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### Replies to initial questions raised by Legislative Council Members in examining the Estimates of Expenditure 2024-25

**Director of Bureau : Secretary for Labour and Welfare**

**Session No. : 21**

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)001**

**(Question Serial No. 0889)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment agencies (EAs) for foreign domestic helpers (FDHs), please advise this Committee of the following information in the past 3 years:

- (a) the number of EAs providing placement services for FDHs (FDH-EAs);
- (b) the number of complaint cases against FDH-EAs handled in each year; the respective numbers of cases lodged by FDHs and employers; the reasons for complaints;
- (c) the number of staff responsible for conducting inspections to FDH-EAs in each year; the number of inspections and the expenditure; their proportion to the total departmental expenses; and specifically how the inspection and regulation of FDH-EAs will be stepped up and the estimated expenditure in the 2024-25 financial year;
- (d) the number of non-compliance cases identified in inspections in each year; the details of the non-compliances and penalties; and
- (e) the number of prosecutions taken out against non-compliance cases in each year; the details of the prosecutions and penalties.

Asked by: Hon CHAN Kapui, Judy (LegCo internal reference no.: 16)

Reply:

- (a) There were respectively 1 527, 1 619 and 1 746 employment agencies (EAs) providing placement services for foreign domestic helpers (FDHs) (FDH-EAs) from 2021 to 2023 (as at the end of each year).
- (b) From 2021 to 2023, the Employment Agencies Administration (EAA) of the Labour Department (LD) received 396, 281 and 267 complaints against FDH-EAs each year respectively, which mainly involved overcharging of commission from FDHs, unlicensed operation, non-compliance with the Code of Practice for Employment Agencies (CoP), poor service quality, issues concerning the refund of service fees and

EAs suspected of inducing FDHs to “job-hop”, etc. LD does not keep a breakdown by identity of complainants.

- (c) EAA’s staff establishment and expenditure from 2021-22 to 2023-24 are set out at Annex. The staff of EAA are responsible for performing licensing duties, conducting inspections to EAs and investigating complaints, as well as other related publicity and educational work, etc. The conduct of investigations and inspections is an integral part of EAA’s work on the regulation of EAs, and the manpower involved cannot be separately identified.

To enhance the professionalism and service quality of EAs (including FDH-EAs), EAA will promulgate the revised CoP in the second quarter of this year to, among others, strengthen regulation on transparency of fees charged by EAs, combat “job-hopping” of FDHs and prevent FDH-EAs from colluding with financial institutions to arrange FDHs to take out loans, with a view to further protecting the rights of job seekers and employers.

EAA’s staff establishment for 2024-25 comprises 26 Labour Officer Grade and 9 Clerical Grade posts. The staff cost is \$24.82 million and the operating expenses are \$10.27 million. EAA will continue to ensure that EAs comply with Part XII of the Employment Ordinance, the Employment Agency Regulations (EAR) and the requirements and standards set out in the CoP through licensing, inspection and complaint investigation.

- (d) From 2021 to 2023, the numbers of inspections to FDH-EAs conducted by LD each year were 1 586, 1 379 and 1 688 respectively, of which irregularities were respectively detected in 939, 633 and 883 inspections. The irregularities detected mainly included failure to comply with the requirements and standards set out in the CoP, failure to display the licence or the schedule under EAR specifying the maximum commission which may be received from job seekers and failure to maintain proper records, etc. LD has issued verbal or/and written warnings to all EAs with irregularities for rectification. LD will take out prosecution, or revoke or refuse to issue or renew the licence of an EA if there is sufficient evidence to prove that an EA has breached the law or has not complied with the CoP.
- (e) From 2021 to 2023, LD prosecuted 4, 2 and 3 FDH-EAs respectively each year. The irregularities involved mainly included overcharging of commission from FDHs, unlicensed operation of EAs, failure to display the licence or the schedule under EAR specifying the maximum commission which may be received from job seekers and failure to notify LD of changes in the management or place of business within the statutory timeframe, etc. Save for a case involving a person sentenced to community service order by the court for unlicensed operation, fines were imposed by the court for the rest of the convicted cases.

**Staff establishment and expenditure of EAA of LD from 2021-22 to 2023-24**

	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
No. of Labour Officer Grade staff	26	26	26
No. of Clerical Grade staff	9	9	9
Staff cost (\$million)	23.26	23.26	23.84
Operating expenses (\$million)	6.49	6.75	7.94 (Revised estimate)

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)002**

**(Question Serial No. 0276)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department launched the 3-year Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) in 2022, targeting injured employees of the construction industry. In this connection, would the Government advise this Committee of the following:

- (a) The details of the estimated expenditure, the total number of injured construction employees participating in the Pilot Programme, and the details of the severity of injuries sustained by the participating employees since the launch of the Pilot Programme;
- (b) The current staff establishment involved in following up on the Pilot Programme, the average number of cases that can be handled by each staff member, and the average processing time for each case;
- (c) Whether review of the Pilot Programme has been conducted so far; if yes, of the details; if not, of the reasons; and
- (d) It is mentioned in Matters Requiring Special Attention in 2024-25 that the Pilot Rehabilitation Programme for Employees Injured at Work will be extended to cover the “catering and hotel industry” and the “transportation and logistics industry”. Has the Government estimated the additional expenditure required and the respective numbers of employees injured at work in the above two industries to be benefited?

Asked by: Hon CHAN Pui-leung (LegCo internal reference no.: 16)

Reply:

- (a) The estimated expenditure of the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) since its launch in September 2022 up to 2023-24 is about \$79 million, details of which are set out at Annex. As at the end of February 2024, a total of 717 injured construction employees participated in the Pilot Programme. Participants mainly sustained fracture, sprain and strain, contusion and bruise, etc,

accounting for about 80% of all cases. About 75% of the participants have reached maximum medical improvement (i.e. recovered) and most of them have recovered within 5 months after they started receiving treatment under the Pilot Programme.

- (b) The Work Injury Rehabilitation Office (WIRO), set up by the service contractor of the Pilot Programme, adopts a case management approach to provide timely and coordinated private out-patient rehabilitation treatment services to the participating injured employees. As at the end of February 2024, the staff establishment of WIRO comprises 5 administrative and professional staff, 7 case managers and 3 clerical support staff. They are responsible for arranging and co-ordinating the rehabilitation treatment services provided to participants under the Pilot Programme, providing case management and return-to-work facilitation services to participants as well as monitoring and administering the day-to-day operation of the Pilot Programme.

Each participant is assigned with a case manager to follow up on their case. As at the end of February 2024, 7 case managers of WIRO had followed up on 717 cases, i.e. each case manager had handled around 100 cases on average, and the average processing time for each case was around 9 hours.

- (c) The Labour Department (LD) has conducted a phased evaluation on the first-year operation of the Pilot Programme, and analysed and compared the data of the participants against that of the injured construction employees who sustained similar work injuries but did not participate in the Pilot Programme. The initial findings show that the participants had a higher rate of recovery during the period, and the average time required for recovery was also shorter. Besides, the majority of the recovered participants under the Pilot Programme indicated that the rehabilitation treatment services had facilitated their early recovery and return to work. LD will continue to conduct evaluation. Upon completion of the entire Pilot Programme, LD will review the experiences, assess its cost-effectiveness and consult the relevant stakeholders so as to draw up the direction for future development.
- (d) LD anticipates that the number of participants will increase to around 1 700 per year<sup>1</sup> after the Pilot Programme is extended to cover the “catering and hotel industry” and the “transportation and logistics industry” from the second quarter of 2024 onwards. The relevant expenditures are set out at Annex.

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<sup>1</sup> The expected number of participants per year is based on the following assumptions:

- (i) The number of injured construction employees participating in the Pilot Programme each year after the expansion is similar to that before the expansion.
- (ii) With reference to the information on reported work injury cases in recent years, among the work injury cases from the “catering and hotel industry” and the “transportation and logistics industry” which may be suitable for participation, it is estimated that 40% of the cases from each of these industries will participate in the Pilot Programme each year.

**Estimated Expenditure of the Pilot Programme**

<b>Item</b>	<b>Estimated Expenditure of the Pilot Programme since its launch (up to 2023-24)</b>  <u>Note 1</u>	<b>Estimated Expenditure of the Pilot Programme after expansion (up to 2026-27, i.e. completion of the Pilot Programme)</b>  <u>Note 2</u>
Fixed costs (e.g. expenses on operation, publicity and related information technology)	Around \$49.2 million	Around \$114 million
Expenditure on rehabilitation treatment services	Around \$22.3 million	Around \$115 million
Expenditure on case management services	Around \$7.5 million	Around \$41 million
<b>Total expenditure</b>	Around \$79 million	Around \$270 million

Note 1:

At present, the Pilot Programme only covers the “construction industry”.

Note 2:

The Pilot Programme will be extended to cover the “catering and hotel industry” and the “transportation and logistics industry” from the second quarter of 2024 onwards.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)003**

**(Question Serial No. 3178)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in Matters Requiring Special Attention in 2024-25 that the Government is going to launch the Re-employment Allowance Pilot Scheme (REA Scheme). In this connection, would the Government advise this Committee of the following:

- (a) The differences between the REA Scheme and the Employment Programme for the Elderly and Middle-aged (EPEM), and whether there is any overlap in the implementation objectives and target beneficiaries;
- (b) The estimated manpower and expenditure involved, as well as the results expected to achieve; and
- (c) Will an interim review be conducted to optimise the REA Scheme during its 3 years of implementation?

Asked by: Hon CHAN Pui-leung (LegCo internal reference no.: 41)

Reply:

- (a) The Labour Department (LD) launched EPEM in May 2003, encouraging employers to engage job seekers aged 40 or above and provide on-the-job training (OJT). Employers engaging elderly job seekers aged 60 or above who are unemployed or have left the workforce can receive a maximum amount of OJT allowance of \$5,000 per month per employee for a period of 6 to 12 months; while those who engage unemployed job seekers aged 40 to 59 are provided a maximum amount of OJT allowance of \$4,000 per month per employee for a period of 3 to 6 months.

LD will launch a 3-year REA Scheme in the third quarter of 2024, targeting persons aged 40 or above who have not been in paid employment for 3 consecutive months or more. To encourage these persons to rejoin the workforce, those who have worked for 6 consecutive months will be provided with a maximum allowance of \$10,000, while those who have worked for 12 consecutive months will be given an additional maximum allowance of \$10,000.

LD encourages employers taking on participants of the REA Scheme to join EPEM. Eligible employees may receive re-employment allowance while employers may apply for OJT allowance. The above 2 schemes complement each other in promoting the employment of the elderly and middle-aged and can achieve synergy.

- (b) The REA Scheme will last for 3 years and is expected to benefit 6 000 middle-aged and elderly persons rejoining the workforce. The estimated expenditure for the disbursement of re-employment allowance is \$120 million. As LD will implement the REA Scheme through internal staff deployment, the expenditure on manpower has been absorbed within the recurrent operational expenses of LD and cannot be separately identified.
- (c) LD will closely monitor the implementation of the REA Scheme and explore suitable enhancement measures as and when appropriate in light of the employment market situation and the views of the stakeholders.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)004**

**(Question Serial No. 2785)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment support for ethnic minority (EM) job seekers, please inform this Committee of the following:

- (a) The details of the manpower and expenditure involved in providing employment support for EM job seekers in the past 3 years;
- (b) The number of EM job seekers who received employment support services in the past 3 years; and
- (c) The estimated provision for and the manpower and expenditure involved in the employment support for EM job seekers to be provided by the Government in 2024-25.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 29)

Reply:

- (a)&(c) The Labour Department (LD) provides diversified and free employment services to job seekers, including EMs. Currently, LD employs 15 EM Employment Assistants to promote and provide employment services to EM communities at job centres and industry-based recruitment centres. In addition, 10 trainees of the Youth Employment and Training Programme (an employment programme providing pre-employment and on-the-job training for young people aged 15 to 24 with educational attainment at sub-degree level or below) who can communicate in EM languages are employed as EM Employment Services Ambassadors at job centres to enhance their employability. The annual expenditures for providing the above services from 2021-22 to 2023-24 (as at February 2024) and the related estimated expenditure for 2024-25 are at Annex 1.

From 2021-22 to 2023-24 (as at February 2024), LD's expenditures for staging large-scale inclusive job fairs were \$0.48 million, \$0.7 million and \$0.83 million respectively. In 2024-25, the estimated expenditure for staging large-scale inclusive job fairs is \$0.83 million.

Moreover, LD has commissioned 2 non-governmental organisations to implement the Racial Diversity Employment Programme (RDEP) to provide one-stop employment support services to EM job seekers under a case management approach. The staff establishment of LD for implementing RDEP includes 3 Labour Officer Grade posts. The annual expenditures for implementing RDEP from 2021-22 to 2023-24 (as at February 2024) and the estimated expenditure for 2024-25 are at Annex 2.

The manpower and estimated expenditure involved in employment services provided to EMs other than the employment programmes and large-scale inclusive job fairs mentioned above have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- (b) From 2021 to 2023, the numbers of EMs registered with LD for employment services and RDEP as well as those participated in large-scale and district-based inclusive job fairs in each year are at Annex 3.

**Expenditure of LD for employing EM Employment Assistants and  
EM Employment Services Ambassadors  
from 2021-22 to 2023-24 (as at February 2024) and for 2024-25**

Financial year	Expenditure (\$million)	
	Employing EM Employment Assistants	Employing EM Employment Services Ambassadors
2021-22	0.42	2.2
2022-23	0.41	1.15
2023-24 (as at February 2024)	1.9 <sup>Note</sup>	1.21
2024-25 (estimated expenditure)	3.46	2.97

Note: Starting from the first half of 2023, the number of EM Employment Assistants employed by LD increased from 2 to 15.



**Expenditure for RDEP (including staff cost)  
from 2021-22 to 2023-24 (as at February 2024) and for 2024-25**

<b>Financial year</b>	<b>Expenditure (\$million)</b>
2021-22	6
2022-23	4.87
2023-24 (as at February 2024)	4.32
2024-25 (estimated expenditure)	7.87

**EM job seekers registered with LD for employment services from 2021 to 2023**

<b>Year</b>	<b>No. of job seekers registered</b>
2021	1 372
2022	870
2023	953

**EM job seekers served under RDEP from 2021 to 2023**

<b>Year</b>	<b>No. of job seekers served</b>
2021	536
2022	344
2023	255

**EM job seekers participated in large-scale and district-based inclusive job fairs from 2021 to 2023**

<b>Year</b>	<b>No. of persons participated in job fairs</b>
2021	275
2022	384
2023	434

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)005**

**(Question Serial No. 2786)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: Not Specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Greater Bay Area Youth Employment Scheme (the scheme), would the Government advise this Committee of the following:

- (a) The expenditure and staff establishment involved in the implementation of the Scheme in the past 3 years, the effectiveness of the scheme after regularisation and whether the set objectives have been achieved; and
- (b) The estimated expenditure and staff establishment of the scheme and the estimated number of persons employed under the scheme in the coming year.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.:30)

Reply:

- (a)&(b) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since March 2023, encouraging enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. The pilot scheme and the regularised scheme for 2023 respectively received 1 091 and 718 job offers for young people. As at 29 February 2024, the total expenditures for the pilot scheme and the regularised scheme were \$121.7 million and \$28.97 million respectively. As the staff of the Labour Department responsible for launching the pilot scheme also undertook other duties, the manpower and relevant expenditure involved could not be separately identified.

The staff establishment for implementing the regularised scheme comprises 12 Labour Officer Grade and 2 Clerical Grade posts. The regularised Scheme for 2024 started accepting applications on 15 February 2024. The estimated expenditure for 2024-25 is about \$111.2 million. The regularised scheme is open to all eligible young people for participation with no pre-set quota.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)006**

**(Question Serial No. 2787)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Programme for the Elderly and Middle-aged (EPEM), would the Government advise this Committee of the following:

- (a) The staff establishment and expenditure involved in the implementation of EPEM in the past 3 years;
- (b) The actual amount of allowances granted to employers under EPEM in each of the past 3 years broken down by industry and occupation; and
- (c) The number of cases supported by EPEM in the past 3 years broken down by age group (40-49, 50-59, 60-69 and 70 or above).

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 31)

Reply:

- (a) EPEM is implemented by the staff of job centres of the Labour Department LD. As these staff also undertake other duties, the staff establishment and expenditure involved under EPEM cannot be separately identified.
- (b)&(c) From 2021 to 2023, there were respectively 3 340, 2 707 and 3 873 eligible placements recorded under EPEM in each year. A breakdown by age of employees is at Annex 1. LD issued 1 640, 1 528 and 1 949 approvals-in-principle to the applications for on-the-job training (OJT) allowance received respectively in each year over the same period. From 2021-22 to 2023-24 (as at February 2024), the amount of OJT allowances granted under EPEM is at Annex 2. LD does not keep breakdowns of the amount of allowances granted by industry and occupation.

**Breakdown of eligible placements under EPEM from 2021 to 2023 by age**

Age	No. of placements		
	2021	2022	2023
40-49	1 039	739	985
50-59	1 406	1 073	1 452
60-69	840	816	1 303
70 or above	55	79	133
<b>Total</b>	<b>3 340</b>	<b>2 707</b>	<b>3 873</b>

**Amount of OJT allowance granted under EPEM  
from 2021-22 to 2023-24**

Year	Amount (\$million)
2021-22	19.3
2022-23	22.8
2023-24 (as at February 2024)	29.6

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)007**

**(Question Serial No. 3120)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational Expenses  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Protection of Wages on Insolvency Fund (PWIF), please advise this Committee of the following:

- (a) The total amount of ex gratia payment granted under PWIF and the income and expenditure of PWIF in the past 5 years; and
- (b) The number of PWIF applications approved, and the number of persons involved as well as the amount of ex gratia payment granted in each application in the past 5 years, with a breakdown by the time required to effect payment.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 33)

Reply:

- (a) The amount of ex gratia payment granted under PWIF from 2019 to 2023 is at Annex 1. The income and expenditure of PWIF from 2019-20 to 2023-24 is at Annex 2.
- (b) Breakdowns of the number of PWIF applications approved and the amount of ex gratia payment granted from 2019 to 2023 by the time required to effect payment are at Annex 3.

**Amount of ex gratia payment granted under PWIF  
from 2019 to 2023**

Year	Amount of ex gratia payment granted (\$million)
2019	83.1
2020	78.5
2021	113.1
2022	74.7
2023	154.8



**Income and expenditure of PWIF from 2019-20 to 2023-24**

Year	Income (\$million)	Expenditure (\$million)
2019-20	546.5	131.9
2020-21	506.0	60.5
2021-22	462.4	89.9
2022-23	462.1	164.2
2023-24	522.3*	171.1*

\* Figures as at February 2024.

**Breakdowns of the number of PWIF applications approved  
and the amount of ex gratia payment granted  
from 2019 to 2023 by the time required to effect payment**

Time required to effect payment upon receipt of all information and documents required for processing the applications by the Labour Department (LD)	No. of applications approved <sup>^</sup> (Amount of ex gratia payment granted) (\$million)				
	2019	2020	2021	2022	2023
4 weeks or less	2 360 (77.8)	2 353 (76.3)	3 356 (112.2)	2 163 (74.6)	3 522 (154.3)
More than 4 weeks to 6 weeks	125 (3.0)	72 (2.0)	30 (0.8)	3 (0.1)	16 (0.3)
More than 6 weeks to 8 weeks	39 (2.3)	3 (0.2)	2 (0.1)	1 (0.0)#	7 (0.2)
More than 8 weeks to 10 weeks	-	-	-	- *	- *
Total	2 524 (83.1)	2 428 (78.5)	3 388 (113.1)	2 167 (74.7)	3 545 (154.8)

<sup>^</sup> Including applications received in the same year or before.

# The amount of ex gratia payment approved for that application is \$16,292.

\* Since 2022, LD's target for the time required to effect ex gratia payment to eligible applicants has been reduced from within 10 weeks upon receipt of all information and documents required for processing the applications in the past to within 8 weeks.

Note: Applications are reckoned on a per-employee basis. Hence, the number of applications is the same as the number of persons involved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)008**

**(Question Serial No. 3121)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational Expenses  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

To safeguard the workforce, improve working environment and enhance the level of safety management, would the Government advise this Committee of the following:

- (a) What are the expenditure and manpower involved to help various small and medium enterprises (SMEs) and labour organisations to strengthen the occupational safety and health (OSH) training in the past 3 years; and
- (b) Whether the Government has considered allocating additional resources and manpower to help various SMEs and labour organisations to strengthen the OSH training in 2024-25; if yes, what are the details?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 34)

Reply:

- (a)&(b) The Labour Department (LD) has all along been attaching great importance to the education and training work on occupational safety and health (OSH) and actively assisting various organisations (including small and medium enterprises (SMEs) and labour organisations) in raising the OSH level.

Over the past 3 years, LD has been, in light of the changes in OSH risks, organising OSH talks with different themes and various free training courses related to OSH legislation, and deploying its staff to participate and serve as speakers in OSH talks organised by different organisations and bodies (including SMEs and labour organisations), with a view to facilitating the understanding of the requirements of the statutory provisions and codes of practice among duty holders, thereby enhancing their OSH performance.

In 2024-25, LD will continue to flexibly deploy resources and manpower to help SMEs and labour organisations in OSH education and training work as well as OSH culture promotion. The provision of education and training to organisations

is an integral part of LD's ongoing efforts, hence the expenditure and manpower involved cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)009**

**(Question Serial No. 3218)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational Expenses  
Programme: Not Specified  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

The Budget mentions the need to strengthen support for women's development and the related tasks, which include helping women take up different roles in the job market. In this connection, would the Government advise this Committee of the following:

- (a) The manpower and expenditure allocated by the Government for assisting women to re-enter the workforce in the past 3 years; the number and proportion of women who have managed to re-enter the workforce after receiving retraining; and
- (b) What are the specific measures taken by the Government to assist women in taking up different roles in the job market; has the Government conducted regular reviews in this regard; if yes, what are the details; if not, what are the reasons?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 35)

Reply:

- (a)&(b) The Labour Department (LD) provides diversified and free employment services to job seekers (including women) to assist them in seeking employment or changing jobs. Job seekers may meet employment officers to obtain personalised employment advisory service as necessary. Employment officers will also help job seekers participate in LD's employment programmes, such as the Employment Programme for the Elderly and Middle-aged and the Work Trial Scheme, with a view to enhancing their employment opportunities. Meanwhile, LD organises job fairs for the elderly and middle-aged and on part-time jobs, and has set up dedicated webpages on the Interactive Employment Service website so as to meet the different needs of job seekers and facilitate the dissemination of employment information.

LD will launch a 3-year Re-employment Allowance Pilot Scheme in the third quarter of 2024, targeting persons aged 40 or above who have not been at paid employment for 3 consecutive months or more. To encourage these persons to re-join the workforce, those who have worked for 6 consecutive months will be

provided with a maximum allowance of \$10,000, while those who have worked for 12 consecutive months will be given an additional maximum allowance of \$10,000. The estimated expenditure for the disbursement of re-employment allowance is \$120 million.

The manpower and other expenditures for LD to provide the above employment services and schemes have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

The Employees Retraining Board (ERB) provides eligible trainees (including females) with training courses that are market-driven and employment-oriented, assisting them to join or re-join the labour market. ERB currently offers more than 700 training courses straddling 28 industry areas and training on generic skills. As at 29 February 2024, about 75% of the trainees completing the placement-tied courses in the past 3 years (2021-22 to 2023-24) were females, and their placement rate was over 80%. In considering the needs of female trainees with family commitments, ERB provides various programmes and services to meet the training and employment needs of females, such as the Modular Certificates Accumulation Scheme, the “Hire and Train” Scheme and the “One-stop Training and Employment Scheme” and help trainees arrange their study and work flexibly. ERB’s “Smart Living” and “Smart Baby Care” Schemes provide free job matching and referral services in the areas of domestic cleaning, care provision, healthcare massage and post-natal care provision, etc. for graduates (mostly females) of related courses to enhance their employment opportunities. ERB has been closely tracking the latest development in different industries so as to review and adjust from time to time the training courses and services on offer in tandem with economic development and manpower needs.

In addition, the Government encourages employers to be considerate of the needs of employees, offer them with employment benefits that are more favourable than statutory requirements having regard to the affordability of the organisations and implement family-friendly employment practices, including flexible work arrangements, additional leave benefit to cater for family needs and offering living support, etc., to help employees balance their work and family life and help encourage more people (including women) to enter the labour market.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)010**

**(Question Serial No. 3221)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational Expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding industrial accidents in Hong Kong, would the Government advise this Committee of the following:

- (a) The respective numbers of industrial fatalities and injuries in each of the past 3 years;
- (b) The respective numbers of complaints and reports on delayed reporting or non-reporting of work injuries received by the Labour Department (LD) in each of the past 3 years; and
- (c) What is the current staff establishment of LD specifically tasked to handle cases of work injuries and the expenditure on salaries involved?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 38)

Reply:

- (a) The numbers of industrial accidents for all sectors in 2021, 2022 and the first 3 quarters of 2023 are at Annex 1.
- (b) The complaints related to the Employees' Compensation Ordinance (ECO) in general involve different items. The Labour Department (LD) does not keep the number of complaints against employers on failure to report work injuries within the specified time under ECO. During processing of a work injury case, LD will take the initiative to conduct investigation if any employer is suspected of having failed to report a work injury under ECO. Prosecution will be taken out if there is sufficient evidence suggesting that an employer has breached the law.
- (c) The staff establishment of the Employees' Compensation Division of LD for handling work injury and fatal cases in 2024-25 comprises 51 Labour Officer Grade and 80 Clerical Grade posts, with an estimated salary cost of \$66.56 million.

**Numbers of industrial accidents for all sectors  
in 2021, 2022 and the first 3 quarters of 2023**

<b>Industrial accidents</b>	<b>2021</b>	<b>2022</b>	<b>First 3 quarters of 2023</b>
<b>No. of fatal cases</b>	25	25	14
<b>No. of injury cases</b>	8 840	7 737	6 141
<b>Total</b>	8 865	7 762	6 155

## Notes:

1. Industrial accidents refer to fatalities or injuries arising from industrial activities in industrial undertakings as defined under the Factories and Industrial Undertakings Ordinance.
2. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2023. The industrial accident statistics for the full year of 2023 will be released in April 2024.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)011**

**(Question Serial No. 3283)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational Expenses

Programme: Not Specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Protection of Wages on Insolvency Fund (PWIF), would the Government advise this Committee of the following:

- (a) The staff establishment of the Government for handling PWIF applications; and
- (b) The details of the approved PWIF applications in the past 3 years, with breakdowns by the time required to effect payment, industry, cause of application, compensation amount.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 41)

Reply:

- (a) The Wage Security Division of the Labour Department (LD) is responsible for the work related to PWIF applications, and its staff establishment comprises 22 Labour Officer Grade, 1 Treasury Accountant Grade, 2 Accounting Officer Grade and 14 Clerical Grade posts.
- (b) Breakdowns of PWIF applications approved from 2021 to 2023 by time required to effect payment, industry and cause of application are at Annexes 1, 2 and 3 respectively. The amount of ex gratia payment involved in PWIF applications approved over the same period is at Annex 4.

**Breakdown of PWIF applications approved from 2021 to 2023  
by time required to effect payment**

Time required to effect payment upon receipt of all information and documents required for processing the applications by LD	No. of applications approved <sup>^</sup>		
	2021	2022	2023
4 weeks or less	3 356	2 163	3 522
More than 4 weeks to 6 weeks	30	3	16
More than 6 weeks to 8 weeks	2	1	7
More than 8 weeks to 10 weeks	-	- *	- *
<b>Total</b>	<b>3 388</b>	<b>2 167</b>	<b>3 545</b>

<sup>^</sup> Including applications received in the same year or before.

\* Since 2022, LD's target for the time required to effect ex gratia payment to eligible applicants has been reduced from within 10 weeks upon receipt of all information and documents required for processing the applications in the past to within 8 weeks.

Note: Applications are reckoned on a per-employee basis. Hence, the number of applications is the same as the number of persons involved.

**Breakdown of PWIF applications approved from 2021 to 2023  
by industry**

Year	Industry	No. of applications approved <sup>^</sup>
2021	Food and beverage service activities	1 014
	Retail	446
	Construction	410
	Import and export trade	269
	Sports and other entertainment activities	266
	Other personal service activities	130
	Financial service activities (except insurance and pension funding)	85
	Others	768
	<b>Total</b>	<b>3 388</b>
2022	Construction	570
	Food and beverage service activities	463
	Printing and reproduction of recorded media	161
	Travel agency, reservation service and related activities	123
	Retail	106
	Education	78
	Financial service activities (except insurance and pension funding)	63
	Others	603
	<b>Total</b>	<b>2 167</b>
2023	Food and beverage service activities	929
	Construction	539
	Postal and courier activities	293
	Travel agency, reservation service and related activities	225
	Retail	197
	Other personal service activities	191
	Human health activities	148
	Others	1 023
	<b>Total</b>	<b>3 545</b>

<sup>^</sup> Including applications received in the same year or before.

**Breakdown of PWIF applications approved from 2021 to 2023  
by cause of application**

Year	Cause of application <sup>#</sup> (Item owed)	No. of applications approved* ^
2021	Wages	2 759
	Wages in lieu of notice	2 406
	Severance payment	758
	Pay for untaken annual leave and/or untaken statutory holidays	1 868
	<b>Total</b>	<b>3 388</b>
2022	Wages	1 727
	Wages in lieu of notice	1 360
	Severance payment	485
	Pay for untaken annual leave and/or untaken statutory holidays	1 320
	<b>Total</b>	<b>2 167</b>
2023	Wages	2 715
	Wages in lieu of notice	2 129
	Severance payment	1 021
	Pay for untaken annual leave and/or untaken statutory holidays	1 848
	<b>Total</b>	<b>3 545</b>

<sup>#</sup> An employee who is owed wages, wages in lieu of notice, severance payment, pay for untaken annual leave and/or untaken statutory holidays by the insolvent employer may apply for ex gratia payment under PWIF.

<sup>\*</sup> The breakdown figures do not add up to the total as an application may involve more than 1 item owed.

<sup>^</sup> Including applications received in the same year or before.

**Amount of ex gratia payment involved in PWIF applications approved  
from 2021 to 2023**

Year	Amount of ex gratia payment involved in applications approved (\$million)
2021	113.1
2022	74.7
2023	154.8

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)012**

**(Question Serial No. 2304)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government implemented, on a pilot basis, the Greater Bay Area Youth Employment Scheme in 2021 and regularised the scheme in 2023. In this connection, would the Government advise this Committee of the following:

- (a) In each of the past 3 years,
  - (i) The actual amount of allowance granted under the scheme;
  - (ii) The number of participating enterprises in the scheme;
  - (iii) The numbers of applicants and persons employed under the scheme;
- (b) Whether the Government has reviewed the implementation of the scheme on a regular basis. If yes, what are the details; if not, what are the reasons;
- (c) The scheme for 2024 is now launched. How many enterprises have participated in the scheme as at March and how much provision is expected to be allocated by the Government to the scheme this year?

Asked by: Hon CHAN Wing-yan, JoePHY (LegCo internal reference no.: 5)

Reply:

- (a) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since March 2023, encouraging enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. As at 29 February 2024, the pilot scheme and the regularised scheme for 2023 respectively received 1 091 and 718 job offers for young people, while HK\$117 million and HK\$11.99 million of allowance were disbursed to 198 and 86 enterprises under the pilot scheme and the regularised scheme respectively. The scheme allows enterprises to recruit eligible young people directly through various channels while young people are not required to enrol in the scheme in advance, therefore the Government does not have information on the number of young people enrolled in the scheme.

- (b) To evaluate the effectiveness of the regularised scheme, the Labour Department (LD) has commissioned a contractor to conduct a 3-year “longitudinal study” of the scheme. The study involves following up with the participating enterprises and young people with a view to understanding the employment situation of the young people, and collecting opinions from enterprises and young people on the scheme. The first phase of the study commenced in March 2024. LD will continue to maintain close liaison with the stakeholders and actively explore appropriate measures to further enhance the scheme.
  
