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Panel on Manpower

**Information note prepared by the Legislative Council Secretariat
for the meeting on 15 May 2018**

Drawing up a talent list

In the 2015 Policy Address, the former Chief Executive stated that the Government would take a more proactive approach to recruiting talent and professionals from outside Hong Kong by introducing a number of enhancement measures. As one of the measures, the Government would study, having regard to overseas experience, the feasibility of drawing up a talent list to attract, in a more effective and focused manner, high-quality talents to support Hong Kong's development into a diversified and high value-added economy.¹

2. While the Panel on Manpower ("the Panel") has not specifically discussed the drawing up of a talent list, concerns about the subject were raised at the policy briefing cum meeting of the Panel on 20 January 2015 and 23 January 2017 respectively. Some members expressed concern that foreign professionals admitted would compete with local employees, thereby depriving the local young people of employment opportunities and impeding their upward mobility. Members were advised that several talent admission schemes had

¹ Other enhancement measures include: (a) implementing a pilot scheme to attract the second generation of Chinese Hong Kong permanent residents who have emigrated overseas to return to Hong Kong; (b) encouraging talent and entrepreneurs to come and stay in Hong Kong by relaxing the stay arrangements under the General Employment Policy, the Admission Scheme for Mainland Talents and Professionals and the Quality Migrant Admission Scheme; (c) adjusting the General Points Test under the Quality Migrant Admission Scheme to attract a larger pool of young talent with excellent educational background or international work experience to come to Hong Kong; and (d) listing clearly the factors to be considered when processing applications to enter Hong Kong for investment under the General Employment Policy to attract more entrepreneurs from overseas to develop their business in Hong Kong, and suspending the Capital Investment Entrant Scheme.

been in place for years in Hong Kong. In the light of the projected decline of local labour forces from the peak of 3.71 million in 2018 to 3.51 million in 2035, it was necessary to replenish the workforce to sustain Hong Kong's economic development. Members were also advised that the Labour and Welfare Bureau had convened an inter-departmental working group and engaged an independent consultant to conduct a study on the feasibility of drawing up a talent list which would serve to attract high-quality talent in a more effective manner to support Hong Kong's development as a high value-added and diversified economy. The consultancy's work included study on overseas experience of similar policies, and consultation with the relevant local stakeholders (including human resources companies and representatives of professional sectors). The study was expected to be completed within 2017.

3. The Administration will brief the Panel on the draft talent list at its meeting on 15 May 2018.

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