hong Kong  
October 2017**

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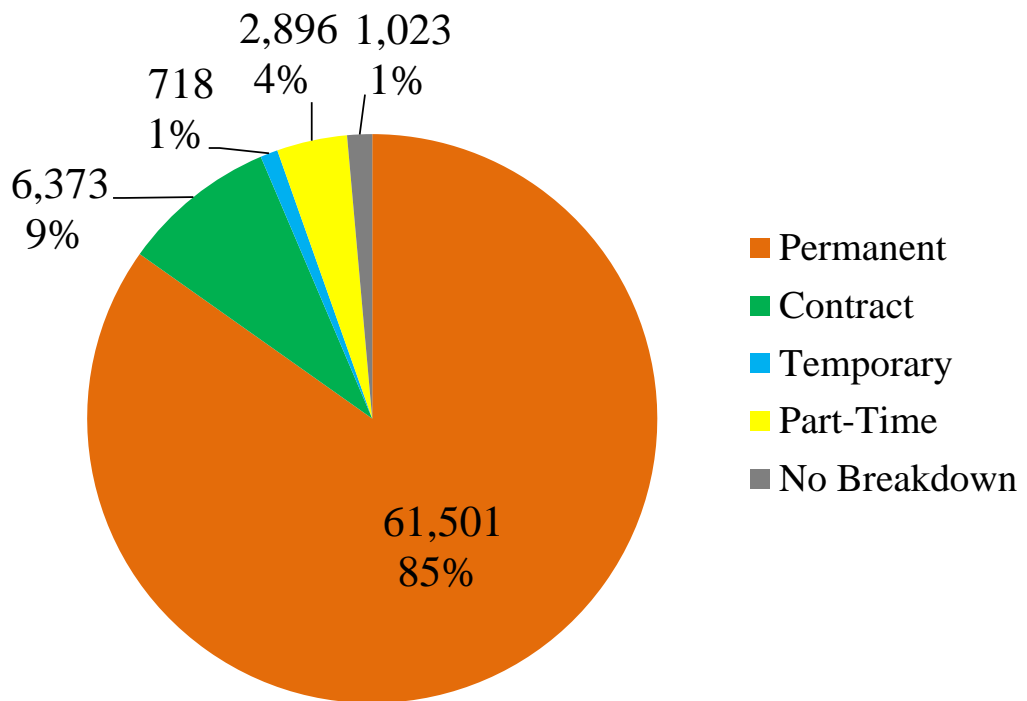
<sup>4</sup> LC Paper No. CB(4)491/16/17(02) reported a vacancy of 3,900 for the 2015 Survey. However, in the light of the information received from the 2017 Survey and upon inquiries by AAHK, it was clarified that there was a reporting error in the 2015 Survey. The number of vacancies at HKIA as reported in the 2015 Survey should be about 4,900.

**2017 HKIA Workforce Survey**  
**Breakdown of Workforce by Job Categories**



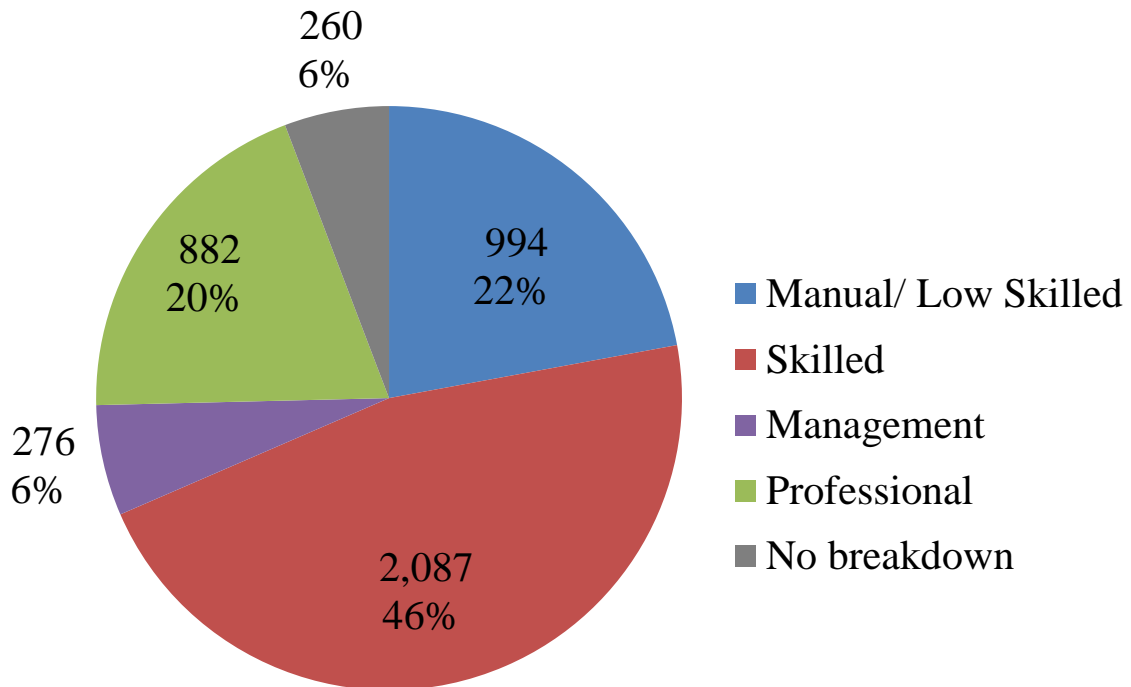
Number of Responding Companies: 357. Number of Employees reported: 68,608

**2017 HKIA Workforce Survey**  
**Breakdown of Workforce by Employment Types**



Number of Responding Companies: 434. Number of Employees reported: 72,511

**2017 HKIA Workforce Survey**  
**Breakdown of Vacancies by Job Categories**



Number of Responding Companies: 423. Total number of Reported Vacancies: 4,499