- (c) The regularised scheme for 2024 started accepting applications on 15 February 2024. As at 29 February, a total of 43 enterprises offered 313 job vacancies. In 2024-25, the estimated expenditure of the regularised scheme is HK\$111.12 million.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)013**

**(Question Serial No. 1858)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Programme for the Elderly and Middle-aged (EPEM), would the Government advise this Committee of the following:

- (a) The number of placements eligible for joining EPEM and the number of employers involved in each of the past 5 years;
- (b) The numbers of applications for on-the-job training (OJT) allowance received and approved in each of the past 5 years;
- (c) The number of placements in each of the past 5 years, with a breakdown by age group of employees aged (i) 40-44, (ii) 45-49, (iii) 50-54, (iv) 55-59, (v) 60-64, and (vi) 65 or above; and
- (d) The respective numbers of placements in which the employees stayed in employment for (i) 4 months or more and (ii) 6 months or more in each of the past 5 years, as well as their percentage in the total number of placements?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 13)

Reply:

- (a) to (c) From 2019 to 2023, there were respectively 3 061, 2 260, 3 340, 2 707 and 3 873 eligible placements recorded under EPEM in each year, involving 1 093, 937, 1 266, 1 169 and 1 420 employers. A breakdown by age of employee is at Annex 1. LD issued 818, 923, 1 640, 1 528 and 1 949 approvals-in-principle to applications for OJT allowance received respectively in each year over the same period.
- (d) LD conducts surveys regularly to find out the retention status of those placed into employment under EPEM. According to the surveys conducted up to December 2023, cases in which employees receiving OJT under EPEM had stayed in employment for 4 months or more and for 6 months or longer accounted for 81%



and 68% of all cases respectively. From 2018 to 2022, a breakdown of placements of employees receiving OJT under EPEM by retention period is at Annex 2. As employees of certain placements secured in 2023 are still undergoing OJT, LD will compile the relevant data as and when appropriate.

**Breakdown of eligible placements under EPEM  
from 2019 to 2023 by age of employee**

Age	No. of placements				
	2019	2020	2021	2022	2023
40 - 44	506	329	417	312	425
45 - 49	597	412	622	427	560
50 - 54	792	477	706	545	701
55 - 59	629	550	700	528	751
60 - 64	417	365	606	577	919
65 or above	120	127	289	318	517
<b>Total</b>	<b>3 061</b>	<b>2 260</b>	<b>3 340</b>	<b>2 707</b>	<b>3 873</b>

**Breakdown of placements of employees receiving OJT under EPEM  
from 2018 to 2022 by retention period**

Retention period	No. of placements				
	2018	2019	2020	2021	2022
4 months or more	363	574	693	1 207	1 180
6 months or more	282	506	615	1 081	1 009

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)014**

**(Question Serial No. 1859)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Enhanced Supplementary Labour Scheme (ESLS), would the Government advise this Committee of the following:

- (a) The numbers of (i) applications received and approved; and (ii) imported workers applied for and approved under ESLS with a breakdown by job title;
- (b) The average time taken for vetting each approved application;
- (c) The number of applications refused and reasons for refusal; and
- (d) The number of telephone and written enquiries made by LD with the applicants in the vetting of applications.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.:14)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023. As at 29 February 2024, ESLS received 3 246 applications seeking to import 33 951 workers, and 4 010 imported workers were approved during this period. Breakdowns of the numbers of imported workers applied for and approved by job title are at Annex.
- (b) The time required by LD for processing each ESLS application is affected by various factors, which include whether the applicant employer has provided sufficient information or requested to change the application details during processing, etc. If the job vacancies involve novel job titles or special skills, LD will need more time to seek advice from relevant bureaux and/or departments, training bodies, professional bodies, etc. for setting the reasonable wages, entry requirements, scope of duties, etc. Upon receipt of all information and documents required for processing and after screening-in of the applications, LD can generally complete the vetting of the applications under ESLS within 3 months.

- (c) LD analyses each ESLS application to assess whether the employer has sincerity to recruit local workers, whether the wages offered measure up to the median monthly wages of local workers in comparable position, manpower need and size of its local workforce, etc. and then invites members of the Labour Advisory Board to give views. The Commissioner for Labour will thoroughly assess various factors before approving or refusing the relevant applications for importation of workers. As at 29 February 2024, LD refused 31 applications since the launch of ESLS mainly because the requirements of ESLS, such as the ratio of imported workers to local workers, were not fully met.
  
- (d) In the course of processing each ESLS application, LD staff will enquire with the employer to confirm that the application meets the ESLS requirements through telephone calls, emails and letters, etc. The follow-up work involved in each application is recorded in its case file. LD does not keep relevant statistics.

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 4 September 2023 to 29 February 2024:  
a breakdown by job title**

<b>Job title</b>	<b>No. of imported workers applied for*</b>	<b>No. of imported works approved*</b>
1. Waiter/Waitress <sup>#</sup>	6 518	457
2. Cook	3 740	448
3. Junior Cook <sup>#</sup>	3 168	301
4. Security Guard <sup>^</sup>	2 999	5
5. Sales Assistant <sup>#</sup>	2 697	354
6. Cleaner <sup>^</sup>	2 384	9
7. Warehouse Keeper <sup>#</sup>	1 150	106
8. Food Processing Worker <sup>#</sup>	763	58
9. Dish Washer <sup>^</sup>	715	23
10. Others	9 817	2 249
<b>Total</b>	<b>33 951</b>	<b>4 010</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 29 February 2024, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>#</sup> Falling within the 26 job categories generally excluded from labour importation under SLS.

<sup>^</sup> Falling within the unskilled/low-skilled posts generally excluded from labour importation under SLS.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)015**

**(Question Serial No. 1860)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

On enhancing occupational safety in the construction industry, would the Government advise this Committee of the following:

- (a) The following information on the Special Task Forces set up by the Labour Department at the end of last year:
- (i) the number of members;
  - (ii) the number of inspections conducted on construction sites;
  - (iii) the number of sites inspected; and
  - (iv) with respect to persons or parties suspected to have breached the regulations,
    - (1) the number of improvement notices issued;
    - (2) the number of suspension notices issued; and
    - (3) the number of prosecutions initiated;
- (b) Will the Government consider regularising the operation of the Special Task Forces to combat unsafe work activities? If yes, what are the details? If not, what are the reasons?
- (c) Has the Government explored ways to enhance the site safety culture, including promoting the adoption of Design for Safety in the industry, encouraging private construction sites to adopt the Smart Site System, and improving the site safety management system? If yes, what are the details? If not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 15)

Reply:

- (a) The information on the Special Task Forces set up by the Labour Department (LD) between November 2023 and February 2024 is as follows:
- (i) The Special Task Forces comprised 11 teams with a total of 22 members.
  - (ii) The number of inspections conducted on construction sites by the Special Task Forces is 1 723.
  - (iii) The number of sites inspected is 659.

- (iv)
  - (1) 782 improvement notices were issued.
  - (2) 6 suspension notices were issued.
  - (3) 345 prosecutions were initiated.
- (b) The Special Task Forces were set up by LD through internal staff deployment to conduct inspections and enforcement actions targeting construction sites (especially sites of new works and sites involving high-risk work processes) to combat unsafe work activities at construction sites.

Pursuant to the risk-based principle, LD will keep close tabs on the occupational safety and health (OSH) risk levels of the construction industry and their changes, and formulate and adjust the corresponding strategies for inspection and enforcement in a timely manner; LD will re-establish the Special Task Forces to step up inspection and enforcement when the need arises.

- (c) The Government attaches great importance to construction site safety and is committed to enhancing the work safety culture. On public works, the Development Bureau (DEVB) regularly reviews the safety management system of public works and adopts multi-pronged measures on various fronts, including project design, tender evaluation, contract provisions, works supervision, technology application, regulatory regime for contractors, as well as publicity and promotion, with a view to uplifting site safety performance.

Besides, DEVB has also formulated the Guidance Notes of Design for Safety and Worked Examples of Design for Safety, requiring works departments to give thorough consideration to construction and maintenance work safety when designing the works projects. At present, capital works projects (other than design-and-build contracts) exceeding \$500 million are required to implement Design for Safety.

To further promote the adoption of the concept of construction design for safety in private works projects among the industry, the Construction Industry Council (CIC) has set up a Task Force on Construction Design for Safety (Task Force) to explore how to effectively apply the concept in Hong Kong, disseminated the “Construction Design and Management Reference Materials” to the construction industry, and prepared training courses and teaching materials on construction design for safety for different duty holders in the industry. LD is a member of the Task Force. On the basis of the research findings, LD will work with CIC and other stakeholders to formulate promotion strategies, including taking forward pilot projects so that the industry can accumulate experiences through actual implementation.

LD has also included Construction Design and Management elements in the assessment criteria for the sub-category of “Building Sites (Private Sector)” of the Construction Industry Safety Award Scheme (Award Scheme) 2023/2024 to encourage incorporating OSH considerations into the planning and design stages of private sector building projects. The relevant assessment criteria will remain for our preparation for the Award Scheme next year.

In recent years, various bureaux and departments of the Government have deployed resources to facilitate technology adoption, with a view to uplifting safety in the



construction industry. To create a safe environment for work sites, DEVB has required all public works contracts with contract sum exceeding \$30 million to adopt the Smart Site Safety System (SSSS) since February 2023, and has subsidised private development projects to adopt SSSS through the Construction Innovation and Technology Fund since April 2023. In addition, LD, in collaboration with the Occupational Safety and Health Council, organised a large-scale “OSH Innovation and Technology Expo” and OSH Innovation and Technology Competition in March this year to provide a platform for the industry to showcase and share the latest developments and applications on OSH technology.

To improve the site safety management system, LD published a notice in the Gazette on 23 February 2024 to appoint 29 April 2024 as the day on which the remaining 4 process elements of the safety management system under the Factories and Industrial Undertakings (Safety Management) Regulation (the Regulation) come into effect. We have also revised the Code of Practice on Safety Management to provide practical guidance for duty holders in complying with the Regulation.

The Government will continue to strive to enhance the site safety culture through the adoption of the above multi-pronged strategies.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)016**

**(Question Serial No. 1866)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

On preventing employees from suffering from heat stroke at work, would the Government advise this Committee of the following:

- (a) The numbers of heat stroke-related work injury and fatal cases registered to the Labour Department (LD) in each of the past 5 years;
- (b) Regarding outdoor workplaces with a higher risk of heat stroke targeted by LD in each of the past 5 years, (i) the manpower involved in inspections, (ii) the number of inspections conducted (using the operation as the unit for calculation), (iii) the number of warning letters issued, (iv) the number of prosecutions initiated, and (v) the number of convicted cases and the average penalties imposed, with breakdowns by industry;
- (c) The following information for the period from the launch of the Guidance Notes on Prevention of Heat Stroke at Work (GN) and the three levels of Heat Stress at Work Warning (HSWW) by LD on 15 May last year up to the end of last year:
  - (i) the format and frequency of the publicity and promotional work conducted by LD each month on the details of the GN and HSWW, as well as the manpower and expenditure involved; and
  - (ii) as regards the outdoor workplaces with a higher risk of heat stroke targeted by LD each month:
    - (1) the manpower involved in inspections;
    - (2) the number of inspections conducted (using the operation as the unit for calculation);
    - (3) the number of warning letters issued;
    - (4) the number of prosecutions initiated; and
    - (5) the number of convicted cases and the average penalties imposed, with breakdowns by industry; and
    - (6) the frequency of HSWW issued each day, duration and levels of the relevant warnings; and

- (d) A survey conducted by an organisation last year indicated that more than half of the frontline workers interviewed had not been provided with heat stroke preventive measures by their employers, and some employers did not understand the details of the GN, making the effort to prevent employees from suffering from heat stroke at work far from effective. It has been reported that LD would conduct a comprehensive review of the GN after summer last year to ensure the smooth operation of the system in future, what are the scope and progress of the review? Will the Government explore the possibilities of introducing legislation on mandating employers to take appropriate heat stroke preventive measures? If yes, what are the details? If not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 21)

Reply:

- (a) According to the records of the Labour Department (LD), the number of heat stress-related work injury cases (including fatal ones) in the past 5 years is as follows:

Year	2019	2020	2021	2022	2023*
No. of cases#	20(-)	12(-)	23(-)	16(1)	35 (1)

# Figures in brackets ( ) are the number of fatal cases among the cases.

\* As certain suspected cases are still under investigation, the number of cases for 2023 is only a preliminary figure which may be subject to change depending on the investigation results.

- (b) The relevant figures on inspections and enforcement actions targeting outdoor workplaces with a higher risk of heat stroke (e.g. construction sites, outdoor cleansing workplaces) conducted by LD in summer in the past 5 years are as follows:

Year	2019	2020	2021	2022	2023
No. of inspections#	29 514	21 960	26 561	26 094	21 493
Warning letters	26	11	14	97	993
Improvement notices	-	2	2	-	-
Suspension notices	-	-	-	-	-
Prosecutions	-	-	2	-	-

# Counted on an officer-times basis. LD has started keeping record of the number of workplaces inspected from 2023, and the number for that year was 15 537.

The 2 prosecutions taken out by LD in 2021 involved the failure of 2 contractors of government outsourced services to provide sufficient potable water for employees at workplaces. The defendants in both cases were convicted and fined \$2,000 and \$1,500 respectively.

- (c) After launching the Guidance Notes on Prevention of Heat Stroke at Work (GN) last year, LD has conducted a series of campaigns and implemented a number of measures in collaboration with the Occupational Safety and Health Council (OSHC) to publicise and promote the GN, including organising more than 110 briefings, setting up telephone and WhatsApp hotlines, establishing a thematic website and publishing media advertisements, etc.

For figures on inspections and enforcement actions after the introduction of the GN, please refer to the figures tabulated in part (b) above. Besides, LD issued a total of 71 Amber Heat Stress at Work Warnings in 58 days in 2023. The average duration that the warnings remained in force was 2.5 hours per day.

In 2023-24, LD's revised estimate of expenditure on Safety and Health at Work is \$783.6 million. This includes the expenditure on the Occupational Safety and Health (OSH) Branch's efforts in inspection and enforcement, publicity and promotion, and education and training. Implementing various new initiatives and promotional programmes to raise the OSH performance and awareness of employers and employees is the ongoing work of LD, hence the staff establishment and expenditure involved in that year cannot be separately identified.

- (d) According to the general duty provisions of the Occupational Safety and Health Ordinance, every employer must, so far as reasonably practicable, ensure the safety and health at work of all the employer's employees. To assist employers in fulfilling their responsibilities, LD has issued guidelines on prevention of heat stroke at work for reference by employers of related industries, so that they can implement appropriate heat stroke preventive measures to safeguard the OSH of employees. If employers are found to have failed to implement the necessary OSH measures in accordance with the guidelines during inspections, LD officers will follow up based on the general duty provisions of the OSH legislation and demand improvement. Corresponding enforcement actions will be taken depending on the seriousness of the case and the evidence collected.

Taking account of the views expressed by different stakeholders last year, LD is refining the content of the GN and plans to issue the updated version of the GN by this summer. LD encourages stakeholders of different industries to refer to the principles and recommendations provided in the GN of LD having regard to the circumstances of their industries, and adopt a risk-based and consultative approach to devise practical guidelines that are reasonable and mutually agreed by employees and employers, thereby implementing proper measures against heat stroke. LD will monitor the implementation of the GN and conduct site inspections to ensure that employers adopt appropriate measures against heat stroke to reduce the risk of employees suffering from heat stroke at work. In addition, LD will continue to work with OSHC and other relevant organisations to step up publicity and education on the prevention of heat stroke at work, with a view to enhancing the awareness of employers and employees on heat stroke prevention.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)017**

**(Question Serial No. 1868)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding occupational safety in the construction industry, would the Government advise this Committee of the following:

- (a) The numbers of fatal and non-fatal industrial accidents in the construction industry, and the types of work the deceased or injured engaged in for the past 5 years;
- (b) The following information on each fatal industrial accident in the construction industry in the past 5 years:
  - (i) number of fatalities;
  - (ii) date of accident;
  - (iii) location of accident;
  - (iv) type of accident; and
  - (v) name of works contractor involved;
- (c) The following information on each convicted case involving fatal industrial accident in the construction industry in the past 5 years:
  - (i) name of convicted works contractor;
  - (ii) date of accident;
  - (iii) location of accident;
  - (iv) number of fatalities;
  - (v) offence involved;
  - (vi) date of judgment; and
  - (vii) penalties imposed;
- (d) The numbers of industrial accidents happened at various public works sites of the Government and the types of work injury involved in each of the past 5 years;
- (e) The following information on proactive inspections of construction sites conducted by the Labour Department in each of the past 5 years:
  - (i) staff establishment and strength;
  - (ii) number of inspections (using the operation as the unit for calculation);

- (iii) inspection strategies;
- (iv) number of improvement notices issued;
- (v) number of suspension notices issued;
- (vi) number of warnings issued; and
- (vii) number of prosecutions taken out;

Please provide the number of convicted cases out of the prosecutions taken out, the major offences committed and the average penalties; and

- (f) Will the Government enhance its efforts to promote the use of technology in construction site inspections so as to raise the effectiveness and efficiency of inspection and enforcement?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 23)

Reply:

The information sought is provided as follows:

- (a) A breakdown of industrial accidents in the construction industry from 2019 to the first 3 quarters of 2023 by type of accidents is at Annex 1.
- (b)&(c) The number of fatalities, date, location and type of fatal industrial accidents in the construction industry from 2019 to 2023 are at Annex 2. Information on the convicted cases involving fatal industrial accidents in the construction industry from 2019 to 2023 is at Annex 3.
- (d) A breakdown of industrial accidents in the construction industry involving public works projects from 2019 to the first 3 quarters of 2023 by type of accidents is at Annex 4.
- (e) (i) The staff establishment and strength of Occupational Safety – Operations Divisions under the Occupational Safety and Health Branch of the Labour Department (LD) responsible for carrying out proactive inspections of the occupational and health (OSH) aspects at construction sites from 2019 to 2023 are at Annex 5.
  - (ii), (iv), (v), (vi) & (vii) Breakdowns of the numbers of inspections carried out at construction sites, improvement notices, suspension notices and written warning issued, as well as prosecutions taken out by LD and the information on convictions from 2019 to 2023 are at Annex 6.
  - (iii) Pursuant to the risk-based principle, LD has been keeping close tabs on the OSH level of the construction industry and their changes to formulate and adjust the corresponding strategies of inspection and enforcement.

In addition to routine surprise inspections, LD also launches special enforcement operations (SEOs) targeted at different high-risk processes from time to time. LD conducts SEOs, safety audit inspections and in-depth surprise inspections targeted

at work sites with poor safety performance; actively participates in site safety management committee meetings of public works projects to get apprised of the latest risk situation of work sites so as to adjust the inspection focus accordingly; and conducts area patrols to curb high-risk work activities including unsafe above-ground work in respect of small-scale repair and maintenance works.

LD will deploy manpower for inspection and enforcement in light of the actual circumstances with zero tolerance to unlawful activities in an effort to combat unsafe work activities.

- (f) At present, LD's Occupational Safety Officers, having regard to the actual circumstances, make use of different technological devices, including laser distance meters, electronic inclinometers, electronic calipers, etc., to assist in inspection, enforcement and evidence collection for accident investigation. LD will continue to keep abreast of the latest technological developments and procure relevant equipment and devices in a timely manner as and when appropriate, with a view to enhancing the effectiveness and efficiency of inspection and enforcement.

**Breakdown of industrial accidents in the construction industry  
from 2019 to the first 3 quarters of 2023**

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>First 3 quarters of 2023</b>
<b>No. of fatal cases</b>	<b>16</b>	<b>18</b>	<b>23</b>	<b>17</b>	<b>12</b>
<b>No. of non-fatal cases</b>	<b>2 931</b>	<b>2 514</b>	<b>3 086</b>	<b>3 029</b>	<b>2 321</b>
<b>Total</b>	<b>2 947</b>	<b>2 532</b>	<b>3 109</b>	<b>3 046</b>	<b>2 333</b>

## Notes:

1. Industrial accidents refer to non-fatal or fatal cases arising from industrial activities in industrial undertakings as defined under the Factories and Industrial Undertakings Ordinance (FIUO).
2. The number of industrial accidents is based on the number of casualties.
3. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2023. The industrial accident statistics for the full year of 2023 will be released in April 2024.



### Fatal industrial accidents in the construction industry from 2019 to 2023

	No. of fatalities	Date of accident	Location of accident	Type of accident
2019				
1	1	9 January 2019	Diamond Hill	Fall of person from height
2	1	12 January 2019	Stonecutters Island	Fall of person from height
3	1	2 March 2019	Kwun Tong	Struck by falling object
4	1	5 March 2019	Yuen Long	Fall of person from height
5	1	16 April 2019	Pak Shek Kok	Trapped by collapsing or overturning object
6	1	29 June 2019	Tung Chung	Trapped by collapsing or overturning object
7	1	17 July 2019	Tuen Mun	Struck by falling object
8	1	22 July 2019	Wan Chai	Fall of person from height
9	1	10 August 2019	Causeway Bay	Fall of person from height
10	1	12 August 2019	Tung Chung	Drowning
11	1	3 October 2019	Yuen Long	Fall of person from height
12	1	8 October 2019	Tuen Mun	Trapped in or between objects
13	1	21 November 2019	Tung Chung	Struck by moving vehicle
14	1	3 December 2019	Tin Shui Wai	Striking against or struck by moving object
15	1	11 December 2019	Tseung Kwan O	Fall of person from height
16	1	19 December 2019	Kowloon City	Striking against or struck by moving object
2020				
1	1	13 January 2020	Quarry Bay	Trapped in or between objects
2	1	23 March 2020	Kowloon Tong	Fall of person from height
3	1	31 March 2020	Tseung Kwan O	Striking against or struck by moving object
4	1	27 April 2020	Happy Valley	Struck by falling object
5	1	13 May 2020	Central	Fall of person from height
6	1	27 June 2020	Kai Tak	Fall of person from height
7	1	30 June 2020	Tung Chung	Striking against or struck by moving object
8	1	14 July 2020	Kai Tak	Trapped by collapsing or overturning object
9	1	20 July 2020	Kowloon Bay	Contact with electricity or electric discharge
10	1	21 July 2020	Kowloon City	Trapped by collapsing or overturning object
11	1	23 July 2020	Kai Tak	Trapped in or between objects
12	1	7 October 2020	Wong Chuk Hang	Trapped by collapsing or overturning object
13	1	27 October 2020	Sau Mau Ping	Fall of person from height

	<b>No. of fatalities</b>	<b>Date of accident</b>	<b>Location of accident</b>	<b>Type of accident</b>
14	1	23 November 2020	Kwai Chung	Drowning
15	1	8 December 2020	Tai Po	Fall of person from height
16	1	9 December 2020	Stanley	Trapped by collapsing or overturning object
17	1	10 December 2020	Aberdeen	Fall of person from height
18	1	15 December 2020	Wan Chai	Fall of person from height
<b>2021</b>				
1	1	15 January 2021	Tuen Mun	Fall of person from height
2	1	23 February 2021	Fanling	Fall of person from height
3	1	15 March 2021	Wong Tai Sin	Fall of person from height
4	1	20 March 2021	Tai Po	Struck by falling object
5	1	3 April 2021	Kwun Tong	Trapped in or between objects
6	1	14 April 2021	Kai Tak	Striking against or struck by moving object
7	1	21 April 2021	Ngau Tau Kok	Striking against or struck by moving object
8	1	8 May 2021	Lamma Island	Striking against fixed or stationary object
9	1	4 June 2021	Fo Tan	Fall of person from height
10	1	8 June 2021	Tseung Kwan O	Trapped in or between objects
11	1	6 July 2021	Fanling	Trapped by collapsing or overturning object
12	1	18 August 2021	North Point	Fall of person from height
13	1	17 September 2021	Tuen Mun	Fall of person from height
14	1	7 October 2021	Wong Tai Sin	Trapped by collapsing or overturning object
15	1	8 October 2021	Wan Chai	Trapped by collapsing or overturning object
16	1	19 October 2021	Ma On Shan	Striking against or struck by moving object
17	1	24 October 2021	Tseung Kwan O	Fall of person from height
18	1	18 November 2021	Siu Ho Wan	Asphyxiation
19	1	22 November 2021	Yau Tong	Asphyxiation
20	1	2 December 2021	Hung Hom	Fall of person from height
21	1	6 December 2021	North Point	Struck by falling object
22	2	22 December 2021	Chek Lap Kok	Asphyxiation
<b>2022</b>				
1	1	16 January 2022	Tsing Yi	Fall of person from height
2	1	24 January 2022	West Kowloon Cultural District	Trapped in or between objects
3	1	28 February 2022	Mid-Levels, Hong Kong	Fall of person from height
4	1	18 April 2022	Kai Tak	Fall of person from height
5	1	27 April 2022	Tai Po	Fall of person from height
6	1	7 May 2022	Yau Ma Tei	Fall of person from height

	<b>No. of fatalities</b>	<b>Date of accident</b>	<b>Location of accident</b>	<b>Type of accident</b>
7	1	26 May 2022	Tseung Kwan O	Trapped by collapsing or overturning object
8	2	13 June 2022	Mid-Levels, Hong Kong	Fall of person from height
9	1	4 July 2022	Tai Hang	Fall of person from height
10	1	7 July 2022	Mid-Levels, Hong Kong	Fall of person from height
11	3	7 September 2022	Sau Mau Ping	Trapped by collapsing or overturning object
12	1	8 November 2022	Tsim Sha Tsui	Trapped by collapsing or overturning object
13	1	13 December 2022	Ho Man Tin	Fall of person from height
14	1	14 December 2022	Yau Tong	Trapped by collapsing or overturning object
<b>2023</b>				
1	1	31 January 2023	Chek Lap Kok	Fall of person from height
2	1	14 February 2023	Chai Wan	Fall of person from height
3	1	21 March 2023	Sau Mau Ping	Fall of person from height
4	1	28 March 2023	The Peak	Fall of person from height
5	1	3 May 2023	Kwai Chung	Striking against or struck by moving object
6	1	16 May 2023	To Kwa Wan	Trapped in or between objects
7	1	10 June 2023	Mid-Levels, Hong Kong	Fall of person from height
8	1	7 August 2023	Kwai Chung	Fall of person from height
9	1	19 August 2023	Chek Lap Kok	Contact with electricity or electric discharge
10	1	10 September 2023	Sha Tin	Contact with electricity or electric discharge
11	2	24 September 2023	Tsim Sha Tsui	Exposure to or contact with harmful substance
12	1	10 October 2023	Yau Ma Tei	Fall of person from height
13	1	8 November 2023	Kwai Chung	Trapped by collapsing or overturning object
14	1	10 November 2023	Tung Chung	Struck by falling object
15	1	21 November 2023	Tsim Sha Tsui	Slip, trip or fall on same level
16	1	23 November 2023	The Peak	Trapped in or between objects
17	1	5 December 2023	Tseung Kwan O	Contact with electricity or electric discharge
18	1	8 December 2023	Yau Tong	Fall of person from height

**Notes:**

1. Fatal industrial accidents refer to fatal cases arising from industrial activities in industrial undertakings as defined under FIUO.
2. Fatal industrial accidents in the construction industry for 2023 are provisional figures as some cases are still under investigation.

**Conviction records of cases of fatal industrial accident in the construction industry  
after completion of court procedures from 2019 to 2023**

Serial no.	Date of accident	Location of accident	No. of fatalities	Convicted duty holders (including contractors)	Offence involved (legislation breached)	Date of judgment	Penalties (fine)
1.	9 January 2019	Diamond Hill	1	INDIVIDUAL	● FIUO	28 September 2020	\$35,000
2.	12 January 2019	Stonecutters Island	1	TREASURE CONSTRUCTION ENGINEERING LIMITED	● FIUO ● Construction Sites (Safety) Regulations (CSSR)	16 September 2019	\$110,000
				WY CONSTRUCTION LIMITED	● FIUO ● CSSR	22 October 2020	\$66,000
3.	5 March 2019	Yuen Long	1	GAMMON CONSTRUCTION LIMITED	● FIUO ● CSSR ● Factories and Industrial Undertakings (Safety Management) Regulation (FIU(SM)R)	7 January 2020	\$108,000
4.	16 April 2019	Pak Shek Kok	1	TEMMEY BROTHERS ENGINEERING LIMITED	● FIUO ● CSSR ● FIU(SM)R	17 January 2020	\$72,500
5.	29 June 2019	Tung Chung	1	CR CONSTRUCTION COMPANY LIMITED	● FIUO	3 January 2022	\$10,000
				JANGHO HONG KONG HOLDINGS LIMITED	● FIUO	3 January 2022	\$10,000
				SURE MILLIONS ENGINEERING LIMITED	● FIUO	3 January 2022	\$12,000
6.	17 July 2019	Tuen Mun	1	SUN FOOK KONG CONSTRUCTION LIMITED	● FIUO ● FIU(SM)R ● CSSR	26 August 2021	\$60,000
				HUNG FAT SCAFFOLDING WORKS LIMITED	● FIUO ● CSSR	26 August 2021	\$45,000
7.	10 August 2019	Causeway Bay	1	MARTIN CONSTRUCTION COMPANY LIMITED	● FIUO ● CSSR ● FIU(SM)R	5 June 2020	\$245,000
				WKS CIVIL CONTRACTOR COMPANY LIMITED	● FIUO ● CSSR	14 August 2020	\$210,000
8.	12 August 2019	Tung Chung	1	ZHEN HUA ENGINEERING COMPANY LIMITED	● FIUO ● FIU(SM)R	13 August 2020	\$65,000
				CHINA COMMUNICATIONS CONSTRUCTION COMPANY LIMITED	● FIUO ● FIU(SM)R	13 August 2020	\$65,000
				CCCC DREDGING (GROUP) CO., LTD.	● FIUO ● FIU(SM)R	13 August 2020	\$65,000
				CITY MECHANICAL ENGINEERING COMPANY LIMITED	● FIUO	13 August 2020	\$45,000
9.	8 October 2019	Tuen Mun	1	CHINA OVERSEAS BUILDING CONSTRUCTION LIMITED	● CSSR ● FIU(SM)R	30 August 2021	\$66,000

Serial no.	Date of accident	Location of accident	No. of fatalities	Convicted duty holders (including contractors)	Offence involved (legislation breached)	Date of judgment	Penalties (fine)
				OTIS ELEVATOR COMPANY (H.K.) LIMITED	<ul style="list-style-type: none"> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>	30 August 2021	\$72,000
				YAT KEUNG ENGINEERING COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	10 December 2020	\$76,000
10.	3 December 2019	Tin Shui Wai	1	KUEN CHEONG CONSTRUCTION & ENGINEERING COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	16 June 2021	\$64,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	16 June 2021	\$64,000
11.	11 December 2019	Tseung Kwan O	1	CHINA OVERSEAS BUILDING CONSTRUCTION LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	10 September 2021	\$105,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	12 November 2021	\$100,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	10 September 2021	\$15,000
12.	19 December 2019	Kowloon City	1	DRILTECH GEOTECHNICAL ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	19 May 2022	\$100,000
				BO YIP ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	19 May 2022	\$150,000
13.	13 January 2020	Quarry Bay	1	HIP HING CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Lifting Appliances and Lifting Gear) Regulations (FIU(LALG)R)</li> </ul>	11 December 2020	\$62,000
				TYSAN FOUNDATION LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>	25 October 2021	\$46,000
				KIT KEE ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>	25 October 2021	\$46,000
14.	23 March 2020	Kowloon Tong	1	GEOTECH ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	21 December 2020	\$42,000
				SAM'S ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	21 December 2020	\$132,000
15.	31 March 2020	Tseung Kwan O	1	YONGNAM ENGINEERING (HK) LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>	16 September 2021	\$30,000
				SIU WAH STEEL WORK COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>	16 September 2021	\$30,000
16.	13 May 2020	Central	1	MTR CORPORATION LIMITED	<ul style="list-style-type: none"> <li>● Occupational Safety and Health Ordinance (OSHO)</li> </ul>	11 June 2021	\$30,000
				HOP YUEN CONSTRUCTION LIMITED	<ul style="list-style-type: none"> <li>● OSHO</li> </ul>	11 June 2021	\$20,000

Serial no.	Date of accident	Location of accident	No. of fatalities	Convicted duty holders (including contractors)	Offence involved (legislation breached)	Date of judgment	Penalties (fine)
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>	11 June 2021	\$30,000
17.	27 June 2020	Kai Tak	1	HIP HING CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	24 May 2021	\$165,000
				GAMMON CONSTRUCTION LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	4 February 2022	\$25,000
				HOST GLORY ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	24 May 2021	\$113,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	24 May 2021	\$10,000
18.	30 June 2020	Tung Chung	1	ZHEN HUA ENGINEERING COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	24 June 2021	\$53,000
				CHINA COMMUNICATIONS	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	24 June 2021	\$53,000
				PENSTONE HONG KONG LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	24 June 2021	\$33,000
				DONG-AH GEOLOGICAL ENGINEERING COMPANY LTD.	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	11 March 2021	\$32,000
				KONE ENGINEERING & CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● OSHO</li> </ul>	24 June 2021	\$18,000
				BM HUMAN RESOURCES & CONSTRUCTIONS LIMITED	<ul style="list-style-type: none"> <li>● OSHO</li> </ul>	13 May 2021	\$14,000
19.	20 July 2020	Kowloon Bay	1	AGGRESSIVE CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● Factories and Industrial Undertakings (Electricity) Regulations</li> <li>● FIU(SM)R</li> </ul>	15 April 2021	\$13,000
				AGGRESSIVE CIVIL & FOUNDATION ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Electricity) Regulations</li> </ul>	15 April 2021	\$69,000
				LEUNG KAI CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Electricity) Regulations</li> </ul>	15 April 2021	\$59,000
				WING WAI CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	15 April 2021	\$30,000
20.	21 July 2020	Kowloon City	1	GAMMON CONSTRUCTION LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>	8 November 2021	\$181,000
				LEUNG KAI ENGINEERING COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>	11 October 2021	\$80,000
				WELL TECH ENGINEERING & CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	10 May 2021	\$85,000
21.	23 July 2020	Kai Tak	1	K. H. FOUNDATIONS LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	21 December 2022	\$100,000

Serial no.	Date of accident	Location of accident	No. of fatalities	Convicted duty holders (including contractors)	Offence involved (legislation breached)	Date of judgment	Penalties (fine)
				RICH MEGA ENGINEERING LIMITED	● FIUO	21 December 2022	\$60,000
				CHUN HUNG ENGINEERING LIMITED	● FIUO	21 December 2022	\$80,000
22.	27 October 2020	Sau Mau Ping	1	CHINA STATE CONSTRUCTION ENGINEERING (HONG KONG) LIMITED	● FIUO ● Factories and Industrial Undertakings Regulations (FIUR)	6 April 2023	\$90,000
				CITY CONSTRUCTION & PIPING COMPANY LIMITED	● FIUO ● CSSR ● FIUR	6 April 2023	\$130,000
23.	8 December 2020	Tai Po	1	INDIVIDUAL	● CSSR	6 August 2021	\$72,000
				INDIVIDUAL	● CSSR	6 August 2021	\$45,000
24.	9 December 2020	Stanley	1	KIM HUNG CONSTRUCTION AND ENGINEERING COMPANY LIMITED	● FIUO	29 May 2023	\$35,000
				WIN'S ENGINEERING (HK) COMPANY LIMITED	● FIUO	7 June 2023	\$60,000
25.	10 December 2020	Aberdeen	1	LUEN YICK BUILDERS LIMITED	● FIUO ● CSSR	9 July 2021	\$104,000
				WAI YIU PROFESSIONAL ENGINEERING LIMITED	● FIUO ● CSSR	9 July 2021	\$94,000
				INDIVIDUAL	● FIUO ● CSSR	9 July 2021	\$94,000
				INDIVIDUAL	● FIUO ● CSSR	9 July 2021	\$100,000
26.	15 December 2020	Wan Chai	1	WIDE HOPE ENGINEERING LIMITED	● FIUO ● CSSR	12 July 2021	\$123,000
				CHUNG TIN BUILDING MATERIALS AND ENGINEERING LIMITED	● FIUO ● CSSR	12 July 2021	\$123,000
27.	23 February 2021	Fanling	1	HIP HING ENGINEERING COMPANY LIMITED	● FIUO ● CSSR	30 November 2021	\$60,000
				TAI WAH ALUMINIUM ENGINEERING LIMITED	● FIUO ● CSSR ● FIU(SM)R	30 November 2021	\$140,000
28.	15 March 2021	Wong Tai Sin	1	KA WAH DECORATION LIMITED	● FIUO ● CSSR ● FIUR	4 October 2021	\$81,000
				HUNG TO AIR CONDITION WORKS LIMITED	● FIUO ● CSSR ● FIUR	4 October 2021	\$71,000
29.	20 March 2021	Tai Po	1	POINT LIVING DESIGN LIMITED	● FIUO ● CSSR	9 December 2022	\$122,000
30.	3 April 2021	Kwun Tong	1	MEI WAH ENGINEERING CO., LIMITED	● FIUO ● CSSR	23 December 2021	\$97,000

Serial no.	Date of accident	Location of accident	No. of fatalities	Convicted duty holders (including contractors)	Offence involved (legislation breached)	Date of judgment	Penalties (fine)
31.	14 April 2021	Kai Tak	1	KWONG LUEN ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> <li>● FIU(SM)R</li> </ul>	22 February 2023	\$120,000
				YOUNG GENERATION ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>	22 February 2023	\$128,000
32.	21 April 2021	Ngau Tau Kok	1	BOUYGUES TRAVAUX PUBLICS	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	17 January 2024	\$36,000
				KAM LEE CONSTRUCTION DECORATION ENGINEERING CO., LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>	17 January 2024	\$87,000
				CHAN HARK TRANSPORTATION ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIU(LALG)R</li> </ul>	17 January 2024	\$28,000
33.	8 May 2021	Lamma Island	1	EVER TEAM CONSTRUCTION ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Loadshifting Machinery) Regulation</li> </ul>	8 May 2023	\$118,850
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Loadshifting Machinery) Regulation</li> </ul>	29 April 2022	\$37,000
34.	4 June 2021	Fo Tan	1	INDIVIDUAL	<ul style="list-style-type: none"> <li>● CSSR</li> </ul>	11 February 2022	\$56,000
35.	8 June 2021	Tsueng Kwan O	1	KINTONE ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIU(SM)R</li> </ul>	31 December 2021	\$6,500
36.	6 July 2021	Fanling	1	PAUL Y. GENERAL CONTRACTORS LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	13 September 2022	\$120,000
				SHUI WING CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	13 September 2022	\$130,000
				SUN LUEN METAL ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	13 September 2022	\$80,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	13 September 2022	\$130,000
37.	18 August 2021	North Point	1	KAN CHEUNG DECORATION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	19 September 2022	\$117,000
38.	17 September 2021	Tuen Mun	1	INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	14 April 2022	\$50,000
				LI CHUEN SCAFFOLDING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	14 April 2022	\$50,000
39.	8 October 2021	Wan Chai	1	DRAGON CONSTRUCTION LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	9 August 2023	\$75,000
				YAT FAT ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	9 August 2023	\$65,000
40.	19 October 2021	Ma On Shan	1	TYSAN FOUNDATION	<ul style="list-style-type: none"> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>	24 June 2022	\$37,000



Serial no.	Date of accident	Location of accident	No. of fatalities	Convicted duty holders (including contractors)	Offence involved (legislation breached)	Date of judgment	Penalties (fine)
				GEOTECHNICAL LIMITED			
41.	24 October 2021	Tsueng Kwan O	1	GAMMON CONSTRUCTION LIMITED	<ul style="list-style-type: none"> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>	24 April 2023	\$80,000
				TSUN FAI CONSTRUCTION ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	24 April 2023	\$30,000
42.	18 November 2021	Siu Ho Wan	1	INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Confined Spaces) Regulation</li> </ul>	7 September 2023	\$90,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● Factories and Industrial Undertakings (Confined Spaces) Regulation</li> <li>● CSSR</li> </ul>	8 November 2023	\$150,000
43.	2 December 2021	Hung Hom	1	SHUN LEE ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	25 July 2022	\$115,000
44.	6 December 2021	North Point	1	WING FAT BUILDING CONSTRUCTION LIMITED (Note: The contractor for the site where the deceased worked on)	<ul style="list-style-type: none"> <li>● CSSR</li> <li>● Factories and Industrial Undertakings (Gas Welding and Flame Cutting) Regulation</li> </ul>	14 August 2023	\$50,000
				INDIVIDUAL (Note: The contractor for the site where the deceased worked on)	<ul style="list-style-type: none"> <li>● CSSR</li> <li>● Factories and Industrial Undertakings (Gas Welding and Flame Cutting) Regulation</li> </ul>	14 August 2023	\$59,000
				KINSWAY CONSTRUCTION COMPANY LIMITED (Note: The contractor for the site adjacent to the one where the deceased worked on)	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	30 September 2022	\$62,000
				HOP YICK MACHINERY ENGINEERING COMPANY LIMITED (Note: The contractor for the site adjacent to the one where the deceased worked on)	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	30 September 2022	\$43,000
45.	16 January 2022	Tsing Yi	1	EDWIN LAI INTERNATIONAL LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	18 May 2023	\$70,000
46.	24 January 2022	West Kowloon	1	TYSAN FOUNDATION LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	10 March 2023	\$314,000

Serial no.	Date of accident	Location of accident	No. of fatalities	Convicted duty holders (including contractors)	Offence involved (legislation breached)	Date of judgment	Penalties (fine)
		Cultural District		INDIVIDUAL	● FIUO	16 December 2022	\$20,000
47.	18 April 2022	Kai Tak	1	HIP HING CONSTRUCTION COMPANY LIMITED	● FIUO ● CSSR	5 June 2023	\$130,000
				INNOVATIVE CONSTRUCTION (SINO) LIMITED	● FIUO ● CSSR	5 June 2023	\$80,000
				CHI KAN WOODWORKS COMPANY LIMITED	● CSSR	5 June 2023	\$6,000
				TUNG SHAN CONSTRUCTION COMPANY LIMITED	● CSSR	5 June 2023	\$3,000
48.	26 May 2022	Tseung Kwan O	1	HIP HING ENGINEERING COMPANY LIMITED	● FIUO ● FIU(SM)R	18 May 2023	\$130,000
				CHI KAN WOODWORKS COMPANY LIMITED	● FIUO ● FIU(SM)R ● Factories and Industrial Undertakings (Safety Officers and Safety Supervisors) Regulations	20 April 2023	\$255,000
49.	4 July 2022	Tai Hang	1	INDIVIDUAL	● FIUO ● CSSR	3 February 2023	\$33,000
50.	7 July 2022	Mid-Levels, Hong Kong	1	INDIVIDUAL	● FIUO ● CSSR	21 July 2023	\$124,000
51.	13 December 2022	Ho Man Tin	1	PRIME ASSET DEVELOPMENT LIMITED	● FIUO ● CSSR	16 October 2023	\$87,000
				CHUN WAH BAMBOO SCAFFOLDING LIMITED	● FIUO ● CSSR	25 September 2023	\$115,000
				INDIVIDUAL	● FIUO	25 September 2023	\$80,000

**Industrial accidents in the construction industry involving public works projects  
from 2019 to the first 3 quarters of 2023 – analysed by type of accidents**

Type of accident	2019		2020		2021		2022		First 3 quarters of 2023	
	No. of non-fatal cases	No. of fatal cases	No. of non-fatal cases	No. of fatal cases	No. of non-fatal cases	No. of fatal cases	No. of non-fatal cases	No. of fatal cases	No. of non-fatal cases	No. of fatal cases
Trapped in or between objects	15	-	6	-	13	-	8	-	3	1
Injured whilst lifting or carrying	28	-	13	-	32	-	17	-	12	-
Slip, trip or fall on same level	31	-	18	-	30	-	31	-	33	-
Fall of person from height	12	-	3	1	7	-	3	-	3	2
Striking against fixed or stationary object	5	-	4	-	10	1	8	-	9	-
Striking against or struck by moving object	12	-	13	1	9	1	12	-	6	-
Stepping on object	-	-	-	-	-	-	1	-	-	-
Exposure to or contact with harmful substance	-	-	-	-	3	-	-	-	-	-
Contact with electricity or electric discharge	-	-	-	1	-	-	-	-	-	-
Trapped by collapsing or overturning object	-	-	5	1	1	-	1	1	-	-
Struck by falling object	5	-	1	-	5	-	2	-	6	-
Struck by moving vehicle	1	-	1	-	-	-	1	-	-	-
Contact with moving machinery or object being machined	10	-	3	-	6	-	5	-	6	-
Exposure to fire	1	-	1	-	-	-	-	-	-	-
Exposure to explosion	-	-	-	-	-	-	-	-	1	-
Injured by hand tool	11	-	1	-	4	-	2	-	-	-
Asphyxiation	-	-	-	-	-	1	-	-	-	-
Contact with hot surface or substance	-	-	-	-	1	-	1	-	1	-
Injured by animal	-	-	-	-	-	-	1	-	1	-
Others	-	-	-	-	1	-	1	-	-	-
<b>Total</b>	<b>131</b>	<b>-</b>	<b>69</b>	<b>4</b>	<b>122</b>	<b>3</b>	<b>94</b>	<b>1</b>	<b>81</b>	<b>3</b>

## Notes:

1. Industrial accidents refer to non-fatal or fatal cases arising from industrial activities in industrial undertakings as defined under FIUO.
2. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2023. The industrial accident statistics for the full year of 2023 will be released in April 2024.

**Staff establishment and strength of LD for  
inspections of construction sites from 2019 to 2023**

Rank	2019		2020		2021		2022		2023	
	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength
<b>Divisional Occupational Safety Officer</b>	37	36	37	37	37	34	37	37	37	37
<b>Occupational Safety Officer I</b>	78	73	78	76	78	76	78	78	78	76
<b>Occupational Safety Officer II</b>	98	81	98	66	97	64	97	83	98	74
<b>Total</b>	<b>213</b>	<b>190</b>	<b>213</b>	<b>179</b>	<b>212</b>	<b>174</b>	<b>212</b>	<b>198</b>	<b>213</b>	<b>187</b>

**Relevant figures on enforcement actions against construction sites  
conducted by LD from 2019 to 2023**

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>No. of inspections</b>	87 668	58 035	71 063	65 571	71 235
<b>No. of construction sites inspected</b>	-	-	-	-	41 908
<b>No. of improvement notices</b>	3 005	2 103	3 288	3 069	4 150
<b>No. of suspension notices</b>	477	321	440	621	292
<b>No. of written warnings</b>	16 272	10 792	13 890	13 425	15 962
<b>No. of prosecutions</b>	2 305	2 015	1 872	2 034	2 322

Notes:

1. All the occupational safety inspections of construction sites conducted by LD were surprise inspections.
2. LD has started to collect the number of inspections counted by construction sites from January 2023.

**Information on prosecution summons involving  
inspection cases of construction sites from 2019 to 2023**

<b>Year</b>	<b>No. of summonses convicted</b>	<b>Average fine for summonses convicted</b>	<b>Major offence (legislation breached)</b>
<b>2019</b>	1 359	\$7,561	CSSR
<b>2020</b>	1 065	\$5,832	CSSR
<b>2021</b>	991	\$5,429	CSSR
<b>2022</b>	819	\$6,042	CSSR
<b>2023</b>	1 245	\$6,299	CSSR

Note:

1. The hearing proceedings involved in the prosecutions taken out each year may not be completed in the same year. As a result, the number of summonses convicted within the year does not correspond to the number of prosecutions taken out in the same year.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)018**

**(Question Serial No. 1869)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding confined space work safety, would the Government advise this Committee of the following:

- (a) The numbers of fatal and non-fatal industrial accidents involving confined space work and the numbers of deaths and injuries involved in the past 5 years;
- (b) The following information on each fatal case convicted for violating the Factories and Industrial Undertakings (Confined Spaces) Regulation in the past 5 years:
  - (i) name of convicted works contractor;
  - (ii) date of accident;
  - (iii) location of accident;
  - (iv) number of fatalities;
  - (v) offence involved;
  - (vi) date of judgment; and
  - (vii) penalty imposed; and
- (c) The following information on inspections of construction sites involving confined space proactively conducted by the Labour Department in each of the past 5 years:
  - (i) manpower;
  - (ii) numbers of inspections (based on the numbers of operations);
  - (iii) inspection strategies;
  - (iv) numbers of improvement notices issued;
  - (v) numbers of suspension notices issued;
  - (vi) numbers of warnings issued; and
  - (vii) numbers of prosecutions taken out, numbers of convicted cases out of the prosecutions taken out, main types of offences committed and average penalties; and
- (d) The progress of the revision of the Code of Practice - Safety and Health at Work in Confined Spaces conducted by the Government.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 24)

Reply:

- (a) The numbers of fatal industrial accidents involving confined space work from 2019 to 2023 are as follows:

	2019	2020	2021	2022	2023 <sup>Note 2</sup>
No. of fatal cases <sup>Note 1,3</sup>	-	-	3	-	2

Notes:

- (1) Fatal industrial accidents refer to the fatal accidents arising from industrial activities in industrial undertakings as defined under the Factories and Industrial Undertakings Ordinance (FIUO).
- (2) The figure for 2023 is provisional as some cases are still under investigation.
- (3) The numbers of fatal cases are counted in terms of the numbers of fatalities.

The Labour Department (LD) does not keep statistics on non-fatal industrial accidents involving confined space work.

- (b) Information on fatal cases convicted for violating the Factories and Industrial Undertakings (Confined Spaces) Regulation (FIU(CS)R) in the past 5 years is tabulated below:

Date of accident	Location of accident	No. of fatalities	Duty holder (including contractor) convicted	Offence involved (law violated)	Date of judgment	Penalty (Fines)
18 Nov 2021	Siu Ho Wan	1	INDIVIDUAL	<ul style="list-style-type: none"><li>● FIUO</li><li>● FIU(CS)R</li></ul>	7 Sept 2023	\$90,000
			INDIVIDUAL	<ul style="list-style-type: none"><li>● FIU(CS)R</li><li>● Construction Sites (Safety) Regulations</li></ul>	8 Nov 2023	\$150,000

- (c) LD conducts inspections of construction sites across the territory from time to time to ensure the safety and health of workers at work. As inspection of confined space is an integral part of LD's routine occupational safety and health inspections, LD is unable to provide breakdowns by manpower, number of confined space inspections and number of relevant warning letters, suspension notices and improvement notices issued.

LD launched a two-week special inspection exercise targeting the confined space work in construction sites across the territory from 25 September to 6 October 2023, in order to curb unsafe work practices and ensure the safety of workers. During the exercise, LD officers paid special attention to check whether the duty holders have complied with the requirements on confined space work, including conducting risk assessments, formulating appropriate safe work systems, providing personal protective equipment, etc. During this special inspection exercise, LD inspected 190 construction sites, issued one improvement notice and 88 written warnings.

The number of convicted summonses in relation to LD's prosecution against violation of the FIU(CS)R in the past 5 years as well as the penalties imposed are tabulated below:

<b>Year</b>	<b>No. of prosecutions</b>	<b>No. of summonses convicted<sup>Note</sup></b>	<b>Average amount of fines for summonses convicted</b>
2019	-	-	-
2020	3	1	\$5,000
2021	-	-	-
2022	20	-	-
2023	22	6	\$21,917

Note: The hearing proceedings involved in the prosecutions taken out each year may not be completed in the same year. As a result, the number of summonses convicted within the year does not correspond to the number of prosecutions taken out in the same year.

- (d) LD is revising the Code of Practice : Safety and Health at Work in Confined Spaces to strengthen the protection of the safety and health of relevant workers. LD consulted relevant stakeholders on the revised Code of Practice in November and December 2023. The Code has been refined taking into account the views received and advice from the Department of Justice is now being sought. We expect that the revision will be completed in the first half of this year and the revised Code of Practice will be implemented as soon as possible after allowing time for necessary preparation by the industry.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)019**

**(Question Serial No. 1113)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Please set out in table form the top 3 industries that accounted for the largest number of applications to the Protection of Wages on Insolvency Fund (PWIF) in each of the past 3 years (i.e. 2021, 2022 and 2023) by amount of payment and number of applications. What was PWIF's financial position in each of the past 3 years and what is its estimated financial position for 2024-25?

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 32)

Reply:

The 3 industries that accounted for the largest amount of payment made by PWIF in each year from 2021 to 2023 are set out at Annex 1. The 3 industries that accounted for the largest number of applications to PWIF over the same period are set out at Annex 2. Moreover, PWIF's financial position from 2021-22 to 2023-24 and its estimated financial position for 2024-25 are set out at Annex 3.

**The 3 industries that accounted for the largest amount of payment  
made by PWIF from 2021 to 2023**

Year	Industry	Amount of payment (\$million)
2021	Food and beverage service activities	26.9
	Retail trade	17.8
	Import and export trade	11.8
2022	Construction	15.1
	Food and beverage service activities	14.8
	Printing	6.7
2023	Food and beverage service activities	35.0
	Construction	22.8
	Travel agency, reservation service and related activities	10.9

**The 3 industries that accounted for the largest number of applications  
to PWIF from 2021 to 2023**

Year	Industry	Number of applications
2021	Construction	583
	Food and beverage service activities	565
	Sports and other entertainment activities	287
2022	Food and beverage service activities	702
	Publishing activities	589
	Construction	579
2023	Food and beverage service activities	815
	Construction	515
	Postal and courier activities	330

**PWIF's financial position from 2021-22 to 2023-24  
and estimated financial position for 2024-25**

Year	Income (\$million)	Expenditure (\$million)	Surplus (\$million)
2021-22	462.4	89.9	372.5
2022-23	462.1	164.2	297.9
2023-24	522.3*	171.1*	351.2*
2024-25 (Estimates)	268.1	200.8	67.3

\* Figures as at February 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)020**

**(Question Serial No. 1114)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Enhanced Supplementary Labour Scheme (formally known as the Supplementary Labour Scheme (SLS)):

- (a) Please set out the number of imported workers applied for under SLS and the success rate, by industry and job type, in each of the past 3 years (i.e. 2021, 2022 and 2023);
- (b) What is the average time taken from receipt of applications to completion of vetting in each year of the same period? What is the longest and shortest processing time among these cases in each year?
- (c) Has the Government allocated additional resources to expedite the vetting of the increased applications after the enhancement of SLS?

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 33)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to enhance the coverage and operation of the Supplementary Labour Scheme (SLS). The numbers of imported workers applied for and approved under SLS/ESLS in each year from 2021 to 2023 are at Annex 1. Breakdowns of the numbers of imported workers applied for and approved by industry and job title are at Annexes 2 to 5.
- (b) The time required by LD for processing each ESLS application is affected by various factors, which include whether the applicant employer has provided sufficient information or requested to change the application details during processing, etc. If the job vacancies involve novel job titles or special skills, LD will need more time to seek advice from relevant bureaux and/or departments, training bodies, professional bodies, etc. for setting the reasonable wages, entry requirements, scope of duties, etc. Upon receipt of all information and documents required for processing and after screening-in of the applications, LD can generally complete the vetting of the

applications under ESLS within 3 months. In the past, the processing of most SLS applications took about 5 months.

- (c) SLS/ESLS is administered by the Supplementary Labour Division (SLD) of LD. In 2024-25, SLD will create 12 Labour Officer Grade posts and employ both non-civil service contract staff and post-retirement service contract staff to assist in implementing ESLS.

LD closely monitors the implementation of ESLS and adopts feasible measures with a view to enhancing the workflow of processing applications. If necessary, LD will apply for additional resources in accordance with the established mechanism.

**Numbers of imported workers applied for and approved  
under SLS/ESLS<sup>#</sup> from 2021 to 2023**

	<b>2021</b>	<b>2022<sup>^</sup></b>	<b>2023</b>
No. of imported workers applied for*	5 082	9 118	33 292 <sup>△</sup>
No. of imported workers approved*	3 043	5 829	3 739

# LD has implemented ESLS since 4 September 2023.

\* The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

<sup>^</sup> Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

<sup>△</sup> Including applications received under ESLS from 4 September to 31 December 2023, involving 25 220 imported workers applied for.

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 2021 to 2023:  
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2021	2022	2023	2021	2022	2023
1. Agriculture and Fisheries	857	1 311	1 070	734	912	967
2. Manufacturing	378	471	2 164	183	173	423
3. Construction	846	2 132	3 154	6	480	566
4. Import/Export Trades and Wholesale	121	119	994	63	63	99
(i) <i>Import/Export Trades</i>	(73)	(23)	(323)	(22)	(30)	(5)
(ii) <i>Wholesale</i>	(48)	(96)	(671)	(41)	(33)	(94)
5. Retail, Accommodation and Food Services	387	744	16 656	185	239	560
(i) <i>Retail</i>	(6)	(17)	(2 505)	(0)	(7)	(165)
(ii) <i>Accommodation Services</i>	(0)	(3)	(1 222)	(0)	(0)	(13)
(iii) <i>Food and Beverage Services</i>	(381)	(724)	(12 929)	(185)	(232)	(382)
6. Transportation, Storage, Information and Communications	71	58	1 296	9	19	6
7. Financing, Insurance, Real Estate, Professional and Business Services	18	36	1 424	20	68	65
8. Public Administration, Social and Personal Services	2 404	4 247	6 534	1 843	3 875	1 053
<b>Total</b>	<b>5 082</b>	<b>9 118<sup>^</sup></b>	<b>33 292</b>	<b>3 043</b>	<b>5 829<sup>^</sup></b>	<b>3 739</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

<sup>^</sup> Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.



**Numbers of imported workers applied for and approved  
under SLS in 2021:  
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	1 783	1 631
2. Livestock/Poultry/Fish/Crop Farm Worker	474	427
3. Gardening Worker	404	307
4. Cook	379	185
5. Machine Operator	155	70
6. Waste Handling Worker	119	56
7. Care Worker (Disabled Service)	93	68
8. Quality Controller/Inspector/Control Supervisor	80	53
9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	51	49
10. Others	1 544	197
<b>Total</b>	<b>5 082</b>	<b>3 043</b>

\* The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

**Numbers of imported workers applied for and approved  
under SLS in 2022:  
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Care Worker (Elderly Service)	3 509	3 441
2. Livestock/Poultry/Fish/Crop Farm Worker	734	499
3. Cook	660	232
4. Gardening Worker	567	424
5. Care Worker (Disabled Service)	263	280
6. Machine Operator	196	99
7. Waste Handling Worker	97	63
8. Quality Controller/Inspector/Control Supervisor	97	50
9. Bean Curd/Soya Bean/ Bean Sprout Processing Worker	89	68
10. Others	2 906	673
<b>Total</b>	<b>9 118<sup>^</sup></b>	<b>5 829<sup>^</sup></b>

\* The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

<sup>^</sup> Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved  
under SLS/ESLS in 2023:  
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Waiter/Waitress <sup>#</sup>	5 317	24
2. Cook	3 817	368
3. Junior Cook <sup>#</sup>	2 203	7
4. Security Guard <sup>^</sup>	2 011	0
5. Sales Assistant <sup>#</sup>	1 805	163
6. Cleaner <sup>^</sup>	1 530	0
7. Care Worker (Elderly Service) <sup>@</sup>	970	793
8. Warehouse Keeper <sup>#</sup>	909	5
9. Delivery Worker <sup>#</sup>	750	0
10. Others	13 980	2 379
<b>Total</b>	<b>33 292</b>	<b>3 739</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

<sup>#</sup> Falling within the 26 job categories generally excluded from labour importation under SLS.

<sup>^</sup> Falling within the unskilled/low-skilled posts generally excluded from labour importation under SLS.

<sup>@</sup> Including applications submitted under SLS prior to the launch of the Special Scheme to Import Care Workers for Residential Care Homes.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)021**

**(Question Serial No. 2725)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Greater Bay Area Youth Employment Scheme was launched by the Government in 2021 and regularised in 2023. In this connection, please advise this Committee of the following:

- (a) The total number of participating enterprises in each year and the number of jobs provided;
- (b) The number of graduates employed in each year and the range of monthly salary;
- (c) The total amount of allowance disbursed to enterprises by the Government according to the number of graduates employed in each year.

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.:12)

Reply:

- (a)&(b) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since March 2023, encouraging enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. The pilot scheme and the regularised scheme for 2023 respectively received 3 494 job vacancies from 417 enterprises and 2 540 job vacancies from 278 enterprises, and respectively received 1 091 job offers and 718 job offers for young people. The salary levels of young people employed under the pilot scheme and the regularised scheme for 2023 are set out at Annex.
- (c) As at 29 February 2024, HK\$117 million and HK\$11.99 million of allowance were disbursed to 198 and 86 enterprises under the pilot scheme and the regularised scheme for 2023 respectively.

**Number of employed young people  
under the pilot scheme and the regularised scheme for 2023  
by salary level**

(a) Breakdown of the number of employed young people under the pilot scheme by salary level

<b>Salary level</b>	<b>Number of people</b>	<b>Percentage</b>
\$18,000 - \$21,000	969	88.8%
\$21,001 - \$24,000	79	7.2%
\$24,001 - \$27,000	8	0.7%
\$27,001 - \$30,000	6	0.5%
\$30,001 or above	29	2.7%
<b>Total</b>	<b>1 091</b>	<b>100%</b>

(b) Breakdown of the number of employed young people under the regularised scheme for 2023 by salary level

<b>Salary level</b>	<b>Number of people</b>	<b>Percentage</b>
\$18,000 - \$21,000	685	95.4%
\$21,001 - \$24,000	18	2.5%
\$24,001 - \$27,000	13	1.9%
\$27,001 - \$30,000	1	0.1%
\$30,001 or above	1	0.1%
<b>Total</b>	<b>718</b>	<b>100%</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)022**

**(Question Serial No. 2236)**

Head: (90) Labour Department  
Subhead (No. & title): ( )  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

The Employment Programme for the Elderly and Middle-aged (EPEM) of the Labour Department (LD) aims at encouraging employers to engage unemployed job seekers aged 40 or above in full-time or part-time long-term job vacancies and provide the job seekers with on-the-job training (OJT) through the provision of OJT allowance to employers. In this connection, would the Government advise this Committee of the following:

- (a) The number of employers involved in the placements eligible for joining EPEM in the past 3 years;
- (b) Given that enhancement measures were introduced for EPEM in September 2020 to raise the ceiling of OJT allowance payable to employers under EPEM, the number of placements eligible for joining EPEM since the introduction of the enhancement measures and, among them, the respective numbers of cases in which OJT allowance has been applied for and granted;
- (c) When will the Government review the effectiveness of EPEM and consider increasing the OJT allowance payable to employers in order to attract the participation of more organisations? If yes, what are the details? If not, what are the reasons?
- (d) Will the Government consider using big data to analyse the information provided by unemployed job seekers for registration to LD (e.g. age, academic qualifications, skills and previous working experience, etc.), thereby assisting such persons in job-matching, improving the effectiveness of EPEM, as well as planning the database on future manpower resources? If yes, what are the details? If not, what are the reasons?

Asked by: Hon KOON Ho-ming, Peter Douglas (LegCo internal reference no.: 11)

Reply:

- (a) From 2021 to 2023, LD recorded 3 340, 2 707 and 3 873 eligible placements under EPEM respectively in each year, involving 1 266, 1 169 and 1 420 employers.

- (b) Since the ceiling of the amount of OJT allowance was raised in September 2020, 10 902 eligible placements under EPEM had been recorded as at December 2023. During the same period, 4 180 applications for OJT allowance were received and approved.
- (c)&(d) LD closely monitors the implementation of EPEM and conducts surveys continuously to collect the views of employers and employees. Since raising the ceiling of the amount of OJT allowance in September 2020, there has been a notable increase in the number of eligible placements under EPEM.

LD will launch a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) in the third quarter of 2024, targeting persons aged 40 or above who have not been in paid employment for 3 consecutive months or more, with a view to providing more incentives for them to rejoin the workforce. To encourage employers taking on participants of the REA Scheme to join EPEM and provide OJT to employees, LD will grant OJT allowance to eligible employers and extend the duration for receiving OJT allowance under EPEM to 6 months or more.

Apart from EPEM, LD also makes reference to the data and views of registered job seekers in providing targeted employment support, including organising various thematic job fairs, for instance, job fairs for the elderly and middle-aged and on part-time jobs; setting up dedicated webpages on the Interactive Employment Service (iES) website, etc., to facilitate job seekers to search for suitable vacancies. Apart from receiving job vacancy information through the iES website and its mobile application, job seekers can also receive personalised employment advisory and job matching services from employment officers of LD for assisting them in securing employment.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)023**

**(Question Serial No. 1329)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

On safeguarding occupational safety and health (OSH), would the Government provide the following information:

- (a) Please set out the expenditure to be spent on the promotion and publicity of occupational safety in 2024-25 and the staff establishment involved.
- (b) Given the increase in total construction output in the next 10 years, will the Government proportionately increase the expenditure on occupational safety so as to raise the overall OSH awareness of the society?
- (c) Will the Government consider incorporating the requirement of applying the concept of "Construction Design and Management" (CDM) in the tender process of public works projects, and giving more weighting to these items during tender evaluation? Or will the Government consider drawing reference from the CDM regulations from overseas and the Mainland's system of "concurrent implementation of design, build and commission" to ascertain the liability of various parties, and mitigate the OSH risks that may arise during construction and maintenance of these projects at source by including the element of safety protection at the design stage of works projects?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 34)

Reply:

- (a) As launching various initiatives on promotional and publicity activities to raise the occupational safety and health (OSH) level and awareness is an integral part of the ongoing efforts of the Labour Department (LD), the relevant staff establishment and resources involved cannot be separately identified.
- (b) LD will allocate resources to promote OSH pursuant to the risk-based principle with a view to enhancing the overall OSH awareness of the society. On inspection and enforcement, apart from routine inspections, LD will flexibly deploy resources and manpower having regard to the needs of special operations and actual circumstances so



as to carry out the relevant work more effectively. On publicity and education, LD will, in collaboration with the Occupational Safety and Health Council, keep on allocating substantial resources to the publicity, training and education work, etc., including organising large scale events (such as the “OSH Innovation and Technology Expo”), stepping up publicity through a wide range of channels (including placing advertisements on television and public transport), and continuing to organise OSH seminars and courses. In addition, LD will continue to update the OSH codes of practice, safety guidelines, training course contents and mobile applications, etc. so as to disseminate and publicise OSH messages to stakeholders in the construction industry, with a view to enhancing the OSH awareness among both employers and employees and cultivating a positive work safety culture, thereby preventing accidents from happening.

- (c) The Development Bureau has formulated the Guidance Notes of Design for Safety and Worked Examples of Design for Safety, requiring works departments to give thorough consideration to construction and maintenance work safety when designing the works projects. At present, capital works projects (other than design-and-build contracts) exceeding \$500 million are required to implement Design for Safety. The works departments, depending on the nature and needs of the relevant public works contracts, are required to ask tenderers to elaborate in their technical proposals how they will formulate corresponding measures against the safety hazards identified during the construction stage, in accordance with the framework provided in the Guidance Notes of Design for Safety. The relevant content will also be included as an item for tender assessment.

In addition, the Construction Industry Council (CIC) has set up a Task Force on Construction Design for Safety (Task Force) to explore how to effectively apply the concept in Hong Kong. In the course of the research, the Task Force has drawn reference from the laws and systems of different countries, and disseminated the “Construction Design and Management Reference Materials” to the construction industry so as to provide guidelines on how to include safety elements at the design stage and the safety obligations of various parties during the construction cycle, and prepared training courses and teaching materials on construction design for safety for different duty holders in the industry. LD is a member of the Task Force. On the basis of the research findings, LD will work with CIC and other stakeholders to formulate promotion strategies, including taking forward pilot projects so that the industry can accumulate experiences through actual implementation.

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 1330)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Provision for Safety and Health at Work for 2024-25 is \$115.8 million (14.8%) higher than the revised estimate for 2023-24. In this connection, would the Government advise this Committee of the following:

- (a) How much were spent on the promotion and publicity of occupational safety in the past 3 years?
- (b) What is the projected main allocation of the additional estimated provision of \$115.8 million for this year?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 35)

Reply:

- (a)&(b) The Labour Department (LD) has been adopting a multi-pronged strategy for publicity and promotional work so as to enhance occupational safety and health (OSH) in different industries. In the past 3 years, LD co-organised activities such as seminars, sponsorship schemes, roving exhibitions and out-reaching promotional visits in collaboration with the Occupational Safety and Health Council, trade associations and workers' unions to enhance the OSH awareness of employers and employees. LD also disseminated OSH messages on its webpages, published and updated safety guidelines, produced text and animated versions of "Work Safety Alert", and disseminated OSH messages to stakeholders from different industries through extensive promotional channels, including television, radio and newspapers, publicity platforms of major public transport modes, websites and social media frequently used by workers, the OSH mobile application and conspicuous locations such as external walls of shopping malls and buildings, roadsides and bridges.

The promotion and publicity of occupational safety is an integral part of LD's ongoing efforts, thus the relevant expenditures cannot be separately identified. In 2024-25, LD's estimated departmental expenditure on Safety and Health at Work

is \$899.4 million, representing an increase of \$115.8 million (14.8%) over the revised estimate of \$783.6 million for the previous year. This is mainly due to increased cash flow requirement for the Pilot Rehabilitation Programme for Employees Injured at Work, increased operating expenses, filling of vacancies and salary increments for staff.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)025**

**(Question Serial No. 1331)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

There are 52 occupational diseases prescribed under the Employees' Compensation Ordinance, Occupational Deafness (Compensation) Ordinance and Pneumoconiosis and Mesothelioma (Compensation) Ordinance. Would the Government inform this Committee of the following:

- (a) The number of confirmed cases of occupational diseases in the past 5 years, with a breakdown by industry and type of disease;
- (b) The number of consultations and the average waiting time for an appointment at the occupational health clinics of the Labour Department in each of the past 5 years;
- (c) Whether the Government has any plan to review the types of occupational diseases.

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 36)

Reply:

- (a) The numbers of confirmed cases of occupational diseases from 2019 to 2023 are tabulated below:

<b>Ordinance</b>	<b>Occupational disease</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
(i) Employees' Compensation Ordinance	Tenosynovitis of the hand or forearm	35	17	28	21	14
	Tuberculosis	5	3	11	2	6
	Occupational dermatitis	5	2	1	1	-
	Compressed air illness	1	-	1	1	2
	Streptococcus suis infection	-	-	-	-	2

	Legionnaires' disease	1	-	-	-	-
	Beat knee	1	-	-	-	-
	Occupational asthma	-	1	-	-	-
(ii) Occupational Deafness (Compensation) Ordinance	Occupational deafness	308	78	394	330	238
(iii) Pneumoconiosis and Mesothelioma (Compensation) Ordinance	Silicosis	52	88	67	79	78
	Asbestosis	7	12	7	3	3
	Mesothelioma	10	12	20	21	17
Total		425	213	529	458	360

Types of industry in which patients with the above-mentioned occupational diseases are mainly engaged are as follows:

<b>Occupational diseases</b>	<b>Types of industry in which patients are engaged</b>
Tenosynovitis of the hand or forearm	Mainly engaged in public administration, social and personal services; accommodation and food services; manufacturing industry; import/export, wholesale and retail trades; and professional and business services
Tuberculosis	Public administration, social and personal services
Occupational dermatitis	Accommodation and food services; public administration, social and personal services; manufacturing industry; construction industry; and transportation, storage, postal and courier services
Compressed air illness	Public administration, social and personal services; and construction industry
Streptococcus suis infection	Import/export, wholesale and retail trades; and manufacturing industry
Legionnaires' disease	Public administration, social and personal services
Beat knee	Professional and business services
Occupational asthma	Transportation, storage, postal and courier services
Occupational deafness	Mainly engaged in construction industry
Silicosis, asbestosis, and mesothelioma	Mainly engaged in construction industry

- (b) The numbers of consultations and the average waiting time for new case appointment at the 2 occupational health clinics in Kwun Tong and Fanling from 2019 to 2023 are tabulated below:

	2019		2020		2021		2022		2023	
	No. of consultations	Average waiting time for new case appointment	No. of consultations	Average waiting time for new case appointment	No. of consultations	Average waiting time for new case appointment	No. of consultations	Average waiting time for new case appointment	No. of consultations	Average waiting time for new case appointment
Kwun Tong Occupational Health Clinic	6 748	Less than 1 week	3 742	2 weeks	5 947	6 weeks	5 728	2 weeks	8 320	1 week
Fanling Occupational Health Clinic	3 970	Less than 1 week	2 585	Less than 1 week	4 093	3 weeks	3 449	2 weeks	4 723	3 weeks

- (c) In considering whether a particular disease should be prescribed as a statutory occupational disease, the Labour Department (LD) generally makes reference to the criteria set out by the International Labour Organization, including whether a definite causal relationship exists between the disease and hazard contact or exposure in specific working environments or work activities, and whether the incidence rate of the disease among the exposed workers is significantly higher than that in the rest of the population, so that the occupational origin of the disease in an exposed worker can be reasonably presumed.

LD will continue to monitor international research on and prescription criteria for occupational diseases, and will, in light of the actual circumstances in Hong Kong, update the current list of occupational diseases and revise it as appropriate if there is sufficient medical evidence showing that there is such a need.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)026**

**(Question Serial No. 1332)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Programme (3) that the Government will “promote the adoption of Construction Design and Management (CDM) by different stakeholders of the construction industry in planning and designing construction projects, so as to eradicate or mitigate occupational safety and health risks that may arise during construction and maintenance of these projects”. Would the Government advise this Committee of the following:

- (a) The specific plans, timetable and expenditure involved.
- (b) The effectiveness of the Government’s efforts in promoting the application of the concept of CDM or safety management system similar to the Mainland’s system of “concurrent implementation of design, build and commission” in the construction industry.
- (c) Will the Government consider incorporating the requirement of applying the concept of CDM into the tender conditions of public works projects, or giving more weighting to the relevant items during tender evaluation?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 37)

Reply:

- (a) Public works projects with an estimated project sum of more than \$500 million are required by the Government to adopt Construction Design and Management (CDM) approach and relevant guidelines promoting the concept to the construction industry have been published. Apart from public works projects, the Government has also been promoting the adoption of this approach in other major development projects (e.g. the Three-runway System project).

To further promote the adoption of the concept of construction design for safety in private works projects among the industry, the Construction Industry Council (CIC) has set up a Task Force on Construction Design for Safety (Task Force) to explore how to effectively apply the concept in Hong Kong, disseminated the

“Construction Design and Management Reference Materials” to the construction industry, and prepared training courses and teaching materials on construction design for safety for different duty holders in the industry. The Labour Department (LD) is a member of the Task Force. On the basis of the research findings, LD will work with CIC and other stakeholders to formulate promotion strategies, including taking forward pilot projects so that the industry can accumulate experiences through actual implementation.

Apart from that, LD included CDM elements in the assessment criteria for the sub-category of “Building Sites (Private Sector)” of the Construction Industry Safety Award Scheme (Award Scheme) 2023/2024 to encourage incorporating occupational safety and health (OSH) considerations into the planning and design stages of private sector building projects. The relevant assessment criteria will remain for our preparation for the Award Scheme next year.

As launching various initiatives to raise the OSH level and awareness of persons in the construction industry is an integral part of LD’s ongoing efforts, the relevant expenditure involved cannot be separately identified.

- (b)&(c) The Development Bureau has formulated the Guidance Notes of Design for Safety and Worked Examples of Design for Safety, requiring works departments to give thorough consideration to construction and maintenance work safety when designing the works projects. At present, capital works projects (other than design-and-build contracts) exceeding \$500 million are required to implement Design for Safety. The works departments, depending on the nature and needs of the relevant public works contracts, are required to ask tenderers to elaborate in their technical proposals how they will formulate corresponding measures against the safety hazards identified during the construction stage, in accordance with the framework provided in the Guidance Notes of Design for Safety. The relevant content will also be included as an item for tender assessment.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)027**

**(Question Serial No. 1819)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Trade Unions Ordinance (TUO) and the Trade Union Registration Regulations, would the Government advise this Committee of the following:

- (a) The numbers of new applications for registration of trade unions received and approved in each of the past 5 years, with a breakdown by industry of employee unions;
- (b) The numbers of new applications for registration of trade unions that were revoked because of the refusal to sign a declaration of not endangering national security in each of the past 2 years; and
- (c) The numbers of trade unions whose registrations were cancelled at their own request and the numbers of cases in which the registrations were cancelled owing to contravention of TUO in each of the recent 5 years?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 11)

Reply:

- (a) The numbers of new applications for registration of trade unions received by the Registry of Trade Unions (RTU) of the Labour Department (LD) and the numbers of new trade unions registered under TUO from 2019 to 2023 are at Annex 1. A breakdown of the number of newly registered trade unions by industry is at Annex 2. RTU does not keep a breakdown of the number of new trade union registration applications received by industry.
- (b) RTU introduced enhancement measures in September 2022, requiring all promoters applying for the registration of a trade union to sign a declaration confirming that all the purposes and objects of the trade union are lawful, and that the trade union will not perform or engage in any acts or activities that may endanger national security or otherwise be contrary to the interests of national security and are in contravention of TUO and other relevant laws of Hong Kong. Up to end-2023, no trade union

registration application was rejected by RTU owing to promoters' refusal to sign the above declaration.

- (c) A breakdown of the number of trade unions de-registered under TUO from 2019 to 2023 by reason for de-registration is at Annex 3.

**Numbers of new applications for registration of trade unions received and numbers of newly registered trade unions from 2019 to 2023**

Year	No. of new applications for registration of trade unions received	No. of newly registered trade unions *
2019	142	25
2020	4 289	495
2021	14	180
2022	8	40
2023	6	25

\* Including applications received in the same year or before.

**Breakdown of the number of newly registered trade unions from 2019 to 2023  
by industry**

Industry	No. of newly registered trade unions				
	2019	2020	2021	2022	2023
Agriculture, forestry and fishing; Mining and quarrying	-	3	1	-	-
Manufacturing	1	28	8	2	1
Electricity and gas supply; Water supply; Sewerage, waste management and remediation activities	-	9	-	1	-
Construction	2	81	25	9	3
Import/export, wholesale and retail trades	-	25	14	3	-
Transportation, storage, postal and courier services	2	32	12	5	1
Accommodation and food service activities	-	14	3	-	1
Information and communications	1	26	12	1	1
Financial and insurance activities	3	37	3	-	3
Real estate activities	1	12	4	-	1
Professional, scientific and technical activities	3	42	7	2	-
Administrative and support service activities	2	68	22	2	3
Public administration	3	9	5	1	6
Education	1	26	31	5	1
Human health and social work activities	6	39	12	3	3
Arts, entertainment and recreation	-	11	3	1	-
Other service activities	-	31	17	5	1
Work activities within domestic households	-	2	1	-	-
<b>Total</b>	<b>25</b>	<b>495</b>	<b>180</b>	<b>40</b>	<b>25</b>

**Breakdown of the number of trade unions de-registered from 2019 to 2023  
by reason for de-registration**

Year	No. of trade unions de-registered			
	Dissolution	Cancellation of registration at their own request	Contravention of TUO	Total
2019	3	2	-	5
2020	1	1	-	2
2021	23	39	1	63
2022	26	87	-	113
2023	4	38	1	43

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)028**

**(Question Serial No. 1820)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: Not Specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the International Liaison Division (ILD) of the Labour Department, would the Government advise this Committee of the following:

- (a) The establishment, strength and total amount of salary expenditures of ILD at present;
- (b) How does ILD oversee and support Hong Kong in matters relating to the International Labour Organisation and side agreements on labour issues involved in free trade agreements;
- (c) There are views that only 31 International Labour Conventions (ILCs) are currently applicable in Hong Kong, the number of which is less than those of the more advanced countries and regions, such as the United Kingdom and Germany. Will the Government review, and consider acknowledging and applying more ILCs? If yes, what are the details? If not, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 12)

Reply:

- (a) The staff establishment of the International Liaison Division (ILD) of the Labour Department for 2023-24 comprises 10 Labour Officer Grade and 5 Clerical Grade posts, and the strength stands at 14. The estimated staff cost for the year is \$11.77 million.
- (b) ILD is responsible for coordinating matters on the application of International Labour Conventions (ILCs) in the Hong Kong Special Administrative Region (HKSAR). These include compiling reports of the HKSAR on the application of ILCs to be submitted annually via the Central People's Government to the International Labour Organisation (ILO), coordinating and supporting the participation of the HKSAR representatives in annual International Labour Conferences and other activities organised by ILO, liaising with labour administration authorities in the Mainland and other places, etc.

Regarding the side agreements on labour issues involved in free trade agreements signed between Hong Kong and the countries concerned, ILD is responsible for the liaison work and the follow-up on matters relating to the agreements if necessary.

- (c) At present, a total of 31 ILCs are applicable in the HKSAR, covering major labour subjects in the areas of conditions of work, employment policy, employees' compensation, labour relations, and occupational safety and health, etc. The number of ILCs applicable in Hong Kong is comparable to that of neighbouring places with similar economic development as well as social and cultural backgrounds, such as Japan and Korea, and is higher than that of Singapore. The Government will continue to improve the rights and benefits of employees in light of the socio-economic development of Hong Kong, and in the process review the feasibility of applying relevant ILCs.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)029**

**(Question Serial No. 1821)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme), would the Government advise this Committee of the following:

- (a) The following information since the launch of the Pilot Programme:
  - (i) the number of participating employees,
  - (ii) the average amount subsidised for each participating employee, and
  - (iii) the staff establishment and strength involved in taking forward the Pilot Programme;
- (b) The total number of injured employees re-joining the labour market under the assistance of case managers and the rehabilitation treatment team of the Pilot Programme, and the average time taken for following up;
- (c) As there are views that the number of employees participating in the Pilot Programme is lower than expected, will the Government review the referral process and publicity strategy and relax the application threshold so as to attract the participation of more injured employees? If yes, what are the details; if not, what are the reasons; and
- (d) Has the Government estimated the number of workers to be benefited each year after the Pilot Programme is extended to cover injured employees from the catering and hotel industry as well as the transportation and logistics industry? If yes, what are the details? If not, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 13)

Reply:

- (a) (i) The Labour Department (LD) launched the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) in September 2022. As at the end of February 2024, a total of 717 injured construction employees participated in the Pilot Programme.



- (ii) The actual expenditure on rehabilitation treatment services and case management services of the Pilot Programme since its launch in September 2022 to the end of February 2024 is around \$27.5 million. The average amount of subsidy per participant is around \$38,000, which is calculated based on the 717 participants recorded under the Pilot Programme.
  - (iii) The Work Injury Rehabilitation Office (WIRO) set up by the service contractor of the Pilot Programme in September 2022 is responsible for the co-ordination, management and provision of services of the Pilot Programme. As at the end of February 2024, the staff establishment of WIRO comprises 5 administrative and professional staff, 7 case managers and 3 clerical support staff. The number of case managers will be increased in phases to a maximum of 17, subject to the needs of the Pilot Programme after expansion.
- (b) Under the Pilot Programme, a case manager will follow up on a case until the injured employee has reached maximum medical improvement (i.e. recovered) upon treatment and returned to work, or until two months after the employee has recovered, whichever is earlier. As at the end of February 2024, a total of 267 injured employees participated in the Pilot Programme have returned to work, and the average time taken by a case manager to follow up on a case is 100 days.
  - (c) Based on the operational experience gained in the first year of the Pilot Programme, the reason for the lower-than-expected number of participants is mainly because quite a number of eligible injured construction employees have opted for medical services provided by the Hospital Authority. LD and WIRO will, based on the reported work injury cases, continue to preliminarily identify suitable injured employees for the Pilot Programme, proactively contact them to introduce the services and benefits of the Pilot Programme and invite their participation. Meanwhile, LD will also widely publicise and promote the services of the Pilot Programme through various channels to further enhance the awareness of the community (in particular the injured employees and employers of the industries covered by the Pilot Programme) on the Pilot Programme so as to raise the participation rate.
  - (d) LD anticipates that the number of participants will increase to around 1 700 per year<sup>1</sup> after the Pilot Programme is extended to cover the “catering and hotel industry” and the “transportation and logistics industry” from the second quarter of 2024 onwards.

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<sup>1</sup> The expected number of participants per year is based on the following assumptions:

- (i) The number of injured construction employees participating in the Pilot Programme each year after the expansion is similar to that before the expansion.
- (ii) With reference to the information on reported work injury cases in recent years, among the work injury cases from the “catering and hotel industry” and the “transportation and logistics industry” which may be suitable for participation, it is estimated that 40% of the cases from each of these industries will participate in the Pilot Programme each year.

**CONTROLLING OFFICER'S REPLY**

**LWB(L)030**

**(Question Serial No. 0518)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government advise this Committee of the respective numbers of young people enrolled in the Greater Bay Area Youth Employment Scheme and those who secured employment through the scheme from 2021 to 2023 since its launch in 2021? What are their proportion to the quota provided?

Asked by: Hon LAM So-wai (LegCo internal reference no.: 12)

Reply:

The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since March 2023, encouraging enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. The scheme is open to all eligible young people for participation without any pre-set quota. The pilot scheme and the regularised scheme for 2023 respectively received 1 091 and 718 job offers for young people. As the scheme allows enterprises to recruit eligible young people directly through various channels while young people are not required to enrol in the scheme in advance, the Government does not have the information on the number of young people enrolled in the scheme.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)031**

**(Question Serial No. 0519)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

As the Greater Bay Area Youth Employment Scheme lasts for a maximum duration of 18 months, would the Government advise this Committee of whether there is any relevant survey on the employment situation of the young people after completion of the 18-month scheme? Has the Government had any relevant measures to make the scheme somewhat sustainable?

Asked by: Hon LAM So-wai (LegCo internal reference no.: 13)

Reply:

The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since March 2023, encouraging enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disbursed a monthly allowance of HK\$10,000 to enterprises for each person for up to 18 months. Under the pilot scheme, a total of 632 employed young people had completed the 18-month on-the-job training and 464 of them continued to be employed by the relevant enterprises. As most of the young people employed under the regularised scheme for 2023 are still undergoing on-the-job training, the Labour Department (LD) will compile the relevant data in due course.

LD has commissioned the HKFTU Greater Bay Area Social Services and the Hong Kong United Youth Association to strengthen the support for the employed young people regarding working and living in the Mainland, and to assist young people who have participated in the scheme to establish alumni associations to strengthen their social network and promote the sustainable development of their careers.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)032**

**(Question Serial No. 0525)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding youth employment, would the Government advise this Committee of whether there are any statistics on youth employment and the posts most and least chosen by young people in 2021-23 respectively?

Asked by: Hon LAM So-wai (LegCo internal reference no.: 19)

Reply:

According to the results of the General Household Survey conducted by the Census and Statistics Department, the numbers of employed and unemployed young people aged 15 to 29 (excluding foreign domestic helpers (FDHs)) and a breakdown of employed young people by occupation of main employment in 2021, 2022 and the fourth quarter (Q4) of 2023 (figures for 2023 as a whole are not yet available) are at Annex.

**Numbers of employed and unemployed young people aged 15 to 29 (excluding FDHs)  
in 2021, 2022 and Q4 2023**

	2021		2022		2023 Q4	
	15-24	25-29	15-24	25-29	15-24	25-29
No. of employed persons	173 200	355 500	157 400	335 800	163 700	323 500
No. of unemployed persons	26 300	25 200	20 100	21 900	15 400	16 400

**Breakdown of employed young people aged 15 to 29 (excluding FDHs)  
by occupation of main employment  
in 2021, 2022 and Q4 2023**

Occupation of main employment <sup>(1)(2)</sup>	2021		2022		2023 Q4	
	15-24	25-29	15-24	25-29	15-24	25-29
Managers	1 500	17 500	1 500	16 300	1 900	17 800
Professionals	17 900	63 400	19 000	66 700	23 100	75 800
Associate professionals	45 400	105 800	39 900	98 400	36 600	90 100
Clerical support workers	30 300	65 600	28 000	60 800	27 200	52 800
Service and sales workers	55 600	64 600	49 200	56 900	56 100	51 800
Craft and related workers	10 800	18 800	8 600	18 600	7 800	18 900
Plant and machine operators and assemblers	1 000	4 200	1 400	3 800	1 000	3 300
Elementary occupations	10 600	15 200	9 700	14 000	9 900	12 600
Other occupations	*	400	*	300	*	400
<b>Overall</b>	<b>173 200</b>	<b>355 500</b>	<b>157 400</b>	<b>335 800</b>	<b>163 700</b>	<b>323 500</b>

Notes: Figures for 2023 as a whole are not yet available.

Number of persons are rounded to the nearest hundred.

Figures in the table may not add up to the total due to rounding.

For annual estimates less than 1 000 and quarterly estimates less than 3 000, they should be interpreted with caution due to relatively large sampling error.

(1) Occupation refers to the kind of work, nature of duties and main task performed by a person in his/her main job during the 7 days before enumeration.

(2) Main employment refers to the job on which a person spent most of his/her time if he/she had more than one job at the time of enumeration.

\* Figure is not released due to relatively large sampling error.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)033**

**(Question Serial No. 1795)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department launched the 3-year Pilot Rehabilitation Programme for Employees Injured at Work targeting injured employees of the construction industry in September 2022. Would the Government inform this Committee of the following:

- (a) The number of injured construction workers participating in the Programme since its launch, and their proportion to the injured construction workers who needed rehabilitation treatment;
- (b) Has the Government evaluated the effectiveness of the Programme? Have the expected results been achieved?

Asked by: Hon LAM Tzit-yuen, David (LegCo internal reference no.: 25)

Reply:

- (a) The Labour Department (LD) and the Work Injury Rehabilitation Office established by the service contractor of the Pilot Rehabilitation Programme for Employees Injured at Work" (the Pilot Programme) will, based on the reported work injury cases, preliminarily identify injured construction employees who are suitable for the Pilot Programme and proactively invite them to participate in the programme. As at the end of February 2024, a total of 717 injured construction employees participated in the Pilot Programme, accounting for about 20% of the cases which are preliminarily identified as suitable for participation.
- (b) LD has conducted a phased evaluation on the first-year operation of the Pilot Programme, and analysed and compared the data of the participants against that of the injured construction employees who sustained similar work injuries but did not participate in the Pilot Programme. The initial findings show that the participants had a higher rate of reaching maximum medical improvement (i.e. recovered) upon treatment during the period and the average time required for recovery was also shorter. Besides, the majority of the recovered participants under the Pilot Programme indicated that the rehabilitation treatment services had facilitated their early recovery and return

to work, which met the objectives of the Pilot Programme. LD will continue to conduct evaluation. Upon completion of the entire Pilot Programme, LD will review the experiences, assess its cost-effectiveness and consult the relevant stakeholders so as to draw up the direction for future development.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)034**

**(Question Serial No. 2455)**

Head: (90) Labour Department  
Subhead (No. & title): ( )  
Programme: (4) Employees' Rights and Benefits  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

To address the problem of "job-hopping" by foreign domestic helpers (FDHs) after their arrival in Hong Kong, the Labour Department (LD) reviewed the Code of Practice for Employment Agencies in 2023, and applications for change of employers in Hong Kong from FDHs who terminate their two-year contracts prematurely due to intentional "job-hopping" may not be approved by LD. However, some FDH groups worry that LD's vigorous enforcement and increased penalties may jeopardise the rights of FDHs to change jobs, and their chances of changing jobs and coming to Hong Kong may be affected by employers' malicious accusations. Would the Government advise this Committee of the following:

- (a) What is the number of applications for change of employers in Hong Kong from FDHs who terminated their two-year contracts prematurely in each of the past 5 years? How many of these applications were rejected? What is the percentage of rejected applications out of the total number of applications?
- (b) How many FDH visa applications were rejected in each of the past 5 years? How many persons were permanently prohibited from coming to Hong Kong to work as FDHs each year? What are the main reasons?
- (c) How many employment agencies were prosecuted for inducing FDHs in employment to terminate their contracts prematurely by incentives such as monetary advantages in the past 5 years?
- (d) What is the number of complaint cases lodged against employers by FDHs in each of the past 5 years? How many of these cases led to successful premature termination of contracts by FDHs?
- (e) Is there an appeal mechanism for investigation of cases involving FDHs who are not granted approval to change employers in Hong Kong or who are permanently prohibited from coming to Hong Kong to ensure fairness? If yes, does the operation of the appeal mechanism require the presence of the FDHs in Hong Kong; if not, what are the reasons?



Asked by: Hon LEUNG Hei, Edward (LegCo internal reference no.: 150)

Reply:

In consultation with the Immigration Department (ImmD), the consolidated reply is provided below:

- (a) In accordance with the prevailing foreign domestic helper (FDH) policy of the Government, FDHs shall leave Hong Kong within 2 weeks from the date of termination of employment contract or upon completion of employment contract, whichever is earlier. Save for exceptional circumstances deemed reasonable by ImmD (including the premature termination of contract owing to the transfer, migration, death or financial reasons of the original employer, or where there is evidence that the FDH has been abused or exploited), applications from FDHs for change of employers in Hong Kong within the two-year contract period will normally not be approved. FDHs who wish to take up employment with a new employer must first leave Hong Kong and submit a fresh employment visa application to ImmD.

The number of applications submitted to ImmD by FDHs for change of employers in Hong Kong on the grounds of the above exceptional circumstances upon premature termination of employment contracts and the number of applications rejected in the past 5 years are tabulated below:

<b>Year</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24 (as at February 2024)</b>
No. of applications received	8 710	11 929	13 418	14 376	10 811
No. of applications rejected	105	35	5	32	13

As the applications rejected in a year may not consist solely of those received in the same year, ImmD does not maintain the percentage of rejected applications out of the total number of applications received in individual years.

- (b) ImmD has all along been proactively combating “job-hopping” of FDHs and has set up a special duties team (SDT) in June 2013. In vetting visa applications from FDHs, ImmD will refer cases suspected of “job-hopping” to SDT for follow-up. The number of visa applications from FDHs referred to SDT for follow-up on suspicion of “job-hopping” and the number of applications rejected in the past 5 years are tabulated below:

<b>Year</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24 (as at February 2024)</b>
No. of applications referred	1 697	2 608	5 469	2 350	1 237
No. of applications rejected	240	796	2 922	1 428	266

ImmD does not maintain other statistics mentioned in the question.

- (c) The Labour Department (LD) is responsible for administering Part XII of the Employment Ordinance (EO), the Employment Agency Regulations (EAR) and the Code of Practice for Employment Agencies (CoP) to regulate employment agencies (EAs) in Hong Kong through licensing, inspection, complaint investigation and prosecution, with a view to protecting the interests of job seekers and employers using the services of local EAs.

To enhance the professionalism and service quality of EAs, LD will promulgate the revised CoP in the second quarter of this year to require that EAs should not adopt business practices such as providing monetary incentives to FDHs in employment to induce them to terminate their employment contracts prematurely. As it is not an offence under EO or EAR for EAs to induce FDHs in employment to terminate their employment contracts prematurely, LD does not have the prosecution figures in this regard. Nevertheless, if an EA has not complied with the CoP, LD may revoke or refuse to issue or renew its licence, or issue warnings for rectification.

- (d) ImmD does not maintain the statistics mentioned in the question. Pursuant to the Standard Employment Contract, either the employer or the FDH may terminate the contract by giving no less than one month's notice in writing or one month's wages in lieu of notice.
- (e) ImmD will assess each application for entry visa and extension of stay from FDHs in accordance with the eligibility criteria set out in the Guidebook for the Employment of Domestic Helpers from Abroad (ID 969). Rejected applicants, irrespective of whether they are in Hong Kong or not, may request reconsideration of their applications through written channels.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)035**

**(Question Serial No. 2992)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in Programme (2) that the Labour Department (LD) provides free employment service to all job seekers, including assistance and counselling services to the unemployed and persons with disabilities; career guidance, pre-employment and on-the-job training to young people; and labour market information to job seekers, including new arrivals and ethnic minorities. In this connection, please advise this Committee of the following:

- (a) The number of able-bodied job seekers who secured placements through the employment services of LD in the past 3 years, with breakdowns by gender, age, industry, occupation and income;
- (b) The numbers of job vacancies received and job seekers successfully placed into employment through the referral of recruitment centres in each of the past 3 years, with breakdowns by gender, age, industry, occupation and income.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 37)

Reply:

- (a)&(b) LD provides diversified and free employment services to job seekers. Currently, the vast majority (99%) of job vacancies advertised through LD are open for direct application to employers by job seekers. Without the need for prior registration with LD for employment services, job seekers can obtain information on job vacancies through the Interactive Employment Service website or its mobile application. From 2021 to 2023, LD recorded 197 793, 164 713 and 153 488 placements for able-bodied job seekers respectively in each year. Of these, 191 812, 160 515 and 147 099 placements were achieved through job seekers' direct application to employers who advertised the vacancies. The figures were obtained through LD's periodic sample surveys with employers. As the sample surveys did not collect detailed personal particulars of job seekers, LD does not have breakdowns of these placements. Over the above-mentioned period, there were 5 981, 4 198 and 6 389 placements for able-bodied job seekers secured

through LD's referral respectively in each year. Their breakdowns by gender, age, industry, occupation and monthly salary are at Annex 1.

From 2021 to 2023, LD received 1 061 856, 1 086 335 and 1 171 645 job vacancies from the private sector respectively in each year. Their breakdowns by industry, occupation and monthly salary are at Annex 2. As job vacancies advertised through LD should not contain restrictions on gender, age or any discriminating elements, the relevant breakdowns are not available.

**Breakdowns of placements for able-bodied job seekers  
secured through LD's referral from 2021 to 2023  
by gender, age, industry, occupation and monthly salary**

## (i) By gender and age

Gender	Age	No. of placements		
		2021	2022	2023
Male	15-20 or below	59	24	49
	20-30 or below	435	229	318
	30-40 or below	382	249	368
	40-50 or below	476	337	530
	50-60 or below	685	480	738
	60 or above	632	568	972
Female	15-20 or below	53	24	32
	20-30 or below	378	174	230
	30-40 or below	333	177	310
	40-50 or below	934	585	866
	50-60 or below	1 176	892	1 235
	60 or above	438	459	741
<b>Total</b>		<b>5 981</b>	<b>4 198</b>	<b>6 389</b>

## (ii) By industry

Industry	No. of placements		
	2021	2022	2023
Manufacturing	507	278	514
Construction	207	209	360
Wholesale, retail and import/export trades	1 700	975	1 252
Restaurants and hotels	691	520	916
Transport, storage and communications	343	291	355
Financing, insurance, real estate and business services	1 351	1 045	1 424
Community, social and personal services	1 133	858	1 542
Others (including Government sector)	49	22	26
<b>Total</b>	<b>5 981</b>	<b>4 198</b>	<b>6 389</b>

## (iii) By occupation

Occupation	No. of placements		
	2021	2022	2023
Managers and administrators	75	59	69
Professionals and associate professionals	570	410	638
Clerical support workers	1 209	997	1 319
Service workers	1 043	653	1 110
Shop sales workers	887	472	623
Skilled agricultural and fishery workers	110	69	113
Craft and related workers	197	150	271
Plant and machine operators and assemblers	217	185	305
Elementary occupations	1 672	1 200	1 940
Others	1	3	1
<b>Total</b>	<b>5 981</b>	<b>4 198</b>	<b>6 389</b>

## (iv) By monthly salary

Monthly salary	No. of placements		
	2021	2022	2023
Below \$6,000	322	312	390
\$6,000-below \$10,000	1 100	625	812
\$10,000-below \$15,000	3 042	1 898	2 304
\$15,000-below \$20,000	1 270	1 115	2 280
\$20,000-below \$25,000	191	181	420
\$25,000-below \$30,000	28	39	103
\$30,000 or above	28	28	80
<b>Total</b>	<b>5 981</b>	<b>4 198</b>	<b>6 389</b>

**Breakdowns of job vacancies LD received from the private sector from 2021 to 2023  
by industry, occupation and monthly salary**

## (i) By industry

Industry	No. of job vacancies		
	2021	2022	2023
Manufacturing	54 483	59 531	76 092
Construction	77 708	87 858	97 980
Wholesale, retail and import/export trades	185 722	196 534	217 023
Restaurants and hotels	184 323	200 673	232 319
Transport, storage and communications	56 515	59 501	69 133
Financing, insurance, real estate and business services	311 079	295 320	281 581
Community, social and personal services	109 682	106 354	109 720
Others	82 344	80 564	87 797
<b>Total</b>	<b>1 061 856</b>	<b>1 086 335</b>	<b>1 171 645</b>

## (ii) By occupation

Occupation	No. of job vacancies		
	2021	2022	2023
Managers and administrators	21 162	20 742	22 491
Professionals and associate professionals	249 609	229 216	205 897
Clerical support workers	158 292	173 473	177 522
Service workers	201 215	198 644	225 138
Shop sales workers	78 005	90 605	105 305
Skilled agricultural and fishery workers	3 903	5 051	5 774
Craft and related workers	68 498	73 069	88 028
Plant and machine operators and assemblers	40 335	40 624	53 589
Elementary occupations	240 636	254 681	287 615
Others	201	230	286
<b>Total</b>	<b>1 061 856</b>	<b>1 086 335</b>	<b>1 171 645</b>

(iii) By monthly salary

Monthly salary	No. of job vacancies		
	2021	2022	2023
Below \$6,000	54 309	48 446	44 478
\$6,000-below \$10,000	111 868	95 363	88 583
\$10,000-below \$15,000	450 056	416 208	360 079
\$15,000-below \$20,000	309 295	369 754	459 798
\$20,000-below \$25,000	93 221	105 033	148 065
\$25,000-below \$30,000	22 998	28 056	39 315
\$30,000 or above	20 109	23 475	31 327
<b>Total</b>	<b>1 061 856</b>	<b>1 086 335</b>	<b>1 171 645</b>

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)036**

**(Question Serial No. 3165)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding matters of handling labour disputes and claims, would the Government advise this Committee of the following:

- (a) The respective numbers of labour disputes and claims handled by the Labour Department (LD) in 2023;
- (b) The respective numbers of labour disputes and claims for which conciliation service could not be rendered by LD because the employers concerned were insolvent or could not be reached in 2023; and
- (c) The total number of claimants and the total amount of claims involved in the labour disputes and claims in 2023.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 38)

Reply:

- (a) In 2023, LD handled 65 cases of labour disputes (i.e. cases involving more than 20 employees) and 12 163 cases of claims (i.e. cases involving 20 or less employees).
- (b) In 2023, there were 18 cases of labour disputes and 789 cases of claims for which conciliation service was not rendered by LD because the employers concerned were insolvent or could not be reached.
- (c) The number of claimants and the total amount of claims involved in the labour disputes and claims handled by LD in 2023 are as follows:

	Total number of claimants involved	Total amount of claims (\$ million)
Labour disputes	16 796	207
Claims	16 825	965

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)037**

**(Question Serial No. 3166)**

Head: (90) Labour Department  
Subhead (No. & title): ( )  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Youth Employment and Training Programme (YETP), would the Government please provide the following information:

- (a) The number of young people enrolled in YETP in each of the past 3 years, with breakdowns by age, gender and educational attainment;
- (b) The number and percentage share of trainees enrolled in various job-specific skills training courses and the amount of subsidies involved in each of the past 3 years, with a breakdown by type of training course;
- (c) The expenditure involved in the past 3 years and the estimated expenditure for 2024-25.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 39)

Reply:

- (a) Breakdowns of the numbers of trainees enrolled in YETP by age, gender and educational attainment in the programme years from 2020/21 to 2022/23 (from September each year to August of the following year) are at Annex 1.
- (b) A breakdown of the numbers of trainees by type of pre-employment training course taken in the programme years from 2020/21 to 2022/23 is at Annex 2. The amounts of pre-employment training course fees granted to service providers in each year from 2021-22 to 2023-24 (as at February 2024) were \$10.57 million, \$9.37 million and \$3.08 million respectively. The Labour Department (LD) does not keep a breakdown by course type.
- (c) The annual expenditures of YETP were \$100.5 million, \$105.3 million and \$88.93 million respectively from 2021-22 to 2023-24 (as at February 2024). The estimated expenditure for 2024-25 is \$140.6 million, including provisions earmarked for the increase in the demand for YETP services from employers and young people.

**Breakdowns of the numbers of YETP trainees  
by age, gender and educational attainment  
in the programme years from 2020/21 to 2022/23**

	No. of trainees enrolled in YETP		
	2020/21 Programme year	2021/22 Programme year	2022/23 Programme year
1. No. of trainees enrolled	4 191	3 222	3 053
2. Age			
- 15-below 18	615	523	505
- 18-below 21	1 616	1 166	1 200
- 21-below 25	1 960	1 533	1 348
3. Gender			
- Male	2 631	2 059	2 034
- Female	1 560	1 163	1 019
4. Educational attainment			
- Below Secondary 3	176	131	125
- Secondary 3	571	437	390
- Secondary 4-5	534	383	394
- Secondary 6-7	1 630	1 410	1 388
- Associate degree	170	118	94
- Diploma	917	649	568
- Others (i.e. secondary school education or equivalent attained in other places)	193	94	94

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

**Breakdown of the numbers of YETP trainees  
by type of pre-employment training course taken  
in the programme years from 2020/21 to 2022/23**

Course type	No. and percentage share of trainees taking pre-employment training courses (%) <sup>(1)</sup>		
	2020/21 Programme year	2021/22 Programme year	2022/23 Programme year <sup>(2)</sup>
Technical and craftsmanship	971 (40.8%)	767 (38.0%)	784 (58.9%)
Catering	265 (11.1%)	274 (13.6%)	140 (10.5%)
Hairdressing, beauty culture and fitness	146 (6.1%)	113 (5.6%)	68 (5.1%)
Job-search, interpersonal skills, discipline and motivation	309 (13.0%)	293 (14.5%)	58 (4.4%)
Information technology and design	155 (6.5%)	88 (4.4%)	43 (3.2%)
Customer service and salesmanship	115 (4.8%)	86 (4.3%)	24 (1.8%)
Clerical	43 (1.8%)	38 (1.9%)	15 (1.1%)
Others	374 (15.7%)	361 (17.9%)	200 (15.0%)
<b>Total</b>	<b>2 378</b>	<b>2 020</b>	<b>1 332</b>

Notes:

- (1) Figures of individual items may not add up to 100% owing to rounding.
- (2) LD has been strengthening collaboration with the Employees Retraining Board (ERB) from April 2023. ERB starts providing pre-employment training for YETP trainees, while LD organises pre-employment training courses for special employment projects or specific service targets under YETP as necessary. The above figures only include the number of trainees taking pre-employment training courses organised by LD.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)038**

**(Question Serial No. 3167)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Supplementary Labour Scheme (SLS), please provide the following information for the past 3 years:

- (a) The numbers of imported workers applied for and approved under SLS and the success rate;
- (b) Details of the nationality and industry of the workers imported under SLS, as well as the average salary of imported workers in each industry; and
- (c) Has assessment been made regarding the impact of SLS on the local labour market based on the above figures?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 40)

Reply:

- (a)&(b) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to enhance the coverage and operation of the Supplementary Labour Scheme (SLS). The numbers of imported workers applied for and approved under SLS/ESLS in each year from 2021 to 2023 are at Annex 1. Breakdowns of the numbers of imported workers applied for and approved by industry and monthly wage are at Annex 2 and Annex 3.

Employers need not provide information about the nationality of prospective imported workers when they submit SLS/ESLS applications, therefore LD has no such information.

- (c) LD has been closely monitoring the labour market since the implementation of ESLS. Moreover, LD will review the enhanced measures (including suspending the general exclusion of the 26 job categories (Annex 4) as well as unskilled/low-skilled posts from labour importation under SLS) prior to the lapse of the 2-year period of the enhancements.

**Numbers of imported workers applied for and approved  
under SLS/ESLS<sup>#</sup> from 2021 to 2023**

	<b>2021</b>	<b>2022<sup>^</sup></b>	<b>2023</b>
No. of imported workers applied for*	5 082	9 118	33 292 <sup>△</sup>
No. of imported workers approved*	3 043	5 829	3 739

# LD has implemented ESLS since 4 September 2023.

\* The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

<sup>^</sup> Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

<sup>△</sup> Including applications received under ESLS from 4 September to 31 December 2023, involving 25 220 imported workers applied for.

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 2021 to 2023:  
a breakdown by industry**

Industry	No. of imported workers applied for*			No. of imported workers approved*		
	2021	2022	2023	2021	2022	2023
1. Agriculture and Fisheries	857	1 311	1 070	734	912	967
2. Manufacturing	378	471	2 164	183	173	423
3. Construction	846	2 132	3 154	6	480	566
4. Import/Export Trades and Wholesale	121	119	994	63	63	99
(i) Import/Export Trades	(73)	(23)	(323)	(22)	(30)	(5)
(ii) Wholesale	(48)	(96)	(671)	(41)	(33)	(94)
5. Retail, Accommodation and Food Services	387	744	16 656	185	239	560
(i) Retail	(6)	(17)	(2 505)	(0)	(7)	(165)
(ii) Accommodation Services	(0)	(3)	(1 222)	(0)	(0)	(13)
(iii) Food and Beverage Services	(381)	(724)	(12 929)	(185)	(232)	(382)
6. Transportation, Storage, Information and Communications	71	58	1 296	9	19	6
7. Financing, Insurance, Real Estate, Professional and Business Services	18	36	1 424	20	68	65
8. Public Administration, Social and Personal Services	2 404	4 247	6 534	1 843	3 875	1 053
<b>Total</b>	<b>5 082</b>	<b>9 118<sup>^</sup></b>	<b>33 292</b>	<b>3 043</b>	<b>5 829<sup>^</sup></b>	<b>3 739</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

<sup>^</sup> Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 2021 to 2023:  
a breakdown by monthly wage**

Monthly wage	No. of imported workers applied for*			No. of imported workers approved*		
	2021	2022	2023	2021	2022	2023
1. \$8,000 or below	-	1	11	-	-	-
2. Above \$8,000-\$10,000	15	28	523	6	7	3
3. Above \$10,000-\$12,000	767	909	2 513	521	616	644
4. Above \$12,000-\$14,000	681	878	6 933	1 004	500	693
5. Above \$14,000-\$16,000	1 905	3 948	10 531	1 125	3 758	922
6. Above \$16,000-\$18,000	470	745	6 733	231	239	551
7. Above \$18,000-\$20,000	189	328	1 875	39	104	135
8. Above \$20,000	1 055	2 281	4 173	117	605	791
<b>Total</b>	<b>5 082</b>	<b>9 118<sup>^</sup></b>	<b>33 292</b>	<b>3 043</b>	<b>5 829<sup>^</sup></b>	<b>3 739</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

<sup>^</sup> Time-limited relaxation measures were implemented for the care sector under SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.



**List of job categories generally excluded from SLS**

1. Sales Representative	14. Presser
2. Sales Assistant	15. Hair Stylist
3. Waiter/Waitress	16. Warehouse Keeper
4. Receptionist	17. Cutter
5. Cashier	18. Cutting Room Operative
6. Junior Cook	19. Inspection Operative
7. Food Processing Worker	20. Delivery Worker
8. Clerical Worker	21. Driver
9. Teller	22. Demolition Worker
10. Computer/Key Punch Operator	23. Mason
11. Telephone Operator	24. Spray Paint Worker
12. Linen Attendant	25. Drain Layer
13. Washer	26. Leakage Worker

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)039**

**(Question Serial No. 2942)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that data and information on the working situation of digital platform workers will be collected. In this connection, will the Government inform this Committee of the following:

- (a) It is learnt that the Labour Department (LD) will commission the Census and Statistic Department to collect the information. Will the expenditure involved be borne by LD?
- (b) What data and information has LD planned to collect?
- (c) It is learnt that a Liaison Group whose members include representatives of LD and major digital food delivery platforms was set up by LD earlier to conduct policy research. Will LD consider including members from the digital platforms engaging in goods delivery services?
- (d) What were the numbers of cases of labour dispute and work injury involving digital platforms in the past 3 years?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 17)

Reply:

- (a)&(b) LD has commissioned the Census and Statistics Department to conduct a Thematic Household Survey on the characteristics and working situation of digital platform workers (DPWs), targeting persons aged 15 or above who get assignments based on orders placed by customers via digital platforms/mobile applications to earn money, including DPWs engaging in food and goods delivery services. The expenditure involved in the survey will be borne by LD.
- (c) LD has set up a Liaison Group to enhance communication and collaboration between the Government and the stakeholders of the digital platform business engaging in food and goods delivery services and to explore feasible options for

improving the protection for DPWs. LD will consider inviting relevant stakeholders to participate in the discussions of the Liaison Group as appropriate.

- (d) The Labour Relations Division (LRD) of LD handled a total of 35 cases of claims and labour disputes involving DPWs from 2022 to 2023. LRD does not maintain the relevant figures for 2021.

The Employees' Compensation Division of LD received a total of 74 cases of employees' compensation claims involving DPWs from 2021 to 2023.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)040**

**(Question Serial No. 2943)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Greater Bay Area Youth Employment Scheme (the scheme) has been regularised in March 2023 and the scheme for 2024 has also commenced. Would the Government advise of the following:

- (a) A breakdown of the number of enterprises to be participating in the scheme in 2024-25 by industry and the number of jobs to be provided;
- (b) What was the total amount of allowance granted by the Government to enterprises in the past year? What measures will the Government take in encouraging participation of different Mainland enterprises in the scheme in future and what will be the manpower involved?
- (c) Will the Government expand the scheme or launch similar employment schemes for local associate degree and higher diploma graduates by drawing reference from the scheme? If yes, what are the details; if not, what are the reasons?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.:18)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since March 2023, encouraging enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. The regularised scheme for 2024 started accepting applications on 15 February 2024 and the recruitment exercises of the enterprises are still underway. As at 29 February, a total of 313 job vacancies were offered by 43 enterprises. A breakdown of the number of job vacancies by industry is set out at Annex.
- (b) As at 29 February 2024, HK\$11.99 million of allowance was disbursed to 86 enterprises under the regularised scheme. The Labour Department (LD) will continue to carry out extensive promotion, including advertising through social media, organising thematic job fairs and briefings, liaising with trade associations, enterprise associations and

human resources associations as well as the Economic and Trade Office of the Government of the Hong Kong Special Administrative Region in Guangdong, etc., to promote the regularised scheme and appeal to enterprises to provide more job vacancies. In 2023-24, the staff establishment of LD for implementing the regularised scheme comprises 12 Labour Officer Grade and 2 Clerical Grade posts.

- (c) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. Having conducted the evaluation study on the pilot scheme and with reference to the views collected at the meetings with the stakeholders in late 2023, we considered that the eligibility criteria of participating young people under the scheme (including educational attainment) should remain in 2024. The Government will continue to listen to the views of the stakeholders and actively explore appropriate measures to further enhance the scheme.

**Breakdown of the number of job vacancies  
under the Greater Bay Area Youth Employment Scheme for 2024  
by industry  
(as at 29 February 2024)**

<b>Industry</b>	<b>No. of job vacancies</b>	<b>Percentage</b>
Educational services	171	54.6%
Business services	42	13.4%
Other manufacturing industry	13	4.2%
Import and export trades	12	3.8%
Communication	11	3.5%
Finance	7	2.2%
Real estates	2	0.7%
Others	55	17.6%
<b>Total</b>	<b>313</b>	<b>100%</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)041**

**(Question Serial No. 2944)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour Department is responsible for discussion of new and expansion of Working Holiday Schemes (WHS) with overseas economies as well as promotion of the Schemes so that more of our young people can temporarily live and work overseas. In this connection, will the Government advise:

- (a) The number of our young people participating in WHS in the past 3 years, with a breakdown by country of destination;
- (b) The number of young people coming to Hong Kong through WHS in the past 3 years, with a breakdown by country;
- (c) The number of young people coming to Hong Kong through WHS in the past 3 years, who have enrolled in refresher or training courses?
- (d) Whether there is any plan to expand WHS to cover Belt and Road countries.

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 19)

Reply:

- (a) Based on the information provided by the governments of Working Holiday Scheme (WHS) partner economies, a breakdown of the number of young people in Hong Kong who were granted working holiday visas from 2021 to 2023 by economy is set out at Annex 1.
- (b) Based on the information provided by the Immigration Department, a breakdown of the number of young people from partner economies who were granted working holiday visas from 2021 to 2023 by economy is set out at Annex 2.
- (c) Young people who came to Hong Kong through WHS are not required to notify or obtain approval from the Hong Kong Special Administrative Region (HKSAR) Government before enrolling in refresher or training courses in Hong Kong.

Therefore, the Labour Department (LD) does not have the statistics on their enrolments in refresher or training courses.

- (d) Currently, the HKSAR Government has implemented WHS with the governments of 13 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom, Austria, Hungary, Sweden and the Netherlands, of which Austria, Hungary, New Zealand and Korea are Belt and Road countries. LD will continue to pursue new WHS with potential economies to provide young people in Hong Kong with more choices of working holiday destinations and opportunities to participate in the Scheme.



**Number of working holiday visas granted to  
young people in Hong Kong from 2021 to 2023**

<b>Partner economy</b>	<b>No. of visas granted to young people in Hong Kong</b>		
	<b>2021</b>	<b>2022</b>	<b>2023</b>
New Zealand	0	160	186*
Australia	368	1 605	1 398
Ireland	0	0	0
Germany	20	34	38
Japan	0	233	449
Canada	72	158	175
Korea	0	46	94
France	5	20	23
United Kingdom	292	376	194
Austria	2	7	5
Hungary	2	1	2
Sweden	22	9	13
Netherlands	24	22	34
<b>Total</b>	<b>807</b>	<b>2 671</b>	<b>2 611</b>

\* Statistics from January to November 2023.

**Number of working holiday visas to Hong Kong granted to young people from partner economies from 2021 to 2023**

Partner economy	No. of visas granted to young people from partner economies		
	2021	2022	2023
New Zealand	24	18	27
Australia	24	20	46
Ireland	4	8	9
Germany	33	25	38
Japan	66	39	59
Canada	29	21	50
Korea	213	145	219
France	194	91	178
United Kingdom	105	102	159
Austria	2	2	3
Hungary	0	0	3
Sweden	4	3	3
Netherlands	17	15	17
<b>Total</b>	<b>715</b>	<b>489</b>	<b>811</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)042**

**(Question Serial No. 2954)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under the Programme that the number of patronage of the employment and self-employment advisory and support services provided by the Youth Employment Resource Centres (YERCs) was 63 610 in 2023, representing a significant increase of about 17.7% from 54 052 in 2022. In this connection, please advise of the following:

- (a) The types of young people using the services in the past 3 years, including students, unemployed youths, self-employed youths and employed youths;
- (b) The number of recruitment days organised by the Youth Employment Start (Y.E.S.) and the number of job vacancies offered in the past 3 years;
- (c) Regarding the training courses/activities provided by Y.E.S. in the past 3 years,
  - (i) the total number of training courses/activities organised;
  - (ii) the numbers of training courses/activities related to “Generic skills”, “Career talks” and “Job hunting skills”; and
  - (iii) the numbers of participants;
- (d) Will the Government provide more personalised vocational training, employment counselling and referral services to participants who have completed the Y.E.S. training courses/activities, and follow up with them when they secure employment?
- (e) The current staff establishment of YERCs, and whether the Government will consider integrating various youth employment services of the department in future and providing one-stop support to all Hong Kong young people of different ages and academic qualifications?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 20)

Reply:

- (a) The Labour Department (LD) operates 2 YERCs named Y.E.S. to provide “one-stop” integrated support services on employment and self-employment for young

people aged 15 to 29. A breakdown of employment status as indicated by young people upon using services from 2021 to 2023 is at Annex 1.

- (b) From 2021 to 2023, YERCs organised 86, 77 and 96 recruitment days respectively in each year, offering 5 960, 4 211 and 4 675 job vacancies correspondingly.
- (c) The total numbers of training courses and activities organised by YERCs from 2021 to 2023, the breakdowns of the numbers of training courses and activities related to “Generic skills”, “Career talks” and “Job hunting skills”, as well as the numbers of participants are at Annex 2.
- (d)&(e) LD has engaged a non-governmental organisation (NGO) to assist in operating YERCs. YERCs offer personalised career guidance services to young people in need and provide them with professional advice and training guidance in the form of individual or group counselling, so as to help them explore their employment potential and acquire employment information. In 2023-24, LD had a staff establishment of 8 Labour Officer Grade and 4 Clerical Grade posts for managing the 2 YERCs, while the NGO had 18 staff members for manning the operation. The divisions of LD providing youth employment services will make internal referrals based on the employment needs of individual young persons so that they can receive appropriate employment assistance.

**Breakdowns of the numbers of patronage of YERCs by employment status  
from 2021 to 2023**

Employment status	2021	2022	2023
Student	47 664	39 240	32 438
Unemployed	6 082	4 461	3 271
Self-employed	469	376	330
Employed	2 970	2 490	2 152
Total	57 185	46 567	38 191

**Numbers of training courses/activities organised by YERCs  
from 2021 to 2023**

(i) Total number of training courses/activities

	2021	2022	2023
Training courses/activities	2 108	3 211	2 259
No. of participants	33 712	44 202	50 418

(ii) Numbers of training courses/activities related to “Generic skills”, “Career talks” and “Job hunting skills”

	2021		2022		2023	
	No. of sessions organised	No. of participants	No. of sessions organised	No. of participants	No. of sessions organised	No. of participants
Generic skills	236	4 848	217	4 480	266	5 451
Career talks	17	343	23	452	29	543
Job hunting skills	63	1 105	53	1 141	79	1 620

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 0184)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In Matters Requiring Special Attention in 2024-25, the Labour Department (LD) plans to extend the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) to cover the “catering and hotel industry” and the “transportation and logistics industry”. However, information indicated that as at September 2023, only 545 injured construction employees participated in the Pilot Programme. The number of participants differs from the 5 000 participants to be benefited from the Pilot Programme during the 3-year implementation as estimated by the Government earlier. In this connection, would LD advise this Committee of the following:

- (a) The number of participants to date;
- (b) The measures to be adopted to promote and publicise the Programme so as to increase the number of beneficiaries from the construction industry;
- (c) The current participation threshold of the Programme is relatively high. For example, participants are required to meet the criteria of “having sustained a musculoskeletal injury as a result of work injury and having been absent from work for 6 weeks or more, or are expected to be absent from work for 6 weeks or more because of the work injury”. There are views that the golden treatment period for common injuries resulting from accidents in the construction industry, such as fracture, ranges from 4 to 6 weeks. Will the Government lower the relevant threshold? If yes, what are the details; if not, what are the reasons?

Asked by: Hon LO Wai-kwok (LegCo internal reference no.: 23)

Reply:

- (a) LD launched the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) in September 2022. As at the end of February 2024, a total of 717 injured construction employees participated in the Pilot Programme.

- (b) LD and the Work Injury Rehabilitation Office established by the service contractor will, based on the reported work injury cases, preliminarily identify suitable injured construction employees, proactively contact them to introduce the services of the Pilot Programme and encourage the participation of eligible injured employees. Meanwhile, LD also widely publicises and promotes the Pilot Programme through different channels. To further enhance the awareness of the community (including employers and employees of the construction industry) on the Pilot Programme so as to raise the participation rate, LD will continue to promote the services and benefits of the Pilot Programme by making effective use of diversified channels, including arranging briefing sessions, placing advertisements on newsletters or publications of relevant workers' unions and trade associations, broadcasting Announcements in the Public Interest (APIs) on relevant websites and social media platforms, promoting through APIs on television and radio, television programmes, publicity platforms of major public transport modes, newspapers and their mobile applications, posting promotional posters and distributing promotional leaflets at different locations, and broadcasting APIs in betting centres and during football games, so that injured employees can become more confident and willing to participate in the Pilot Programme.
- (c) Medical evidence suggests that if employees have sustained musculoskeletal injuries (such as sprain and strain) at work and yet to recover 6 weeks after injury, the injuries can easily turn into chronic conditions in the absence of timely and co-ordinated rehabilitation treatment services, jeopardising the chance of returning to work. Therefore, the Pilot Programme provides timely and co-ordinated private out-patient rehabilitation treatment services to injured employees who have been absent from work for 6 weeks or more after sustaining the musculoskeletal injuries from work accidents, and those who have been injured for less than 6 weeks but are expected to be incapable of returning to work within this period of time, so as to leverage on the golden treatment period and facilitate their early recovery and return to work. In other words, employees who have been injured for less than 6 weeks are also eligible for the Pilot Programme as long as they are not expected to be able to resume work within 6 weeks, and thus they will not miss the optimal time for treatment and rehabilitation.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)044**

**(Question Serial No. 0188)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department has regularised the Greater Bay Area (GBA) Youth Employment Scheme since March 2023 to help Hong Kong young people to acquire work experience in the Mainland cities of GBA. In this connection, would the Government advise this Committee of the following:

- (a) The number of participants and the amount of allowance disbursed to enterprises for young people participating in the scheme in each year since its first launch in 2021;
- (b) The number and percentage of participants who had fully completed the scheme and the number and percentage of participants who continued to be employed by the same company upon completion of the scheme in each year since its first launch in 2021;
- (c) As the current eligibility for the scheme is restricted to persons having obtained a bachelor's degree or above within 3 years, there are views which seek to relax the relevant requirement on the number of years to facilitate the participation of young people with more extensive knowledge and experience in the scheme, thereby helping them strive for better remuneration and assisting employers in attracting talents with more experience. In this connection, will review be conducted with the relevant departments to explore relaxing the requirement? If yes, what are the details? If no, what are the reasons?

Asked by: Hon LO Wai-kwok (LegCo internal reference no.: 27)

Reply:

- (a) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since March 2023, encouraging enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disbursed a monthly allowance of HK\$10,000 to enterprises for each person for up to 18 months.

The pilot scheme and the regularised scheme for 2023 respectively received 1 091 and 718 job offers for young people. As at 29 February 2024, HK\$117 million and HK\$11.99 million of allowance were disbursed to 198 and 86 enterprises under the pilot scheme and the regularised scheme respectively.

- (b) Under the pilot scheme, a total of 632 young people had completed the 18-month on-the-job training, accounting for 57.9% of the total number of participating young people; and 464 of them continued to be employed by the relevant enterprises, accounting for 73.4% of the young people who had completed on-the-job training. As most of the young people employed under the regularised scheme for 2023 are still undergoing on-the-job training, the Labour Department will compile the relevant data in due course.
- (c) Having conducted the evaluation study on the pilot scheme and with reference to the views collected at the meetings with stakeholders in late 2023, the Government considered that the eligibility criteria of participating young people under the scheme (including educational attainment and year of graduation) should remain in 2024. The Government will continue to listen to the views of the stakeholders and actively explore appropriate measures to further enhance the Scheme.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)045**

**(Question Serial No. 0449)**

Head: (90) Labour Department  
Subhead (No. & title): ( )  
Programme: (3) Safety and Health at Work  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

In Matters Requiring Special Attention in 2024–25, the Government states that one of the major plans for 2024–25 is extending the Pilot Rehabilitation Programme for Employees Injured at Work to cover the “catering and hotel industry” and the “transportation and logistics industry” with the aim of benefiting more injured employees. In this connection, will the Government inform this Committee of:

- (a) the number of injured employees from construction industry benefited from this Pilot Programme for 2023-24;
- (b) the estimated number of injured employees to be benefited from this Pilot Programme for 2024-25; and
- (c) the manpower and resources allocated to this Pilot Programme for 2023-24 and 2024-25?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 29)

Reply:

- (a) The Labour Department (LD) launched the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) in September 2022. As at the end of February 2024, a total of 717 injured construction employees participated in the programme.
- (b) LD anticipates that the number of participants will increase to around 1 700 per year<sup>1</sup> after the Pilot Programme is extended to cover the “catering and hotel industry” and the “transportation and logistics industry” from the second quarter of 2024 onwards.
- (c) The Work Injury Rehabilitation Office (WIRO) set up by the service contractor of the Pilot Programme is responsible for the co-ordination, management and provision of services of the Pilot Programme. As at the end of February 2024, the staff establishment of WIRO comprises 5 administrative and professional staff, 7 case

managers and 3 clerical support staff. The number of case managers will be increased in phases to a maximum of 17 subject to the needs of the Pilot Programme after expansion. The estimated expenditure of the Pilot Programme for 2023-24 and 2024-25 is at Annex.

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<sup>1</sup> The expected number of participants per year is based on the following assumptions:

- (i) The number of injured construction employees participating in the Pilot Programme each year after the expansion is similar to that before the expansion.
- (ii) With reference to the information on reported work injury cases in recent years, among the work injury cases from the “catering and hotel industry” and the “transportation and logistics industry” which may be suitable for participation, it is estimated that 40% of the cases from each of these industries will participate in the Pilot Programme each year.

**Estimated expenditure of the Pilot Programme**

<b>Item</b>	<b>2023-24</b> <u>Note 1</u>	<b>2024-25</b> <u>Note 2</u>
Fixed costs (e.g. expenses on operation, publicity and related information technology)	Around \$17.9 million	Around \$25.4 million
Expenditure on rehabilitation treatment services	Around \$18.3 million	Around \$46.1 million
Expenditure on case management services	Around \$6.4 million	Around \$16.3 million
<b>Total Expenditure</b>	Around \$42.6 million	Around \$87.8 million

Note 1:

At present, the Pilot Programme only covers the “construction industry”.

Note 2:

The Pilot Programme will be extended to cover the “catering and hotel industry” and the “transportation and logistics industry” from the second quarter of 2024 onwards.

- End -

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 0450)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In Matters Requiring Special Attention in 2024–25, the Government states that one of the major plans for 2024–25 is promoting the adoption of Construction Design and Management by different stakeholders of the construction industry in planning and designing construction projects. In this connection, will the Government inform this Committee of:

- (a) The measures to promote the adoption of Construction Design and Management in 2024-25; and
- (b) The manpower and resources allocated for 2024-25 to execute this task?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 30)

Reply:

- (a) Public works projects with an estimated project sum of more than \$500 million are required by the Government to adopt Construction Design and Management (CDM) approach and relevant guidelines promoting the concept to the construction industry have been published. Apart from public works projects, the Government has also been promoting the adoption of this approach in other major development projects (e.g. the Three-runway System project).

To further promote the adoption of the concept of construction design for safety in private works projects among the industry, the Construction Industry Council (CIC) has set up a Task Force on Construction Design for Safety (Task Force) to explore how to effectively apply the concept in Hong Kong, disseminated the “Construction Design and Management Reference Materials” to the construction industry, and prepared training courses and teaching materials on construction design for safety for different duty holders in the industry. The Labour Department (LD) is a member of the Task Force. On the basis of the research findings, LD will work with CIC and other stakeholders to formulate promotion strategies, including taking forward pilot projects so that the industry can accumulate experiences through actual implementation.

Apart from that, LD has included CDM elements in the assessment criteria for the sub-category of “Building Sites (Private Sector)” of the Construction Industry Safety Award Scheme (Award Scheme) 2023/2024 to encourage incorporating occupational safety and health (OSH) considerations into the planning and design stages of private sector building projects. The relevant assessment criteria will remain for our preparation for the Award Scheme next year.

- (b) As launching various initiatives and promotional campaigns to raise the OSH level and awareness of the construction industry is an integral part of LD’s ongoing efforts, the relevant staff establishment and resources involved cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)047**

**(Question Serial No. 1471)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the regulation of job placement services in Hong Kong, particularly employment agencies providing placement services for foreign domestic helpers (FDHs) (FDH-EAs), would the Government advise this Committee of the following:

- (a) What are the number of employment agencies (EAs) prosecuted by the Government for breaching the Ordinance, the issues involved and the details of penalties?
- (b) How many complaints against FDH-EAs were received in each of the past 3 years? In addition, how many regular and surprise inspections to FDH-EAs were conducted by the Government each year?
- (c) Regarding the Labour Department's enforcement actions and prosecutions against law-defying EAs, please provide information on the upcoming work, the manpower involved and amount of expenditure involved.
- (d) Please tabulate the number of cases of monetary claims between FDHs and employers received by the Labour Tribunal in the past 5 years. Of which, how many were successfully convicted and how many were settled between the two parties?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.:36)

Reply:

- (a) The relevant figures on successful prosecutions taken out against employment agencies (EAs) by the Labour Department (LD) from 2019 to 2023 are at Annex.
- (b) From 2021 to 2023, the Employment Agencies Administration (EAA) of LD respectively received 396, 281 and 267 complaints against EAs providing placement services for foreign domestic helpers (FDHs) (FDH-EAs) each year. During the same period, the numbers of inspections to FDH-EAs conducted by EAA each year were 1 586, 1 379 and 1 688 respectively, covering both regular and surprise ones.



- (c) EAA will continue to ensure that EAs comply with Part XII of the Employment Ordinance, the Employment Agency Regulations (EAR), and the requirements and standards set out in the Code of Practice for Employment Agencies (CoP) through licensing, inspection and complaint investigation. LD will take out prosecution if there is sufficient evidence to prove that an EA has breached the law. If an EA has not complied with the CoP, LD may revoke or refuse to issue or renew its licence, or issue warnings for rectification.

To enhance the professionalism and service quality of EAs (including FDH-EAs), EAA will promulgate the revised CoP in the second quarter of this year to strengthen regulation of EAs through such aspects as enhancing the transparency of fees charged by EAs, combating “job-hopping” of FDHs and preventing FDH-EAs from colluding with financial institutions to arrange FDHs to take out loans, with a view to further protecting the rights of job seekers and employers using EA services.

EAA’s staff establishment for 2024-25 comprises 26 Labour Officer Grade and 9 Clerical Grade posts responsible for performing licensing duties, conducting inspections of EAs and investigating complaints, as well as other related publicity and educational work, etc. The staff cost is \$24.82 million and the operating expenses are \$10.27 million.

- (d) According to the information provided by the Judiciary, the Labour Tribunal (LT) received 170, 103, 143, 104 and 87 claims filed by FDHs each year from 2019 to 2023 respectively. LT does not keep statistics on the determination and settlement of these claims.

**Relevant figures on prosecutions taken out against EAs by LD**

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
No. of summonses involved in successful prosecutions	37	11	5	3	4
No. of EAs involved	10	11	5	3	4
Average fine for offences of overcharging of commission from job seekers or unlicensed operation	\$45,333	\$17,933	\$9,625@	-^	\$19,000
Average fine for other offences*	\$2,500	\$2,200	\$900	\$1,333	\$1,500

@ Excluding 1 case with non-fine penalty. In 2021, 1 person was convicted of operating an EA without a licence and was sentenced to a 104-hour community service order.

^ The successfully prosecuted cases in 2022 did not involve offences of overcharging of commission from job seekers or unlicensed operation.

\* Including operating an EA at a place other than the place of business specified in the licence, failure to notify LD of changes in the management or place of business within the statutory timeframe, furnishing to the Commissioner for Labour any information which was known or reasonably ought to be known to be false or misleading in any material particular when submitting an application for renewal of licence, failure to display the licence or the schedule under EAR specifying the maximum commission which may be received from job seekers, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)048**

**(Question Serial No. 1472)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in Programme (2) that the Labour Department is also responsible for processing applications under the Enhanced Supplementary Labour Scheme (ESLS) (formerly known as the Supplementary Labour Scheme) and ensuring employment priority for local workers in filling ESLS vacancies. In this connection, would the Government provide the following information:

- (a) Please tabulate the number of applications received, the success rate of applications and the number of imported workers involved, with breakdowns by industry, job title, average monthly wage level and nationality since September last year.
- (b) Has the Government conducted review on ESLS to explore the impact and applicability of the enhanced measures on different job titles?
- (c) How to effectively ensure employment priority for local workers is upheld?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 37)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023. As at 29 February 2024, ESLS received 3 246 applications seeking to import 33 951 workers, and 4 010 imported workers were approved. Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly wage are at Annexes 1 to 3.

Employers need not provide information about the nationality of prospective imported workers when they submit ESLS applications. In approving individual applications, LD does not stipulate the nationality of imported workers and thus has no such information.

- (b) LD closely monitors the implementation of ESLS, and will review the enhanced measures (including suspending the general exclusion of the 26 job categories (Annex

4) as well as unskilled/low-skilled posts from labour importation under the Supplementary Labour Scheme (SLS)) prior to the lapse of the 2-year period of the enhancements.

- (c) To uphold employment priority for local workers, employers applying under ESLS are required to launch a 4-week local recruitment exercise to accord priority to filling job vacancies with suitable local workers. LD concurrently conducts job matching for the vacancies concerned and refers local job seekers to employers for interview, and sends details of job vacancies to Labour Advisory Board members, relevant trade unions and training bodies for their referral of suitable local job seekers to apply for relevant posts during the local recruitment period.

If there is evidence that an employer has refused to employ qualified local job seekers without reasonable grounds during the 4-week local recruitment period, LD will terminate the processing of the application. In addition, the employer will be subject to administrative sanction and be debarred from participation in ESLS for 1 year.

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 4 September 2023 to 29 February 2024:  
a breakdown by industry**

<b>Industry</b>	<b>No. of imported workers applied for*</b>	<b>No. of imported workers approved*</b>
1. Agriculture and Fisheries	403	729
2. Manufacturing	2 259	363
3. Construction <sup>+</sup>	27	114
4. Import/Export Trades and Wholesale	1 189	114
(i) <i>Import/Export Trades</i>	(423)	(30)
(ii) <i>Wholesale</i>	(766)	(84)
5. Retail, Accommodation and Food Services	19 947	1 934
(i) <i>Retail</i>	(2 842)	(400)
(ii) <i>Accommodation Services</i>	(1 255)	(251)
(iii) <i>Food and Beverage Services</i>	(15 850)	(1 283)
6. Transportation, Storage, Information and Communications	1 380	64
7. Financing, Insurance, Real Estate, Professional and Business Services	1 136	124
8. Public Administration, Social and Personal Services <sup>++</sup>	7 610	568
<b>Total</b>	<b>33 951</b>	<b>4 010</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 29 February 2024, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>+</sup> Including applications submitted under SLS prior to the launch of the Labour Importation Scheme for the Construction Sector.

<sup>++</sup> Including applications submitted under SLS prior to the launch of the Special Scheme to Import Care Workers for Residential Care Homes.

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 4 September 2023 to 29 February 2024:  
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Waiter/Waitress <sup>#</sup>	6 518	457
2. Cook	3 740	448
3. Junior Cook <sup>#</sup>	3 168	301
4. Security Guard <sup>^</sup>	2 999	5
5. Sales Assistant <sup>#</sup>	2 697	354
6. Cleaner <sup>^</sup>	2 384	9
7. Warehouse Keeper <sup>#</sup>	1 150	106
8. Food Processing Worker <sup>#</sup>	763	58
9. Dish Washer <sup>^</sup>	715	23
10. Others	9 817	2 249
<b>Total</b>	<b>33 951</b>	<b>4 010</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 29 February 2024, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>#</sup> Falling within the 26 job categories generally excluded from labour importation under SLS.

<sup>^</sup> Falling within the unskilled/low-skilled posts generally excluded from labour importation under SLS.

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 4 September 2023 to 29 February 2024:  
a breakdown by monthly wage**

Monthly wage	No. of imported workers applied for *	No. of imported workers approved *
1. \$8,000 or below	-	-
2. Above \$8,000-\$10,000	195	-
3. Above \$10,000-\$12,000	2 779	499
4. Above \$12,000-\$14,000	5 874	911
5. Above \$14,000-\$16,000	13 870	1 270
6. Above \$16,000-\$18,000	7 453	685
7. Above \$18,000-\$20,000	2 434	268
8. Above \$20,000	1 346	377
<b>Total</b>	<b>33 951</b>	<b>4 010</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 29 February 2024, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

**List of job categories generally excluded from SLS**

1. Sales Representative	14. Presser
2. Sales Assistant	15. Hair Stylist
3. Waiter/Waitress	16. Warehouse Keeper
4. Receptionist	17. Cutter
5. Cashier	18. Cutting Room Operative
6. Junior Cook	19. Inspection Operative
7. Food Processing Worker	20. Delivery Worker
8. Clerical Worker	21. Driver
9. Teller	22. Demolition Worker
10. Computer/Key Punch Operator	23. Mason
11. Telephone Operator	24. Spray Paint Worker
12. Linen Attendant	25. Drain Layer
13. Washer	26. Leakage Worker

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)049**

**(Question Serial No. 3051)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Programme (4) that the Labour Department mounts targeted operations with the Police and the Immigration Department to combat illegal employment for protecting the job opportunities of local workers. Would the Government advise this Committee of the following:

- (a) The number of cases of illegal employment in the past 3 years, the numbers of employers and illegal workers involved, and the number of such cases involving torture claimants;
- (b) The total number of inspections conducted in the past 3 years;
- (c) Some people have abused the torture claim mechanism in order to work illegally in Hong Kong. Has the Government explored new measures to tackle the problem of illegal employment?
- (d) What are the specific work details and the expenditure and staff establishment involved in combating illegal employment in 2024-25?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 39)

Reply:

- (a) The number of cases of suspected illegal employment detected by the Labour Department (LD), and the numbers of employers and illegal workers involved from 2021 to 2023 are as follows:

	2021	2022	2023
No. of cases of suspected illegal employment	47	28	43
No. of employers involved	37	22	21
No. of illegal workers involved	58	34	68

LD referred all the suspected cases to the Immigration Department (ImmD) or the Hong Kong Police Force (HKPF) for follow-up. LD does not have information as to whether these cases involved torture claims.

- (b) To deter employers from employing illegal workers, Labour Inspectors of LD conduct workplace inspections to check the identity documents of employees and the employee records kept by employers. From 2021 to 2023, the numbers of workplace inspections conducted by LD each year were 135 370, 136 802 and 150 172 respectively.
- (c) Assisting in combating illegal employment is the ongoing work of LD. LD will continue to collaborate with other law enforcement departments to combat illegal employment, and will regularly review the effectiveness of its enforcement actions.
- (d) In 2024-25, LD will continue to mount intelligence-based joint operations with HKPF and ImmD to raid establishments suspected to have been involved in illegal employment. LD will also launch publicity activities through various channels to encourage the public to report suspected offences. Assisting in combating illegal employment is part of the duties of Labour Inspectors who are also responsible for the enforcement of labour laws. Hence, the expenditure and staff establishment involved in assisting in combating illegal employment cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)050**

**(Question Serial No. 3070)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in Programme (2) that the Labour Department is responsible for discussion of new and expansion of Working Holiday Schemes (WHS) with overseas economies as well as promotion of the Schemes. In this connection, would the Government advise this Committee of the following:

- (a) Please set out in table form the number of individuals who applied for and were granted working holiday visas in the past 5 years, with a breakdown by economy;
- (b) Whether the Government will establish WHS with more economies so that more of our young people can broaden their horizons through temporarily living and working overseas.

Asked by: Hon NG Chau-pei, Stanley (LegCo internal reference no.: 39)

Reply:

- (a) Based on the information provided by the governments of Working Holiday Scheme (WHS) partner economies and the Immigration Department, breakdowns of the numbers of young people in Hong Kong and those from partner economies who were granted working holiday visas from 2019 to 2023 by economy are set out at Annex 1 and Annex 2 respectively.
- (b) Currently, the Hong Kong Special Administrative Region Government has implemented WHS with the governments of 13 economies, namely New Zealand, Australia, Ireland, Germany, Japan, Canada, Korea, France, the United Kingdom, Austria, Hungary, Sweden and the Netherlands. The Labour Department will continue to pursue new WHS with potential economies to provide young people in Hong Kong with more choices of working holiday destinations and opportunities to participate in the Scheme.

**Number of working holiday visas granted to  
young people in Hong Kong from 2019 to 2023**

Partner economy	No. of visas granted to young people in Hong Kong				
	2019	2020	2021	2022	2023
New Zealand	320	2	0	160	186*
Australia	2 091	768	368	1 605	1 398
Ireland	36	8	0	0	0
Germany	115	18	20	34	38
Japan	874	142	0	233	449
Canada	241	25	72	158	175
Korea	180	30	0	46	94
France	51	5	5	20	23
United Kingdom	1 121	660	292	376	194
Austria	19	6	2	7	5
Hungary	3	1	2	1	2
Sweden	64	29	22	9	13
Netherlands	98	24	24	22	34
<b>Total</b>	<b>5 213</b>	<b>1 718</b>	<b>807</b>	<b>2 671</b>	<b>2 611</b>

\* Statistics from January to November 2023.

**Number of working holiday visas to Hong Kong granted to young people from partner economies from 2019 to 2023**

Partner economy	No. of visas granted to young people from partner economies				
	2019	2020	2021	2022	2023
New Zealand	55	17	24	18	27
Australia	145	36	24	20	46
Ireland	17	7	4	8	9
Germany	59	24	33	25	38
Japan	101	51	66	39	59
Canada	78	21	29	21	50
Korea	362	192	213	145	219
France	468	147	194	91	178
United Kingdom	298	169	105	102	159
Austria	5	3	2	2	3
Hungary	5	2	0	0	3
Sweden	20	6	4	3	3
Netherlands	27	13	17	15	17
<b>Total</b>	<b>1 640</b>	<b>688</b>	<b>715</b>	<b>489</b>	<b>811</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)051**

**(Question Serial No. 0098)**

Head: (90) Labour Department  
Subhead (No. & title): ( )  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme 2, the Labour Department (LD) will launch the Re-employment Allowance Pilot Scheme (REA Scheme) in the coming year. What will be the estimated manpower and expenditure involved in the vetting and approval of applications in the coming year? What is the estimated average time required to process each application? Has the Government evaluated that middle-aged persons, in order to participate in and meet the eligibility criteria of the REA Scheme, might leave their jobs on their own accord and wait for 3 months before rejoining the workforce? If yes, how will the Government address the situation?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 19)

Reply:

LD will launch a 3-year REA Scheme in the third quarter of 2024, targeting persons aged 40 or above who have not been in paid employment for 3 consecutive months or more. To encourage these persons to rejoin the workforce, those who have worked for 6 consecutive months will be provided with a maximum allowance of \$10,000, while those who have worked for 12 consecutive months will be given an additional maximum allowance of \$10,000. LD is currently firming up the collaboration with labour organisations to devise the implementation arrangements for the REA Scheme, including the procedure and time required for processing applications, and will announce the details in a timely manner. The estimated expenditure for the disbursement of re-employment allowance is \$120 million. As LD will implement the REA Scheme through internal staff deployment, the manpower and estimated expenditure involved have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

We anticipate that serving employees will not quit their jobs and seek alternative employment 3 months later in order to obtain the re-employment allowance. Apart from having no income during the period of unemployment, they will also lose their accrued years of service and entitlement to employees' rights and benefits, etc. To ensure the prudent use of public money, LD will establish a mechanism for conducting random checks and reviews on the cases so as to understand the situation of employees before they join the REA Scheme.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)052**

**(Question Serial No. 0404)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme (1), the Labour Department will prepare for the implementation of the Government Subsidy Scheme in the coming year to assist employers to adapt to the abolition of the “offsetting” arrangement to be effective on 1 May 2025. What are the details of the preparatory work? What are the manpower and expenditure involved? Will there be a series of publicity activities to enable employers to fully understand the details of the “offsetting” arrangement and the application details of the Government Subsidy Scheme? If yes, what are the details? What are the manpower and expenditure involved?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 27)

Reply:

The Government is working at full steam on the preparatory work for the abolition of the “offsetting” arrangement, including developing an information technology system for the Government Subsidy Scheme (the Scheme) and formulating its operational details. The Labour Department (LD) has planned to engage a processing agent to assist in the implementation of the Scheme, including processing applications and handling enquiries, and has also planned to conduct an open tender exercise for the appointment of the processing agent in the second half of this year.

The Government will continue to carry out extensive publicity to help employers and employees understand the abolition of the “offsetting” arrangement, including conducting briefings for employers, employees and human resources practitioners; publishing posts on social media; placing feature articles and advertorials in major local newspapers and news applications; enhancing the information on the thematic website of the abolition of the “offsetting” arrangement; producing short videos, etc.; and to promote the details of the Scheme in a timely manner. The Government has also provided an online calculating tool to help employers and employees calculate the severance payment and long service payment after the abolition of the “offsetting” arrangement, the government subsidy for employers, as well as the aggregate benefits for employees.

As the LD staff responsible for the above work also have to perform other duties, the staff establishment and estimated expenditure involved cannot be separately identified.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)053**

**(Question Serial No. 3045)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under Programme (2), the Labour Department (LD) has set a target for assisting employers in displaying vacancy information. As 99% of vacancies were displayed within 5 working days in 2023, how many days on average did it take for the remaining 1% of vacancies to be displayed? What are the reasons for displaying vacancies later than 5 working days? What is the breakdown of cases by industry in which LD was successful in helping employers to recruit staff in the past 3 years?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.:29)

Reply:

In 2023, LD handled a total of 1 171 645 job vacancies from the private sector, about 1% of which took an average of 8 working days to display. It is mainly due to the need for LD to follow up with employers on the details of their vacancies, including requesting employers to submit supplementary information and/or documents to ensure their compliance with the terms of LD's recruitment services and requirements of relevant labour laws so as to safeguard the rights of job seekers.

From 2021 to 2023, LD recorded 197 793, 164 713 and 153 488 placements for able-bodied job seekers respectively in each year. Of these, 191 812, 160 515 and 147 099 placements were achieved through job seekers' direct application to employers who advertised the vacancies. The figures were obtained through LD's periodic sample surveys with employers. As the sample surveys did not collect detailed personal particulars of job seekers, LD does not have breakdowns of these placements. The breakdown of annual placements for able-bodied job seekers secured through LD's referral by industry is at Annex.

**Breakdown of placements secured for able-bodied job seekers  
through LD's referral from 2021 to 2023 by industry**

Industry	No. of placements		
	2021	2022	2023
Manufacturing	507	278	514
Construction	207	209	360
Wholesale, retail and import/export trades	1 700	975	1 252
Restaurants and hotels	691	520	916
Transport, storage and communications	343	291	355
Financing, insurance, real estate and business services	1 351	1 045	1 424
Community, social and personal services	1 133	858	1 542
Others (including Government sector)	49	22	26
<b>Total</b>	<b>5 981</b>	<b>4 198</b>	<b>6 389</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)054**

**(Question Serial No. 0695)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the regulation of job placement services in Hong Kong, please provide the following information:

- (a) The implementation of the Employment (Amendment) Ordinance 2018 (the Ordinance) in the past 3 years, including
  - (i) the number of prosecutions taken out against breaches of the Ordinance
  - (ii) the types of cases involved
  - (iii) the number of employment agencies (EAs) involved
  - (iv) the details of the penalties;
- (b) How many complaints against EAs providing placement services for foreign domestic helpers (FDHs-EAs) did the Labour Department (LD) receive in each of the past 3 years? What are the respective numbers and results of the cases into which follow up actions were taken and investigations were initiated? Please set out the information by type of complaints;
- (c) How many regular and surprise inspections to FDHs-EAs were conducted in each of the past 3 years? In addition, the Government stated in the past that it would continue to step up enforcement and prosecution against unscrupulous EAs. Please provide information on the upcoming work, the manpower and amount of expenditure involved; and
- (d) LD launched a public consultation earlier on the review of the Code of Practice for Employment Agencies (CoP) and put forth a number of preliminary proposals. What are the results of the consultation exercise? Please provide the details of the CoP review, including the plan and timetable for implementation.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 12)

Reply:

- (a) The relevant figures on prosecutions taken out against employment agencies (EAs) by the Labour Department (LD) from 2021 to 2023 are set out at Annex 1.
- (b) From 2021 to 2023, the Employment Agencies Administration (EAA) of LD respectively received 396, 281 and 267 complaints against EAs providing placement services for foreign domestic helpers (FDHs) (FDH-EAs) each year. EAA investigated all the complaints received. The numbers of complaints, with a breakdown by type of complaints, are set out at Annex 2. The numbers of substantiated cases in which FDH-EAs are found in breach of regulations after LD's investigation each year during the same period, with a breakdown by penalty imposed, are set out at Annex 3.
- (c) From 2021 to 2023, the numbers of inspections to FDH-EAs conducted by EAA each year were 1 586, 1 379 and 1 688 respectively, covering both regular and surprise ones.

EAA will continue to ensure that all EAs (including FDH-EAs) comply with Part XII of the Employment Ordinance, the Employment Agency Regulations (EAR) and the requirements and standards set out in the Code of Practice for Employment Agencies (CoP) through licensing, inspection and complaint investigation. LD will take out prosecution if there is sufficient evidence to prove that an EA has breached the law. If an EA has not complied with the CoP, LD may revoke or refuse to issue or renew its licence, or issue warnings for rectification.

To enhance the professionalism and service quality of EAs (including FDH-EAs), EAA will promulgate the revised CoP in the second quarter of this year to, among others, strengthen regulation on transparency of fees charged by EAs, combat "job-hopping" of FDHs and prevent FDH-EAs from colluding with financial institutions to arrange FDHs to take out loans, with a view to further protecting the rights of job seekers and employers.

EAA's staff establishment for 2024-25 comprises 26 Labour Officer Grade and 9 Clerical Grade posts responsible for performing licensing duties, conducting inspections of EAs and investigating complaints, as well as other related publicity and educational work, etc. The staff cost is \$24.82 million and the operating expenses are \$10.27 million.

- (d) After concluding the consultation exercise on the preliminary proposals for revising the CoP in the first half of 2023, LD has analysed and examined the feedback received. The majority of the stakeholders who expressed views supported in principle the objectives of revising the CoP and generally agreed with the amendment directions of most of the preliminary proposals. LD is currently finalising the content of the revised CoP and the enforcement mechanism taking into account the suggestions and concerns raised by different stakeholders, and will promulgate the revised CoP in the second quarter of this year.

**Relevant figures on prosecutions taken out against EAs by LD**

	<b>2021</b>	<b>2022</b>	<b>2023</b>
No. of summonses involved in successful prosecutions taken out against EAs	5	3	4
No. of EAs involved	5	3	4
Average fine for offences of overcharging of commission from job seekers or unlicensed operation	\$9,625@	-^	\$19,000
Average fine for other offences*	\$900	\$1,333	\$1,500

@ Excluding 1 case with non-fine penalty. In 2021, 1 person was convicted of operating an EA without a licence and sentenced to a 104-hour community service order.

^ The successfully prosecuted cases in 2022 did not involve offences of overcharging of commission from job seekers or unlicensed operation.

\* Including failure to notify LD of changes in the management or place of business within the statutory timeframe, failure to display the licence or the schedule under EAR specifying the maximum commission which may be received from job seekers, etc.

**Numbers of complaints against FDH-EAs received by LD:  
a breakdown by type of complaints**

	<b>No. of complaints received</b>		
	<b>2021</b>	<b>2022</b>	<b>2023</b>
Overcharging of commission from FDHs	31	39	24
Unlicensed operation	31	19	27
Non-compliance with the CoP	122	138	145
* Others	212	85	71
<b>Total</b>	<b>396</b>	<b>281</b>	<b>267</b>

\* Including complaints about poor service quality of EAs, issues concerning the refund of service fees, EAs suspected of inducing FDHs to “job-hop”, etc.

**Numbers of substantiated cases in which FDH-EAs are found in breach of regulations  
after LD's investigation:  
a breakdown by penalty imposed**

	<b>2021</b>	<b>2022</b>	<b>2023</b>
No. of FDH-EAs successfully prosecuted	4	2	3
No. of licenses revoked or refused to be issued or renewed	7	1	3
No. of written warnings issued	63	49	13

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)055**

**(Question Serial No. 0696)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

An employee who has been employed continuously by the same employer for 4 weeks or more, with at least 18 hours worked in each week is regarded as being employed under a “continuous contract”, and is entitled to statutory employment benefits such as paid sick leave. It is learnt that the Labour Advisory Board has reached a consensus that such a requirement will be relaxed by using the aggregate working hours of 4 weeks as a counting unit and setting the 4-week working hour threshold at 68 hours (referred to as the “468” proposal). In the connection, would the Government advise this Committee of the following:

- (a) Please provide the plan and timetable for the implementation of the “468” proposal, and the expenditure and staff establishment involved;
- (b) Please provide the total number of employees in Hong Kong in the past 3 years, and of which, how many employees are employed by the same employer for 4 weeks or more with at least 18 hours worked in each week and how many are not, with a breakdown by industry and their ratio; and
- (c) Please provide the impact assessment of implementing the “468” proposal, including the number of affected employees with a breakdown by industry, as well as the implications on the labour costs of employers and the labour market after the implementation.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 13)

Reply:

- (a) The Labour Advisory Board reached a consensus in February 2024 on the review of the “continuous contract” requirement under the Employment Ordinance that such a requirement be revised by using the aggregate working hours of 4 weeks as a counting unit and setting the 4-week working hour threshold at 68 hours (the “4-68” proposal). The Government has reported the outcome to the Legislative Council Panel on



Manpower and will commence the relevant legislative amendment work, with a view to introducing the bill into the Legislative Council for scrutiny in the first half of 2025.

The Labour Department created 1 Senior Labour Officer post for 3 years in 2023-24 for the review of the “continuous contract” requirement and other related work. The salary cost for this post in 2024-25 is estimated to be \$1.6 million. Other officers engaging in the work concerned are also required to undertake other duties, hence the manpower and expenditure involved cannot be separately identified.

- (b) The number and proportion of employees by industry and whether employed under a “continuous contract” in the past 3 years (2020 to 2022), based on the information provided by the Census and Statistics Department (C&SD), are set out at Annex.
- (c) Based on the data in C&SD’s Thematic Household Survey Report No. 72, it is crudely estimated that about 11 400 employees currently not employed under a “continuous contract” will meet the requirement after it is revised to “4-68” and the potential additional annual cost on business will be about \$150 million. According to the above survey, employees not employed under a “continuous contract” are mainly engaged in the retail, accommodation and food services sector (36.3%), public administration, social and personal services sector (23.3%), and financing, insurance, real estate, professional and business services sector (16.7%). In addition, improved rights and benefits for employees with short working hours will help attract more people to enter the labour market.

**Number of employees <sup>(1)</sup> by industry and  
whether employed under a “continuous contract”, May - June 2020**

Industry	Employees employed under a “continuous contract” <sup>(2)</sup>		Employees not employed under a “continuous contract” <sup>(3)</sup>		All employees	
	No. of employees ('000)	Percentage (%)	No. of employees ('000)	Percentage (%)	No. of employees ('000)	Percentage (%)
Manufacturing <sup>(4)</sup>	‡	‡	‡	‡	92.6	3.3
Construction	260.8	9.7	8.5	6.2	269.3	9.6
Import/export trade and wholesale	348.0	13.0	8.1	6.0	356.1	12.6
Retail, accommodation and food and beverage services	409.6	15.3	32.3	23.6	441.9	15.7
Transportation, storage, postal and courier services, information and communications	338.0	12.6	14.2	10.4	352.2	12.5
Financing, insurance, real estate, professional and business services	697.1	26.0	26.1	19.1	723.2	25.7
Public administration, social and personal services	520.3	19.4	45.1	33.0	565.4	20.1
Others	‡	‡	‡	‡	16.4	0.6
<b>Overall</b>	<b>2 680.3</b>	<b>100.0</b>	<b>136.8</b>	<b>100.0</b>	<b>2 817.1</b>	<b>100.0</b>

## Notes:

Figures in the table may not add up to the total due to rounding.

Percentages are derived from unrounded figures.

- (1) Excluding government employees, live-in domestic workers, and student interns and work experience students as exempted by the Minimum Wage Ordinance.
- (2) Referring to employees employed continuously for at least four weeks or more, with at least 18 hours worked in each week.
- (3) Referring to employees employed continuously for less than four weeks, or with less than 18 hours worked in each week.
- (4) Including food processing and production.

‡ Figures are not released due to relatively large sampling error.

Source: Annual Earnings and Hours Survey, Census and Statistics Department

**Number of employees <sup>(1)</sup> by industry and  
whether employed under a “continuous contract”, May - June 2021**

Industry	Employees employed under a “continuous contract” <sup>(2)</sup>		Employees not employed under a “continuous contract” <sup>(3)</sup>		All employees	
	No. of employees ('000)	Percentage (%)	No. of employees ('000)	Percentage (%)	No. of employees ('000)	Percentage (%)
Manufacturing <sup>(4)</sup>	‡	‡	‡	‡	86.1	3.0
Construction	274.0	10.1	10.6	8.2	284.6	10.0
Import/export trade and wholesale	336.1	12.4	10.6	8.2	346.7	12.2
Retail, accommodation and food and beverage services	417.9	15.4	32.0	24.6	449.9	15.8
Transportation, storage, postal and courier services, information and communications	341.6	12.6	11.5	8.9	353.1	12.4
Financing, insurance, real estate, professional and business services	723.5	26.6	28.5	21.9	752.0	26.4
Public administration, social and personal services	524.9	19.3	35.2	27.1	560.1	19.7
Others	‡	‡	‡	‡	16.9	0.6
<b>Overall</b>	<b>2 719.6</b>	<b>100.0</b>	<b>129.9</b>	<b>100.0</b>	<b>2 849.4</b>	<b>100.0</b>

Notes:

Figures in the table may not add up to the total due to rounding.

Percentages are derived from unrounded figures.

- (1) Excluding government employees, live-in domestic workers, and student interns and work experience students as exempted by the Minimum Wage Ordinance.
  - (2) Referring to employees employed continuously for at least four weeks or more, with at least 18 hours worked in each week.
  - (3) Referring to employees employed continuously for less than four weeks, or with less than 18 hours worked in each week.
  - (4) Including food processing and production.
- ‡ Figures are not released due to relatively large sampling error.

Source: Annual Earnings and Hours Survey, Census and Statistics Department

**Number of employees <sup>(1)</sup> by industry and  
whether employed under a “continuous contract”, May - June 2022**

Industry	Employees employed under a “continuous contract” <sup>(2)</sup>		Employees not employed under a “continuous contract” <sup>(3)</sup>		All employees	
	No. of employees ('000)	Percentage (%)	No. of employees ('000)	Percentage (%)	No. of employees ('000)	Percentage (%)
Manufacturing <sup>(4)</sup>	77.9	3.0	2.5	1.7	80.4	2.9
Construction	274.7	10.5	12.8	8.8	287.5	10.4
Import/export trade and wholesale	335.7	12.8	9.4	6.5	345.1	12.5
Retail, accommodation and food and beverage services	404.5	15.4	41.4	28.4	445.9	16.1
Transportation, storage, postal and courier services, information and communications	321.4	12.3	9.6	6.6	331.0	12.0
Financing, insurance, real estate, professional and business services	687.8	26.3	23.1	15.8	710.8	25.7
Public administration, social and personal services	501.3	19.1	46.2	31.7	547.5	19.8
Others	16.5	0.6	0.9	0.6	17.4	0.6
<b>Overall</b>	<b>2 619.6</b>	<b>100.0</b>	<b>146.0</b>	<b>100.0</b>	<b>2 765.6</b>	<b>100.0</b>

Notes:

Figures in the table may not add up to the total due to rounding.

Percentages are derived from unrounded figures.

- (1) Excluding government employees, live-in domestic workers, and student interns and work experience students as exempted by the Minimum Wage Ordinance.
- (2) Referring to employees employed continuously for at least four weeks or more, with at least 18 hours worked in each week.
- (3) Referring to employees employed continuously for less than four weeks, or with less than 18 hours worked in each week.
- (4) Including food processing and production.

Source: Annual Earnings and Hours Survey, Census and Statistics Department

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)056**

**(Question Serial No. 0697)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Vacancy information is currently posted on “Job Easy” Vacancy Search Terminals (VST) provided by the Labour Department (LD) across various districts to help employers find the right candidate and as a user-friendly measure for job seekers. The terminals are equipped with user-friendly search engines and printing facilities which enable job seekers to choose vacancies according to various selection criteria and print out information on their selected vacancies for job application. In this connection, would the Government advise this Committee of the following:

- (a) Please provide information on the distribution and number of terminals across various districts, as well as the number of people using the terminals and their usage;
- (b) Please provide information on the annual expenditure and staff establishment for operating and maintaining the terminals. What is the average annual expenditure required for operating each terminal; and
- (c) Has the Government evaluated the cost-effectiveness of the terminals and reviewed their operation?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 14)

Reply:

- (a) LD has installed a total of 144 vacancy search terminals (VSTs) in its job centres, industry-based recruitment centres, “Youth Employment Start” and regional offices of the Selective Placement Division, as well as a total of 95 VSTs in relevant government offices and organisations (including the Home Affairs Enquiry Centres/Community Centres of the Home Affairs Department, Housing Estate Offices of the Housing Department, sports centres of the Leisure and Cultural Services Department, ERB Service Centres of the Employees Retaining Board as well as service points of non-governmental organisations, etc.) for members of the public to browse and search for job vacancies. In 2023, the above-mentioned VSTs (239 in total) recorded over

320 000 page views. The districts where the VSTs are installed, the number of VSTs installed and the number of page views recorded in 2023 are at Annex.

- (b) In 2023-24 (as at February 2024), the recurrent expenses for operating 239 VSTs are about \$1.64 million and the average recurrent operational expenses per VST are about \$6,900. As the LD staff responsible for the operation of VSTs also undertake other duties, the staff establishment and expenditure involved cannot be separately identified.
- (c) VSTs installed at different locations provide an additional channel for members of the public to obtain information on job vacancies from LD. LD will continue to review the operation and usage of VSTs, and consider adjusting the number of VSTs and their installation locations to meet the service needs of the public as and when appropriate.

**Districts where VSTs are installed, number of VSTs installed  
and number of page views in 2023**

**Hong Kong Island**

District	Number	Page views in 2023
Central & Western	17	19 512
Eastern	9	12 179
Southern	4	2 330
Wan Chai	3	3 933

**Kowloon**

District	Number	Page views in 2023
Kowloon City	6	9 143
Kwun Tong	25	28 943
Sham Shui Po	27	48 049
Wong Tai Sin	17	28 293
Yau Tsim Mong	13	10 317

**New Territories and Islands**

District	Number	Page views in 2023
Kwai Tsing	14	7 594
North	13	22 241
Sai Kung	4	3 966
Sha Tin	12	18 846
Tai Po	10	15 576
Tsuen Wan	17	34 097
Tuen Mun	16	17 528
Yuen Long	24	34 606
Islands	8	6 425

Note: As the VSTs do not have the function of user identification, no record of the number of users is maintained.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)057**

**(Question Serial No. 0698)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

To alleviate the manpower shortage in various industries, the Chief Executive-in-Council endorsed to enhance the coverage and operation of the Supplementary Labour Scheme (SLS) on 13 June 2023. The Enhanced Supplementary Labour Scheme (ESLS) started receiving applications on 4 September 2023. In this connection, would the Government advise this Committee of the following:

- (a) Please provide information on the applications under ESLS, including the numbers of applications and job vacancies received and approved, with breakdowns by industry and job title (please set out whether they fall within the 26 job categories previously excluded from labour importation), wage level, average time taken for vetting, and the longest and shortest processing time among the cases; and
- (b) Please provide a breakdown of the accommodation of imported workers by (i) accommodation provided for imported workers in Hong Kong, (ii) accommodation provided for imported workers on the Mainland, and (iii) imported workers residing in their residential premises on the Mainland.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 15)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to enhance the coverage and operation of the Supplementary Labour Scheme (SLS), including suspending the general exclusion of the 26 job categories (Annex 1) as well as unskilled/low-skilled posts from labour importation under SLS for 2 years. As at 29 February 2024, ESLS received 3 246 applications seeking to import 33 951 workers, and 789 applications involving 4 010 imported workers were approved. Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly wage are at Annexes 2 to 4.

The time required by LD for processing each ESLS application is affected by various factors, which include whether the applicant employer has provided sufficient



information or requested to change the application details during processing, etc. If the job vacancies involve novel job titles or special skills, LD will need more time to seek advice from relevant bureaux and/or departments, training bodies, professional bodies, etc. for setting the reasonable wages, entry requirements, scope of duties, etc. Upon receipt of all information and documents required for processing and after screening-in of the applications, LD can generally complete the vetting of the applications under ESLS within 3 months.

- (b) Under ESLS, employers are required to engage each prospective imported worker under a Standard Employment Contract, which stipulates the arrangement and standard of accommodation, etc. If the imported workers are Mainland residents, employers may opt to provide accommodation in Hong Kong or on the Mainland for the imported workers, or allow the imported workers to reside in their residential premises on the Mainland. LD does not maintain a breakdown of the accommodation arrangement for imported workers.

**List of job categories generally excluded from SLS**

1. Sales Representative	14. Presser
2. Sales Assistant	15. Hair Stylist
3. Waiter/Waitress	16. Warehouse Keeper
4. Receptionist	17. Cutter
5. Cashier	18. Cutting Room Operative
6. Junior Cook	19. Inspection Operative
7. Food Processing Worker	20. Delivery Worker
8. Clerical Worker	21. Driver
9. Teller	22. Demolition Worker
10. Computer/Key Punch Operator	23. Mason
11. Telephone Operator	24. Spray Paint Worker
12. Linen Attendant	25. Drain Layer
13. Washer	26. Leakage Worker

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 4 September 2023 to 29 February 2024:  
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fisheries	403	729
2. Manufacturing	2 259	363
3. Construction <sup>+</sup>	27	114
4. Import/Export Trades and Wholesale	1 189	114
(i) <i>Import/Export Trades</i>	(423)	(30)
(ii) <i>Wholesale</i>	(766)	(84)
5. Retail, Accommodation and Food Services	19 947	1 934
(i) <i>Retail</i>	(2 842)	(400)
(ii) <i>Accommodation Services</i>	(1 255)	(251)
(iii) <i>Food and Beverage Services</i>	(15 850)	(1 283)
6. Transportation, Storage, Information and Communications	1 380	64
7. Financing, Insurance, Real Estate, Professional and Business Services	1 136	124
8. Public Administration, Social and Personal Services <sup>++</sup>	7 610	568
<b>Total</b>	<b>33 951</b>	<b>4 010</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 29 February 2024, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>+</sup> Including applications submitted under SLS prior to the launch of the Labour Importation Scheme for the Construction Sector.

<sup>++</sup> Including applications submitted under SLS prior to the launch of the Special Scheme to Import Care Workers for Residential Care Homes.

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 4 September 2023 to 29 February 2024:  
a breakdown by job title**

Job title	No. of imported workers applied for*	No. of imported workers approved*
1. Waiter/Waitress <sup>#</sup>	6 518	457
2. Cook	3 740	448
3. Junior Cook <sup>#</sup>	3 168	301
4. Security Guard <sup>^</sup>	2 999	5
5. Sales Assistant <sup>#</sup>	2 697	354
6. Cleaner <sup>^</sup>	2 384	9
7. Warehouse Keeper <sup>#</sup>	1 150	106
8. Food Processing Worker <sup>#</sup>	763	58
9. Dish Washer <sup>^</sup>	715	23
10. Others	9 817	2 249
<b>Total</b>	<b>33 951</b>	<b>4 010</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 29 February 2024, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>#</sup> Falling within the 26 job categories generally excluded from labour importation under SLS.

<sup>^</sup> Falling within the unskilled/low-skilled posts generally excluded from labour importation under SLS.

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 4 September 2023 to 29 February 2024:  
a breakdown by monthly wage**

<b>Monthly wage</b>	<b>No. of imported workers applied for *</b>	<b>No. of imported workers approved *</b>
1. \$8,000 or below	-	-
2. Above \$8,000-\$10,000	195	-
3. Above \$10,000-\$12,000	2 779	499
4. Above \$12,000-\$14,000	5 874	911
5. Above \$14,000-\$16,000	13 870	1 270
6. Above \$16,000-\$18,000	7 453	685
7. Above \$18,000-\$20,000	2 434	268
8. Above \$20,000	1 346	377
<b>Total</b>	<b>33 951</b>	<b>4 010</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 29 February 2024, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)058**

**(Question Serial No. 0713)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

As stated under the Programme, to sustain the support for recent university graduates to reap the opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area, the Labour Department implemented the regularised Greater Bay Area Youth Employment Scheme in March 2023. In this connection, would the Government advise this Committee of the following:

- (a) According to the government information, the companies participating in the scheme will receive a monthly training allowance of HK\$10,000 for each graduate for up to 18 months. Since the launch of the scheme, please advise of:
- (i) the average cycle time during which the participating companies received government allowance;
  - (ii) the industry sector distribution of companies receiving allowance;
  - (iii) the average length of employment for Hong Kong youth participants in the recipient companies;
  - (iv) the working locations, posts, salary distribution and average salary of the youth participants;
  - (v) the number, age and educational attainment distribution of the youth participants; and
- (b) How many young people have reported for duty to date? How many of them have completed the full length of employment and what is their percentage? How much subsidy has been allocated by the Government?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 30)

Reply:

- (a)&(b) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since March 2023, encouraging enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disbursed a

monthly allowance of HK\$10,000 to enterprises for each person for up to 18 months.

The pilot scheme and the regularised scheme for 2023 respectively received 1 091 and 718 job offers for young people. As at 29 February 2024, HK\$117 million and HK\$11.99 million of allowance were disbursed to 198 and 86 enterprises under the pilot scheme and the regularised scheme respectively.

Under the pilot scheme, a total of 632 employed young people had completed the 18-month on-the-job training, accounting for 57.9% of the total number of participating young people. The average duration of enterprises disbursed with allowance for each employed young person was 11.3 months. The average length of employment for the employed young people was 14.2 months. The industry sector distribution of enterprises disbursed with allowance, as well as breakdowns of working location, occupational group, salary level, age and educational attainment of the employed young people are at Annex 1.

As most of the young people employed under the regularised scheme for 2023 are still undergoing on-the-job training, the Labour Department (LD) will compile the average duration of enterprises disbursed with allowance and the average length of employment for the employed young people in due course. The industry sector distribution of enterprises disbursed with allowance, as well as breakdowns of working location, occupational group, salary level, age and educational attainment of the employed young people as at 29 February 2024 are at Annex 2.

LD does not keep a breakdown of the average salary of the employed young people.

**The industry sector distribution of enterprises disbursed with allowance,  
breakdowns of working location, occupational group, salary level,  
age and educational attainment of the employed young people  
under the pilot Greater Bay Area Youth Employment Scheme launched in 2021**

(a) Breakdown of the number of enterprises disbursed with allowance by industry

<b>Industry</b>	<b>Number of enterprises</b>	<b>Percentage</b>
Business services	61	30.8%
Finance	23	11.6%
Manufacture of electronic parts	18	9.1%
Other manufacturing industry	17	8.6%
Import and export trades	11	5.6%
Education services	10	5.1%
Real estates	8	4.0%
Construction	7	3.5%
Transport	5	2.5%
Manufacture of plastic products	6	3.0%
Others	32	16.2%
<b>Total</b>	<b>198</b>	<b>100%</b>



(b) Breakdown of the number of employed young people by working location

<b>Working location</b>	<b>Number of people</b>	<b>Percentage</b>
Shenzhen	687	63.0%
Guangzhou	251	23.0%
Dongguan	61	5.6%
Zhuhai	40	3.6%
Huizhou	18	1.6%
Zhongshan	12	1.1%
Foshan	11	1.0%
Jiangmen	4	0.4%
Zhaoqing	4	0.4%
Not provided by enterprises	3	0.3%
<b>Total</b>	<b>1 091</b>	<b>100%</b>

(c) Breakdown of the number of employed young people by occupational group

<b>Occupational group</b>	<b>Number of people</b>	<b>Percentage</b>
Professionals	484	44.4%
Managers and administrators	288	26.4%
Associate professionals	250	22.9%
Clerical support workers	50	4.6%
Skilled agricultural and fishery workers	5	0.4%
Craft and related workers	2	0.2%
Others	12	1.1%
<b>Total</b>	<b>1 091</b>	<b>100%</b>

(d) Breakdown of the number of employed young people by salary level

<b>Salary level</b>	<b>Number of people</b>	<b>Percentage</b>
\$18,000 - \$21,000	969	88.8%
\$21,001 - \$24,000	79	7.2%
\$24,001 - \$27,000	8	0.7%
\$27,001 - \$30,000	6	0.5%
\$30,001 or above	29	2.7%
<b>Total</b>	<b>1 091</b>	<b>100%</b>

(e) Breakdown of the number of employed young people by age group

<b>Age group</b>	<b>Number of people</b>	<b>Percentage</b>
20-24	722	66.2%
25-29	330	30.2%
30-34	18	1.6%
35-39	4	0.4%
Not provided by enterprises/ employed young people	17	1.6%
<b>Total</b>	<b>1 091</b>	<b>100%</b>

(f) Breakdown of the number of employed young people by educational attainment

<b>Educational attainment</b>	<b>Number of people</b>	<b>Percentage</b>
Bachelor Degree	883	80.9%
Master Degree	205	18.8%
Doctorate or above	2	0.2%
Others*	1	0.1%
<b>Total</b>	<b>1 091</b>	<b>100%</b>

\* The employed young person was an Associate Degree holder. The application for allowance submitted by the employer was not approved.

**The industry sector distribution of enterprises disbursed with allowance,  
breakdowns of working location, occupational group, salary level,  
age and educational attainment of the employed young people  
under the Greater Bay Area Youth Employment Scheme for 2023  
as at 29 February 2024**

(a) Breakdown of the number of enterprises disbursed with allowance by industry

<b>Industry</b>	<b>Number of enterprises</b>	<b>Percentage</b>
Business services	36	41.9%
Import and export trades	8	9.3%
Finance	6	7.0%
Other manufacturing industry	6	7.0%
Education services	5	5.8%
Manufacture of electronic parts	3	3.5%
Real estates	2	2.3%
Construction	2	2.3%
Transport	1	1.1%
Others	17	19.8%
<b>Total</b>	<b>86</b>	<b>100%</b>

(b) Breakdown of the number of employed young people by working location

<b>Working location</b>	<b>Number of people</b>	<b>Percentage</b>
Shenzhen	503	70.0%
Guangzhou	144	20.0%
Dongguan	28	3.9%
Zhuhai	22	3.1%
Foshan	7	1.0%
Zhongshan	6	0.8%
Huizhou	4	0.6%
Jiangmen	2	0.3%
Zhaoqing	2	0.3%
<b>Total</b>	<b>718</b>	<b>100%</b>

(c) Breakdown of the number of employed young people by occupational group

<b>Occupational group</b>	<b>Number of people</b>	<b>Percentage</b>
Managers and administrators	247	34.4%
Professionals	227	31.6%
Associate professionals	146	20.3%
Clerical support workers	92	12.8%
Skilled agricultural and fishery workers	4	0.6%
Others	2	0.3%
<b>Total</b>	<b>718</b>	<b>100%</b>

(d) Breakdown of the number of employed young people by salary level

<b>Salary level</b>	<b>Number of people</b>	<b>Percentage</b>
\$18,000 - \$21,000	685	95.4%
\$21,001 - \$24,000	18	2.5%
\$24,001 - \$27,000	13	1.9%
\$27,001 - \$30,000	1	0.1%
\$30,001 or above	1	0.1%
<b>Total</b>	<b>718</b>	<b>100%</b>

(e) Breakdown of the number of employed young people by age group

<b>Age group</b>	<b>Number of people</b>	<b>Percentage</b>
20-24	474	66.0%
25-29	237	33.0%
30-34	4	0.6%
35-39	2	0.3%
40 or above	1	0.1%
<b>Total</b>	<b>718</b>	<b>100%</b>

(f) Breakdown of the number of employed young people by educational attainment

<b>Educational attainment</b>	<b>Number of people</b>	<b>Percentage</b>
Bachelor Degree	547	76.2%
Master Degree	170	23.7%
Doctorate or above	1	0.1%
<b>Total</b>	<b>718</b>	<b>100%</b>

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)059**

**(Question Serial No. 0714)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour Department (LD) provides free employment service to all job seekers. It provides assistance and counselling services to the unemployed and persons with disabilities (PWDs); career guidance, pre-employment and on-the-job training to young people; and labour market information to all job seekers, including new arrivals and ethnic minorities (EMs). It also implements employment programmes with a view to promoting the employment of the elderly, young people and PWDs. In this connection, would the Government advise this Committee of the following:

- (a) Please set out the details of the assistance or counselling services LD provided to the unemployed and PWDs in the past 3 years. Please provide
  - (i) the names of the programmes involved;
  - (ii) the counselling agencies involved;
  - (iii) the number of cases involved; and
  - (iv) the expenditures involved; (Please set out in table form)
- (b) Among the above unemployment cases, how many involved
  - (i) new arrivals;
  - (ii) EMs;
  - (iii) the elderly and middle-aged;
  - (iv) young people; and
  - (v) PWDs? (Please set out in table form)
- (c) According to the indicators under Programme (2): Employment Services, there were increases in the numbers of able-bodied and disabled job seekers registered in 2023 compared to those of 2022. The number of placements however decreased. Could the Government explain the reasons for the situation; and
- (d) As the unemployment rate has continued to drop in recent months, employers have found it more difficult to recruit employees than in the past. Has the Government adopted any measures to enhance the employment services of LD so as to assist

employers in recruiting employees and increase the successful matching rate of the services?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 31)

Reply:

- (a) The Employment Services Division of LD provides diversified and free employment services to job seekers through job centres across the territory, the 3 industry-based recruitment centres for the catering, retail and construction industries, the Telephone Employment Service Centre, the Interactive Employment Service (iES) website and its mobile application, etc. LD also liaises with employers in various industries to canvass vacancies suitable for job seekers with different educational backgrounds and working experience, and organises different types of job fairs to expedite the dissemination of employment information. Apart from searching for job vacancies through the above channels, job seekers may also meet employment officers at job centres to obtain personalised employment advisory service, which includes conducting career aptitude assessment to help them match and find suitable jobs. Besides, the Selective Placement Division (SPD) of LD provides job seekers with disabilities who are fit for open employment with personalised employment services, including employment counselling, job matching and referral, and post-placement follow-up services.

LD implements various employment programmes to assist job seekers in securing employment. These programmes include:

- (i) Employment Programme for the Elderly and Middle-aged (EPEM): It encourages employers to engage job seekers aged 40 or above and provide on-the-job training (OJT), while LD grants OJT allowances to employers. The number of EPEM placements from 2021 to 2023 and the expenditure from 2021-22 to 2023-24 (as at February 2024) are at Annex 1.
- (ii) Youth Employment and Training Programme (YETP): It provides young people aged 15 to 24 with educational attainment at sub-degree level or below with free and dedicated training and employment support services, including training courses, workplace attachment training, OJT, and case management and employment support services. The service providers of case management and employment support services under YETP and the number of trainees enrolled in YETP for the 3 programme years (running from September each year to August of the following year) from 2020/21 to 2022/23, and the expenditure of YETP from 2021-22 to 2023-24 (as at February 2024) are at Annex 2.
- (iii) Work Orientation and Placement Scheme (WOPS): It encourages employers to engage persons with disabilities (PWDs) who are fit for open employment, and provide OJT and support, while LD grants OJT allowances to employers. The number of WOPS placements from 2021 to 2023 and the expenditure from 2021- 22 to 2023-24 (as at February 2024) are at Annex 3.
- (iv) Counselling Scheme for Persons with Disabilities: Registered social workers of the non-governmental organisations (NGOs) engaged by LD, namely the Baptist Oi Kwan Social Service and the Society of Rehabilitation and Crime Prevention,

Hong Kong (since September 2022), provide psychological and emotional counselling service to job seekers with disabilities in need. The number of cases under the Scheme and the expenditure on the Scheme from 2021-22 to 2023-24 (as at February 2024) are at Annex 4.

- (v) Racial Diversity Employment Programme: LD commissioned NGOs, namely the Baptist Oi Kwan Social Service and the Society of Rehabilitation and Crime Prevention, Hong Kong (since November 2023), to provide one-stop employment services to EM job seekers under a case management approach. The number of job seekers served under the Programme from 2021 to 2023 as well as the expenditure from 2021-22 to 2023-24 (as at February 2024) are at Annex 5.
- (b) The numbers of new arrivals, EMs, and the elderly and middle-aged who registered for LD's employment services, as well as the number of job seekers with disabilities who registered with SPD of LD for employment services from 2021 to 2023 are at Annex 6. As job seekers who register with LD for employment services are not required to report their employment status, the figures concerned include both job seekers who are working and unemployed. The number of trainees enrolled in YETP for the 3 programme years from 2020/21 to 2022/23 are at Annex 2.
- (c) From 2021 to 2023, LD recorded 42 985, 26 998 and 35 379 able-bodied job seekers and 197 793, 164 713 and 153 488 placements respectively in each year. Fluctuations in the relevant figures are attributed to many factors, including the economic recovery and overall labour market situation after the COVID-19 pandemic. Meanwhile, the vast majority (99%) of vacancies currently advertised through LD are open for direct application to employers by job seekers. Without the need for prior registration with LD for employment services, job seekers can obtain information on job vacancies through iES website ([www.jobs.gov.hk](http://www.jobs.gov.hk)) or its mobile application. As the placement figures were mainly captured through LD's semi-annual sample surveys on the job filling situation of employers who had advertised their vacancies via LD, it is not appropriate to make direct comparison of the number of job seekers who registered for the services and the number of placements.

Over the same period, LD recorded registrations for employment services from 2 882, 2 570 and 2 840 job seekers with disabilities, and 2 375, 2 412 and 2 406 placements respectively in each year.

- (d) LD reviews the implementation of employment services from time to time and adjusts the measures concerned as and when appropriate in the light of the employment market situation, striving to help employers recruit employees and job seekers secure employment more effectively. LD will continue to liaise with employers of various industries and provide diversified services according to the employment needs of job seekers, such as organising large-scale job fairs, and staging district-based and thematic job fairs in LD's job centres and the 3 recruitment centres, so as to expedite the dissemination of employment information and increase the success rate of job matching.

Meanwhile, LD will launch a 3-year "Re-employment Allowance Pilot Scheme" in the third quarter of 2024, targeting persons aged 40 or above who have not been in paid employment for 3 consecutive months or more, with a view to providing more incentives



for them to re-join the workforce and helping unleash the potential labour force. LD is currently firming up the collaboration with labour organisations to plan and implement the Scheme.

## Employment Programme for the Elderly and Middle-aged

### Number of placements eligible for joining EPEM

Year	No. of placements
2021	3 340
2022	2 707
2023	3 873

### Expenditure

Year	Amount (\$million)
2021-22	22.3
2022-23	26.4
2023-24 (as at February 2024)	34.3

## Youth Employment and Training Programme

### Service providers of case management and employment support services

<b>2020/21 programme year</b>	
1	Methodist Centre
2	YMCA of Hong Kong
3	Caritas - Hong Kong
4	New Territories Association Retraining Centre
5	Hong Kong Confederation of Trade Unions
6	Hong Kong College of Technology
7	Hong Kong Young Women's Christian Association
8	H.K.S.K.H. Lady MacLehose Centre
9	Hong Kong Employment Development Service Limited
10	The Hong Kong Federation of Trade Unions Occupational Retraining Centre
11	The Salvation Army
12	Christian Family Service Centre
13	The Hong Kong Federation of Youth Groups
14	Hong Kong Children and Youth Services
15	Baptist Oi Kwan Social Service
16	The Evangelical Lutheran Church Social Service - Hong Kong
17	Hong Kong PHAB Association
18	The Federation of Hong Kong & Kowloon Labour Unions

<b>2021/22 to 2022/23 programme years</b>	
1	Methodist Centre
2	YMCA of Hong Kong
3	New Territories Association Retraining Centre
4	Hong Kong College of Technology
5	Hong Kong Young Women's Christian Association
6	H.K.S.K.H. Lady MacLehose Centre
7	Hong Kong Employment Development Service Limited
8	The Hong Kong Federation of Trade Unions Occupational Retraining Centre
9	The Salvation Army
10	The Hong Kong Federation of Youth Groups
11	Hong Kong Children and Youth Services
12	Baptist Oi Kwan Social Service
13	The Evangelical Lutheran Church Social Service - Hong Kong
14	Hong Kong PHAB Association
15	The Federation of Hong Kong & Kowloon Labour Unions

Number of trainees enrolled in the programme years from 2020/21 to 2022/23

<b>Programme year</b>	<b>No. of trainees</b>
2020/21	4 191
2021/22	3 222
2022/23	3 053

Note: Youth Employment and Training Programme operates on the basis of programme year, running from September each year to August of the following year.

Expenditure from 2021-22 to 2023-24

<b>Year</b>	<b>Amount (\$million)</b>
2021-22	100.5
2022-23	105.3
2023-24 (as at February 2024)	88.93

### Work Orientation and Placement Scheme

#### Number of cases

<b>Year</b>	<b>No. of placements</b>
2021	1 137
2022	1 228
2023	1 185

#### Expenditure

<b>Year</b>	<b>Amount (\$million)</b>
2021-22	24.64
2022-23	34.09
2023-24 (as at February 2024)	34.44

### Counselling Scheme for Persons with Disabilities

#### Number of cases

Year	No. of counselling cases
2021-22	57
2022-23	28
2023-24 (as at February 2024)	37

#### Expenditure

Year	Amount (\$'000)
2021-22	99
2022-23	78
2023-24 (as at February 2024)	124

## Racial Diversity Employment Programme

### Number of job seekers served

Year	No. of job seekers served
2021	536
2022	344
2023	255

### Expenditure

Year	Amount (\$million)
2021-22	3.26
2022-23	2.06
2023-24 (as at February 2024)	1.74

**Numbers of new arrivals, EMs and the elderly and middle-aged  
who registered with LD for employment services from 2021 to 2023**

<b>Year</b>	<b>New arrivals</b>	<b>EMs</b>	<b>The elderly and middle-aged</b>
2021	2 708	1 372	22 796
2022	1 234	870	17 097
2023	2 801	953	22 691

Note: Job seekers who registered for employment services may fall under more than one of the above categories.

**Number of PWDs who registered with SPD of LD  
for employment services from 2021 to 2023**

<b>Year</b>	<b>No. of PWDs</b>
2021	2 882
2022	2 570
2023	2 840

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)060**

**(Question Serial No. 0715)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Suspension notices and improvement notices are issued by the Labour Department (LD) during construction site inspections to monitor the performance of persons-in-charge in regulating irregularities, and the proprietors involved will not be allowed to resume work generally until LD is satisfied that measures have been taken to eliminate the related hazards. In this connection, would the Government advise this Committee of the following:

- (a) In the past 3 years,
  - (i) the numbers of regular and surprise safety inspections conducted by LD
  - (ii) the percentage of the sites covered by inspection to all the works sites across Hong Kong
  - (iii) the average numbers of weeks from the receipt of suspension notice and improvement notice by the person-in-charge to the time of approval to resume work;
- (b) It is learnt that LD has set up “Special Task Forces” to continue to conduct rigorous inspections and enforcement actions targeting construction sites (especially sites of new works and sites involving high-risk work processes) in the coming period to combat unsafe work activities. Would the Government provide a brief account of the work and the evaluation of effectiveness of the “Special Task Forces”; and
- (c) It is learnt that LD has recently enriched the curriculum of mandatory basic safety training courses for the construction industry (i.e. “Green Card”) by including safety hints for new construction workers and safe lifting operations, etc., to minimise the risks of accidents. Would the Government provide a brief account of the specific details and the number of enrolment of the new courses? How will the Government enhance the safety training for in-service workers?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 32)

Reply:

- (a) The number of surprise occupational safety inspections conducted by the Labour Department (LD) on construction sites in the past 3 years is tabulated below:

	Number of inspections		
	2021	2022	2023
<b>Total</b>	<b>71 063</b>	<b>65 571</b>	<b>71 235</b>

LD has been carrying out inspection and enforcement at workplaces across the territory according to the risk-based principle and the established mechanism. As there are no specific sites designated to be covered by inspection, LD does not have the relevant figures on the percentage of the sites covered by inspection to all the works sites across the territory.

After issuing suspension notices, LD will take follow-up action in accordance with the established procedures in a timely manner. The duty holders will not be allowed to resume work until LD is satisfied that appropriate measures have been taken to eliminate the related hazards. The decision of whether and when to resume work depends on the attitude of the duty holders and the actual work involved in eliminating the hazards. LD does not keep statistics on the average number of weeks taken for workplaces to be approved to resume work upon receipt of suspension notices.

After issuing improvement notices, LD will take follow-up action in accordance with the established procedures in a timely manner to ensure early rectification of irregularities. In most of the cases, the duty holders will take appropriate measures to rectify or remove the irregularities. LD will take out prosecution against individual cases of non-compliance with the requirements of the improvement notices. As improvement notices do not require suspension of work at workplaces, there is no mechanism for approving the resumption of work. LD does not keep statistics on the average number of weeks taken for workplaces to rectify the irregularities as required upon receipt of improvement notices.

- (b) LD set up Special Task Forces in November 2023 to continue to conduct inspections and enforcement actions targeting construction sites (especially sites of new works and sites involving high-risk work processes) with zero tolerance for any breaches of laws to combat unsafe work activities.

The Special Task Forces completed their inspections in February 2024. A total of 659 construction sites across the territory were inspected, with 788 improvement notices/suspension notices issued and 345 prosecutions initiated, mainly involving irregularities such as unsafe work-at-height activities and lifting operations as well as failure to provide or wear personal protective equipment.

- (c) LD has updated the course content of the “Construction Green Card Course” in October 2023 by including the Caring Programme for New Construction Workers, safety hints for newly employed construction workers and accident studies/analyses to enhance the safety awareness of newly employed construction workers. In addition, the update also includes contents on truss-out bamboo scaffolds, power-operated elevating work platforms, confined spaces, personal protective equipment, excavation works and working under hot weather. The aim of the “Construction Green Card Course” is to

provide basic safety training to employees engaged in construction works. In addition to the above, the course also covers basic safety concepts on construction sites, occupational safety and health legislation applicable to construction sites, common potential hazards on construction sites and their preventions, emergency preparedness, handling of accidents and dangerous occurrences, and basic concepts of fire prevention on construction sites, etc. Since the course update and up to the end of December 2023, a total of 57 227 persons have successfully completed the course and been issued with a “Construction Green Card”. LD does not keep information on the number of persons enrolled in the new course.

The “Construction Green Card” is valid for a period of 3 years, and the holders are required to attend the revalidation course regularly. Workers who have completed the course before the course is updated can learn about the updated content of the course during the revalidation course. In addition, the Refresher and Tutorial Materials for the updated “Construction Green Card Course” are available on the LD website for workers who have completed the course or those who have yet to enrol to browse, revisit or preview the key contents of the updated course at any time.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)061**

**(Question Serial No. 0816)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) is responsible for processing the applications under the Enhanced Supplementary Labour Scheme (ESLS), and it is expected that 2 000 applications under the Supplementary Labour Scheme (SLS)/ESLS will be processed in 2024. In this connection, would the Government advise this Committee of the following:

- (a) The number of applications received from employers, the number of imported workers involved, and the number of imported workers who have arrived in Hong Kong (with a breakdown by industry) since the launch of ESLS in September 2023;
- (b) The average numbers of days required for processing labour importation applications under SLS and ESLS respectively; and
- (c) Given that the number of applications to be processed by LD is expected to increase in 2024 as compared with 2022 and 2023, has LD increased the provision for the manpower and expenditure to process the applications? If yes, what are the details? If not, what are the reasons?

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 34)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to enhance the coverage and operation of the Supplementary Labour Scheme (SLS), including suspending the general exclusion of the 26 job categories (Annex 1) as well as unskilled/low-skilled posts from labour importation under SLS for 2 years. As at 29 February 2024, ESLS received 3 246 applications seeking to import 33 951 workers, and 4 010 imported workers were approved. A breakdown of the numbers of imported workers applied for and approved by industry is at Annex 2. LD does not keep statistics on the imported workers who have arrived in Hong Kong under ESLS.

- (b) The time required by LD for processing each SLS/ESLS application is affected by various factors, which include whether the applicant employer has provided sufficient information or requested to change the application details during processing, etc. If the job vacancies involve novel job titles or special skills, LD will need more time to seek advice from relevant bureaux and/or departments, training bodies, professional bodies, etc. for setting the reasonable wages, entry requirements, scope of duties, etc. Upon receipt of all information and documents required for processing and after screening-in of the applications, LD can generally complete the vetting of the applications under ESLS within 3 months. In the past, the processing of most SLS applications took about 5 months.
- (c) SLS/ESLS is administered by the Supplementary Labour Division (SLD) of LD. In 2024-25, SLD will create 12 Labour Officer Grade posts and employ both non-civil service contract staff and post-retirement service contract staff to assist in implementing ESLS.

LD closely monitors the implementation of ESLS and adopts feasible measures with a view to enhancing the workflow of processing applications. If necessary, LD will apply for additional resources in accordance with the established mechanism.

**List of job categories generally excluded from SLS**

1. Sales Representative	14. Presser
2. Sales Assistant	15. Hair Stylist
3. Waiter/Waitress	16. Warehouse Keeper
4. Receptionist	17. Cutter
5. Cashier	18. Cutting Room Operative
6. Junior Cook	19. Inspection Operative
7. Food Processing Worker	20. Delivery Worker
8. Clerical Worker	21. Driver
9. Teller	22. Demolition Worker
10. Computer/Key Punch Operator	23. Mason
11. Telephone Operator	24. Spray Paint Worker
12. Linen Attendant	25. Drain Layer
13. Washer	26. Leakage Worker

**Numbers of imported workers applied for and approved  
under SLS/ESLS from 4 September 2023 to 29 February 2024:  
a breakdown by industry**

Industry	No. of imported workers applied for*	No. of imported workers approved*
1. Agriculture and Fisheries	403	729
2. Manufacturing	2 259	363
3. Construction <sup>+</sup>	27	114
4. Import/Export Trades and Wholesale	1 189	114
(i) <i>Import/Export Trades</i>	(423)	(30)
(ii) <i>Wholesale</i>	(766)	(84)
5. Retail, Accommodation and Food Services	19 947	1 934
(i) <i>Retail</i>	(2 842)	(400)
(ii) <i>Accommodation Services</i>	(1 255)	(251)
(iii) <i>Food and Beverage Services</i>	(15 850)	(1 283)
6. Transportation, Storage, Information and Communications	1 380	64
7. Financing, Insurance, Real Estate, Professional and Business Services	1 136	124
8. Public Administration, Social and Personal Services <sup>++</sup>	7 610	568
<b>Total</b>	<b>33 951</b>	<b>4 010</b>

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 29 February 2024, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>+</sup> Including applications submitted under SLS prior to the launch of the Labour Importation Scheme for the Construction Sector.

<sup>++</sup> Including applications submitted under SLS prior to the launch of the Special Scheme to Import Care Workers for Residential Care Homes.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)062**

**(Question Serial No. 0817)**

Head: (90) Labour Department  
Subhead (No. & title): ( )  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

To sustain the support for recent university graduates to reap the opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area, the Labour Department (LD) implemented the regularised Greater Bay Area Youth Employment scheme in March 2023. In addition, LD disbursed a monthly allowance of HK\$10,000 to enterprises for each youth participant for up to 18 months. In this connection, would the Government inform this Committee of the following:

- (a) The respective numbers of applications received from enterprises, jobs involved, youth applicants and persons employed before and after the regularisation of the scheme; and
- (b) The annual expenditure for the scheme since its launch in 2021, and the number of young people employed under the scheme who stayed in employment in the Mainland enterprises in the Greater Bay Area after the completion of the 18-month allowance period and their proportion to the total number of persons employed during the same period.

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 35)

Reply:

- (a) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since March 2023, encouraging enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. The pilot scheme received 3 494 job vacancies from 417 enterprises and 1 091 job offers for young people, while the regularised scheme for 2023 received 2 540 job vacancies from 278 enterprises and 718 job offers for young people. As the scheme allows enterprises to recruit eligible young people directly through various channels while young people are not required to enrol in the scheme in advance, information on the number of young people applied for jobs is not available.



- (b) As at 29 February 2024, the total expenditures for the pilot scheme and the regularised scheme for 2023 were \$121.7 million and \$28.97 million respectively.

Under the pilot scheme, a total of 632 employed young people had completed the 18-month on-the-job training, accounting for 57.9% of the total number of participating young people; and 464 of them continued to be employed by the relevant enterprises, accounting for 73.4% of the young people who had completed on-the-job training. The Labour Department (LD) does not keep information on the working locations of the employed young people after they have completed the pilot scheme. As most of the young people employed under the regularised scheme for 2023 are still undergoing on-the-job training, LD will compile the relevant data in due course.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)063**

**(Question Serial No. 2141)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the various employment programmes implemented by the Labour Department (LD), would the Government advise this Committee of the following:

- (a) The number of employers benefited from the various employment programmes and the number of person-times involved; the number of job seekers benefited from the various employment programmes and the number of person-times involved; the respective amounts of allowances/fees disbursed to employers, job seekers and service providers; expenditures on promotion, staff costs and operating expenses in the past 3 years;
- (b) The estimated numbers of person-times of employers/job seekers to be benefited from the various employment programmes (including the Re-employment Allowance Pilot Scheme yet to be rolled out), expenditures on allowance payment, service provider fees, expenditures on promotion, staff costs and operating expenses in 2024-25;
- (c) The respective years in which the employment programmes were first launched and the cumulative numbers of applications;
- (d) Has the Government reviewed the effectiveness of the existing employment programmes or planned to introduce other employment programmes to further identify and unleash the potential labour force? If yes, what are the details; if not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 25)

Reply:

- (a) to (c) LD implements various employment programmes targeting different groups to enhance their employment opportunities. These programmes include:
  - (i) Employment Programme for the Elderly and Middle-aged (EPEM): Launched in May 2003, it encourages employers to engage job seekers aged 40 or above and provide on-the-job training (OJT), while LD grants OJT

allowances to employers. From 2021 to 2023, LD recorded 3 340, 2 707 and 3 873 eligible placements under EPEM respectively in each year, involving 1 266, 1 169 and 1 420 employers. The expenditures from 2021-22 to 2023-24 (as at February 2024) and the estimated expenditure for 2024-25 are at Annex.

- (ii) **Work Trial Scheme (WTS):** Launched in June 2005, it enables job seekers who have difficulties in finding jobs to participate in a one-month (30 days) full-time or part-time work trial to enhance their employability. From 2021 to 2023, 336, 201 and 211 trial placements were recorded under WTS respectively in each year, involving 180, 118 and 133 organisations. The expenditures from 2021-22 to 2023-24 (as at February 2024) and the estimated expenditure for 2024-25 are at Annex.
- (iii) **Work Orientation and Placement Scheme (WOPS):** Launched in 2005, it encourages employers to engage persons with disabilities who are fit for open employment, and provide OJT and support, while LD grants OJT allowances to employers. From 2021 to 2023, WOPS recorded 1 137, 1 228 and 1 185 placements respectively in each year, involving 426, 514 and 516 organisations. The expenditures from 2021-22 to 2023-24 (as at February 2024) and the estimated expenditure for 2024-25 are at Annex.
- (iv) **Racial Diversity Employment Programme (RDEP):** The pilot programme was launched in November 2020 and has been regularised since November 2023. LD has commissioned non-governmental organisations to implement RDEP to provide one-stop employment services for ethnic minority (EM) job seekers through a case management approach. From 2021 to 2023, 536, 344 and 255 EM job seekers were served under RDEP each year. The staff costs for the programme from 2021-22 to 2023-24 (as at February 2024) were \$2.74 million, \$2.81 million and \$2.57 million respectively, while the estimated staff cost for 2024-25 is \$2.92 million. Other expenditures from 2021-22 to 2023-24 (as at February 2024) and their estimates for 2024-25 are at Annex.
- (v) **Youth Employment and Training Programme (YETP):** The Youth Pre-employment Training Programme and the Youth Work Experience and Training Scheme, launched by LD in 1999 and 2002 respectively, were integrated into YETP in 2009. YETP provides young people aged 15 to 24 with educational attainment at sub-degree level or below with free and dedicated training and employment support services, including training courses, workplace attachment training, OJT, and case management and employment support services. The numbers of trainees enrolled in YETP from the 2020/21 to 2022/23 programme years (running from September each year to August of the following year) were 4 191, 3 222 and 3 053 respectively, while 500, 518 and 421 employers were granted allowances in each year from 2021-22 to 2023-24 (as at February 2024). The expenditures of YETP from 2021-22 to 2023-24 (as at February 2024) and the estimated expenditure for 2024-25 are at Annex.

- (vi) Greater Bay Area (GBA) Youth Employment Scheme: The pilot scheme was launched in 2021 and has been regularised (the regularised scheme) since March 2023. It encourages enterprises to employ university graduates of Hong Kong and station them to work in the Mainland cities of GBA. According to the number of young people employed, the Government disburses a monthly allowance of HK\$10,000 to enterprises for each person for up to 18 months. The pilot scheme and the regularised scheme for 2023 respectively received 1 091 and 718 job offers for young people. As at 29 February 2024, allowances were disbursed to 198 and 86 enterprises under the pilot scheme and the regularised scheme respectively. The expenditures for the pilot scheme and the regularised scheme for 2023 (as at February 2024) and the estimated expenditure for 2024-25 are at Annex.
- (vii) Re-employment Allowance Pilot Scheme (REA Scheme): To be launched in the third quarter of 2024, it targets persons aged 40 or above who have not been in paid employment for 3 consecutive months or more. Re-employment allowance will be granted to each eligible person who has worked consecutively for a specific period of time during the implementation of the Scheme, so as to encourage them to rejoin the workforce and help unleash the potential labour force. The REA Scheme will last for 3 years and is expected to benefit 6 000 middle-aged and elderly persons rejoining the workforce. The estimated expenditure for the disbursement of re-employment allowance is \$120 million. The estimated expenditure on promotion for 2024-25 is \$4 million.

EPEM, WTS, WOPS, YETP and the REA Scheme are implemented by LD staff who also undertake other duties, and hence the staff costs and operational expenses involved cannot be separately identified.

LD has been implementing the above employment programmes on an on-going basis. Whether job seekers are placed into employment and employers participate in the employment programmes are affected by various factors, and hence LD is unable to estimate the numbers of participating organisations and job seekers placed into employment. LD does not keep statistics on the cumulative numbers of applications for the above employment programmes after they were first launched.

- (d) LD will continue to closely monitor the economy and labour market situation of Hong Kong, and is committed to continuously enhancing its employment services and related support measures to meet the different needs of the public and assist them to join the labour market.

**Expenditures from 2021-22 to 2023-24 (as at February 2024) and  
estimated expenditure for 2024-25  
of various employment programmes**

(i) Employment Programme for the Elderly and Middle-aged

	<b>Expenditure (\$million)</b>			
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24 (as at February 2024)</b>	<b>2024-25 (estimate)</b>
Expenditure on allowance	19.3	22.8	29.6	33.1
Expenditure on promotion	0.97	0.83	0.61	0.6

(ii) Work Trial Scheme

	<b>Expenditure (\$million)</b>			
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24 (as at February 2024)</b>	<b>2024-25 (estimate)</b>
Expenditure on allowance	1.86	1.17	1.54	2.41
Expenditure on promotion	0.39	0.44	0.38	0.38

(iii) Work Orientation and Placement Scheme

	<b>Expenditure (\$million)</b>			
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24 (as at February 2024)</b>	<b>2024-25 (estimate)</b>
Expenditure on allowance	24.02	33.52	33.7	37.54
Publicity and other administrative expenses	0.62	0.58	0.74	1.1

(iv) Racial Diversity Employment Programme

	<b>Expenditure (\$million)</b>			
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24 (as at February 2024)</b>	<b>2024-25 (estimate)</b>
Fees disbursed to service providers <sup>Note</sup>	3.26	2.06	1.74	5
Staff cost	2.74	2.81	2.57	2.92

Note: The services provided by the service providers include promotional services.

(v) Youth Employment and Training Programme

	<b>Expenditure (\$million)</b>			
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24 (as at February 2024)</b>	<b>2024-25 (estimate) <sup>Note</sup></b>
Expenditure on allowance	63.21	73.91	64.9	104.5
Expenditure on promotion	4.86	4.52	4.74	4.81
Fees disbursed to service providers	22.36	20.47	11.7	21

Note: The estimated expenditure for 2024-25 includes provisions earmarked for the increase in the demand for YETP services from employers and young people.

(vi) Greater Bay Area Youth Employment Scheme

	<b>Expenditure (\$million)</b>		
	<b>Pilot scheme (as at February 2024)</b>	<b>Regularised scheme for 2023 (as at February 2024)</b>	<b>2024-25 (estimate)</b>
Expenditure on allowance	117	11.99	90.18
Expenditure on promotion and operation	4.7	6.73	10.28
Staff cost <sup>Note</sup>	N/A	10.25	10.66

Note: As the LD staff launching the pilot scheme also undertook other duties, the staff cost involved could not be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)064**

**(Question Serial No. 2142)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) has put in place the Racial Diversity Employment Programme (RDEP) to further strengthen employment support for ethnic minority (EM) job seekers. With regard to RDEP, would the Government advise this Committee of the following:

- (a) The number of participants broken down by ethnicity, educational attainment and age group in the past 3 years;
- (b) The number of successful placements broken down by ethnicity, educational attainment and salary in the past 3 years;
- (c) The staff establishment and ranks, staff cost and related operational expenses involved in RDEP in the past 3 years;
- (d) Whether the Government has any plans to collaborate with the education sector in providing employment support services for EM students who are unable to pursue further studies. If yes, what are the details? If not, what are the reasons?
- (e) Whether the Government has promoted and publicised the employment of EMs to the business sector apart from providing employment support services so as to further unleash the potential labour force. If yes, what are the details? If not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 26)

Reply:

- (a) From 2021 to 2023, RDEP each year served 536, 344 and 255 EM job seekers. Breakdowns of the numbers by ethnicity, educational attainment and age are at Annex 1.

- (b) From 2021 to 2023, there were 259, 122 and 129 successful placements recorded under RDEP in each year. Breakdowns of the numbers by ethnicity, educational attainment and salary are at Annex 2.
- (c) From 2021-22 to 2023-24 (as at February 2024), the staff establishment for RDEP included 3 Labour Officer Grade posts, and the annual staff costs concerned were \$2.74 million, \$2.81 million and \$2.57 million respectively. Over the same period, LD commissioned 2 non-governmental organisations (NGOs) to implement RDEP, and the annual expenditures for payment of service fees were \$3.26 million, \$2.06 million and \$1.74 million respectively.
- (d)&(e) LD actively promotes the employment services for EMs to EM communities and employers. The NGOs commissioned to implement RDEP have established liaison with EM organisations, schools, religious groups, welfare organisations, etc.; and visited schools with EM students and district organisations to promote RDEP. In addition, the NGOs concerned actively liaise with employers in different industries to enhance their understanding of the work capabilities of EMs and provide employers with information on EM culture and communication skills with EMs, etc. with a view to identifying more job vacancies suitable for EMs and enhancing their employability.



**Breakdowns of the numbers of EM job seekers served under RDEP  
by ethnicity, educational attainment and age from 2021 to 2023**

(i) By ethnicity

<b>Ethnicity</b>	<b>No. of job seekers served</b>		
	2021	2022	2023
Pakistani	161	94	83
Indian	135	118	92
Nepalese	117	55	27
Filipino	57	27	16
Indonesian	4	4	2
Thai	6	0	0
Others	56	46	35
<b>Total</b>	<b>536</b>	<b>344</b>	<b>255</b>

(ii) By educational attainment

<b>Educational attainment</b>	<b>No. of job seekers served</b>		
	2021	2022	2023
Primary 6 or below	36	14	6
Secondary 1-3	19	9	3
Secondary 4-5	70	40	16
Secondary 6-7	106	65	41
Post-secondary	305	216	189
<b>Total</b>	<b>536</b>	<b>344</b>	<b>255</b>

(iii) By age

<b>Age</b>	<b>No. of job seekers served</b>		
	2021	2022	2023
15-below 20	38	18	14
20-below 30	156	100	82
30-below 40	139	99	62
40-below 50	111	79	51
50-below 60	76	38	37
60-below 70	15	9	9
70 or above	1	1	0
<b>Total</b>	<b>536</b>	<b>344</b>	<b>255</b>

**Breakdowns of placements under RDEP  
by ethnicity, educational attainment and salary from 2021 to 2023**

(i) By ethnicity

<b>Ethnicity</b>	<b>No. of placements</b>		
	2021	2022	2023
Pakistani	71	36	37
Indian	54	38	45
Nepalese	77	17	18
Filipino	33	14	12
Indonesian	1	3	1
Thai	3	0	0
Others	20	14	16
<b>Total</b>	259	122	129

(ii) By educational attainment

<b>Educational attainment</b>	<b>No. of placements</b>		
	2021	2022	2023
Primary 6 or below	18	4	1
Secondary 1-3	14	2	3
Secondary 4-5	40	12	11
Secondary 6-7	48	27	25
Post-secondary	139	77	89
<b>Total</b>	259	122	129

(iii) By salary

<b>Monthly salary</b>	<b>No. of placements</b>		
	2021	2022	2023
Below \$6,000	26	10	11
\$6,000-below \$8,000	14	7	6
\$8,000-below \$10,000	14	7	3
\$10,000-below \$12,000	14	7	2
\$12,000-below \$14,000	29	16	13
\$14,000-below \$16,000	37	22	25
\$16,000-below \$18,000	26	14	11
\$18,000 or above	32	20	30
Figures not available*	67	19	28
<b>Total</b>	259	122	129

\* Some RDEP participants were unable to provide the salary information of their posts due to personal reasons.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)065**

**(Question Serial No. 2143)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Selective Placement Division (SPD) of the Labour Department (LD) provides personalised employment services for persons with disabilities (PWDs) who are fit for open employment. Regarding the employment services for PWDs, would the Government advise this Committee of the following:

- (a) The number of registered job seekers broken down by type of disability, educational attainment and age group in the past 3 years;
- (b) The number of successful placements broken down by type of disability, educational attainment and salary in the past 3 years;
- (c) The staff establishment and ranks, staff cost and related operational expenses involved in the employment services in the past 3 years;
- (d) Whether the Government has any plans to collaborate with the education sector to provide employment support services for students with disabilities who are unable to pursue further studies. If yes, what is the plan? If not, what are the reasons?
- (e) Whether the Government has promoted and publicised the employment of PWDs to the business sector so as to further unleash the potential labour force in addition to the provision of employment support services. If yes, what are the details?

Asked by: Hon TANG Fei (LegCo internal reference no.: 27)

Reply:

- (a) From 2021 to 2023, there were respectively 2 882, 2 570 and 2 840 PWDs registered with SPD of LD for employment services in each year. Breakdowns of the numbers of registered job seekers by type of disability, educational attainment and age group are at Annex 1.

- (b) From 2021 to 2023, LD recorded 2 375, 2 412 and 2 406 placements for job seekers with disabilities respectively in each year. Breakdowns of the placements by type of disability, educational attainment and monthly income are at Annex 2.
- (c) The staff establishment (including the ranks involved) and the annual expenditure of SPD in the past 3 years are at Annex 3.
- (d) SPD maintains close liaison with secondary schools and tertiary institutions to introduce LD's services to students with disabilities, and help the graduates register and secure jobs. SPD also collaborates with the Education Bureau to introduce its services to teachers and staff as well as social workers of special schools, so as to assist special school leavers who are suitable for open employment in securing jobs.
- (e) To encourage employers to employ PWDs, LD has launched various publicity activities to promote the work capabilities of PWDs to employers, which include staging large-scale seminars for employers and human resources practitioners, organising exhibitions, producing publications, broadcasting Announcements in the Public Interest on radio and television, as well as publicising publicity messages on newspapers, publications of employers' associations, public transport networks and mobile applications, etc.

### Breakdowns of job seekers registered with SPD of LD from 2021 to 2023

(i) By type of disability

Type of disability	No. of registered job seekers		
	2021	2022	2023
Ex-mentally ill persons	927	789	908
Intellectual disability	482	456	464
Hearing impairment	463	412	403
Chronic illness	321	283	333
Physical disability	294	240	250
Autism spectrum disorder	228	226	304
Visual impairment	99	98	112
Special learning difficulties	36	29	33
Attention deficit/ hyperactivity disorder	32	37	33
<b>Total</b>	<b>2 882</b>	<b>2 570</b>	<b>2 840</b>

(ii) By educational attainment

Educational attainment	No. of registered job seekers		
	2021	2022	2023
Primary level or below	154	121	134
Secondary 1-3	537	467	498
Secondary 4-5	901	754	840
Secondary 6-7	610	611	698
Post-secondary	680	617	670
<b>Total</b>	<b>2 882</b>	<b>2 570</b>	<b>2 840</b>

(iii) By age group

Age group	No. of registered job seekers		
	2021	2022	2023
15-below 20	54	68	72
20-below 30	956	830	922
30-below 40	653	579	642
40-below 50	592	531	572
50-below 60	466	400	432
60 or above	161	162	200
<b>Total</b>	<b>2 882</b>	<b>2 570</b>	<b>2 840</b>

### Breakdowns of placements secured through SPD of LD from 2021 to 2023

(i) By type of disability

Type of disability	No. of placements		
	2021	2022	2023
Ex-mentally ill persons	767	786	800
Intellectual disability	461	439	387
Hearing impairment	449	396	420
Chronic illness	231	239	247
Physical disability	188	215	228
Autism spectrum disorder	168	187	215
Visual impairment	46	86	73
Special learning difficulties	36	32	25
Attention deficit/ hyperactivity disorder	29	32	11
<b>Total</b>	<b>2 375</b>	<b>2 412</b>	<b>2 406</b>

(ii) By educational attainment

Educational attainment	No. of placements		
	2021	2022	2023
Primary level or below	154	133	124
Secondary 1-3	490	457	414
Secondary 4-5	706	696	760
Secondary 6-7	505	562	545
Post-secondary	520	564	563
<b>Total</b>	<b>2 375</b>	<b>2 412</b>	<b>2 406</b>

(iii) By monthly income

Monthly income	No. of placements		
	2021	2022	2023
Below \$5,000	441	456	383
\$5,000-below \$7,000	295	382	270
\$7,000-below \$9,000	429	383	484
\$9,000-below \$11,000	415	381	384
\$11,000-below \$13,000	435	380	363
\$13,000-below \$15,000	203	233	265
\$15,000 or above	157	197	257
<b>Total</b>	<b>2 375</b>	<b>2 412</b>	<b>2 406</b>

**Staff establishment and annual expenditure of SPD of LD**

(i) Staff establishment

Grade and rank	No. of posts		
	As at 31 March 2022	As at 31 March 2023	As at 31 March 2024
Labour Officer Grade			
- <i>Senior Labour Officer</i>	1	1	1
- <i>Labour Officer</i>	5	5	5
- <i>Assistant Labour Officer I</i>	13	13	13
- <i>Assistant Labour Officer II</i>	18	18	18
Clerical Officer Grade	10	10	10
<b>Total</b>	<b>47</b>	<b>47</b>	<b>47</b>

(ii) Annual expenditure (including staff cost)

<b>Year</b>	<b>Actual expenditure (\$million)</b>
2021-22	60.09
2022-23	71.91
2023-24 (as at February 2024)	71.56

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)066**

**(Question Serial No. 2058)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment situation of ethnic minorities (EMs), would the Government advise this Committee of the following:

- (a) What is the number of cases of EMs seeking employment and the number of EMs placed into employment through the job centres of the Labour Department (LD) over the past 3 years (with breakdowns by gender, age, educational attainment, nationality, district of residence, industry, job type, mode of employment and salary level)?
- (b) What is the number of EM language-speaking staff currently working at each job centre?
- (c) Does LD have any plans to review and improve the existing employment support services for EM job seekers, including increasing the number of interpreters and shortening the waiting time for interpretation service, as well as setting up additional special counters at job centres to help EMs find jobs?

Asked by: Hon TANG Ka-piu (LegCo internal reference no.: 16)

Reply:

- (a) From 2021 to 2023, there were respectively 1 372, 870 and 953 EM job seekers registered with LD for employment services in each year. Over the same period, there were 113, 59 and 63 placements secured through LD's referral respectively in each year. The breakdowns by gender, age, educational attainment, ethnicity, district of residence, industry, occupation, mode of employment and salary level are at Annex. LD does not keep the breakdowns by nationality and job type.
- (b) Currently, LD employs 15 EM employment assistants to promote and provide employment services to EM communities at job centres and industry-based recruitment centres. In addition, 10 trainees of the Youth Employment and Training Programme (an employment programme providing pre-employment and on-the-job training for young people aged 15 to 24 with educational attainment at sub-degree level or below)



who can communicate in EM languages are employed as EM Employment Services Ambassadors at job centres to enhance their employability.

- (c) LD provides diversified and free employment services to all job seekers, including EM job seekers. In addition, LD has set up special counters and resource corners at job centres, organised employment briefings for EMs as well as large-scale and district-based inclusive job fairs, implemented the Racial Diversity Employment Programme, etc. to help EM job seekers secure employment. LD has also arranged with non-governmental organisations to provide interpretation services for EM job seekers who speak neither Chinese nor English. LD reviews the implementation of employment services from time to time, including the employment support for EMs, and adjusts the measures concerned as and when appropriate in the light of the employment market situation.

**Breakdown of placements for EM job seekers secured through LD's referral from  
2021 to 2023  
by gender, educational attainment and age**

Gender	Educational attainment	Age	No. of placements		
			2021	2022	2023
Male	Secondary 7 or below	30 or below	18	3	4
		30-below 40	8	1	0
		40-below 50	17	5	6
		50 or above	7	3	7
	Diploma/Sub-degree	30 or below	5	3	2
		30-below 40	3	1	1
		40-below 50	7	1	0
		50 or above	5	2	3
	Degree or above	30 or below	2	0	1
		30-below 40	3	1	3
		40-below 50	1	2	2
		50 or above	1	5	2
	Total (Male)			77	27
Female	Secondary 7 or below	30 or below	5	5	5
		30-below 40	2	1	2
		40-below 50	5	4	5
		50 or above	8	7	9
	Diploma/Sub-degree	30 or below	3	3	5
		30-below 40	2	2	0
		40-below 50	4	3	0
		50 or above	3	4	3
	Degree or above	30 or below	0	2	1
		30-below 40	1	0	0
		40-below 50	0	0	0
		50 or above	3	1	2
	Total (Female)			36	32
<b>Total</b>			<b>113</b>	<b>59</b>	<b>63</b>

**Breakdowns of placements for EM job seekers secured through LD's referral from  
2021 to 2023  
by ethnicity, district of residence, industry, occupation, mode of employment  
and salary level**

(i) By ethnicity

Ethnicity	No. of placements		
	2021	2022	2023
Pakistani	27	12	15
Indian	17	5	7
Nepalese	8	4	2
Filipino	16	13	6
Indonesian	4	1	9
Thai	7	3	5
Others	34	21	19
<b>Total</b>	<b>113</b>	<b>59</b>	<b>63</b>

(ii) By district of residence

District	No. of placements		
	2021	2022	2023
Hong Kong Central	4	1	3
Hong Kong South and Islands	7	4	0
Hong Kong East	3	1	1
Kowloon East and Sai Kung	11	6	3
Kwun Tong	5	7	8
Sham Shui Po and Yau Tsim Mong	23	14	8
Sha Tin	3	4	5
Tsuen Wan and Kwai Tsing	9	4	9
Tuen Mun	7	1	1
Tai Po	2	3	2
New Territories North	5	2	3
Lantau Island	9	5	4
Yuen Long	25	7	16
<b>Total</b>	<b>113</b>	<b>59</b>	<b>63</b>

## (iii) By industry

Industry	No. of placements		
	2021	2022	2023
Manufacturing	7	2	4
Construction	2	3	1
Wholesale, retail and import/export trades	15	6	7
Restaurants and hotels	21	15	22
Transport, storage and communications	20	8	7
Financing, insurance, real estate and business services	13	13	8
Community, social and personal services	19	11	13
Others (including government sector)	16	1	1
<b>Total</b>	<b>113</b>	<b>59</b>	<b>63</b>

## (iv) By occupation

Occupation	No. of placements		
	2021	2022	2023
Managers and administrators	2	0	1
Professionals and associate professionals	10	11	10
Clerical support workers	36	12	14
Service workers	19	9	15
Shop sales workers	12	6	2
Craft and related workers	1	3	0
Plant and machine operators and assemblers	2	0	0
Elementary occupations	31	18	21
Others	0	0	0
<b>Total</b>	<b>113</b>	<b>59</b>	<b>63</b>

(v) By mode of employment

Mode of employment	No. of placements		
	2021	2022	2023
Full-time	76	49	50
Part-time	37	10	13
<b>Total</b>	<b>113</b>	<b>59</b>	<b>63</b>

(vi) By salary level

Salary level	No. of placements		
	2021	2022	2023
Below \$6,000	12	2	1
\$6,000-below \$10,000	15	4	5
\$10,000-below \$15,000	56	28	21
\$15,000-below \$20,000	23	20	30
\$20,000-below \$25,000	7	5	5
\$25,000 or above	0	0	1
<b>Total</b>	<b>113</b>	<b>59</b>	<b>63</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)067**

**(Question Serial No. 1073)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment of and support for persons with disabilities (PWDs), please provide the following information:

- (a) The policies formulated and implemented by the Government in the past 5 years to encourage employers to employ PWDs with “high academic qualifications”, such as those with post-secondary education or above;
- (b) The number of placements secured for PWDs in non-government sectors through the Selective Placement Division (SPD) of the Labour Department (LD) and the average years of employment;
- (c) A breakdown of expenditure for the education and publicity efforts of SPD of LD in the past 5 years.

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.:1)

Reply:

- (a) The Government provides personalised employment services for job seekers with disabilities who are fit for open employment, including those with higher educational qualifications. SPD of LD assists PWDs with higher educational qualifications in securing employment by implementing various measures, including the Aim Higher Scheme which provides tailor-made job-matching service for them, collaborating with the student affairs offices of tertiary education institutions in disseminating employment information and rendering counselling services, encouraging employers to engage PWDs through the Work Orientation and Placement Scheme, as well as providing vacancies and employment information, etc. through the Interactive Selective Placement Service website.

The Civil Service Bureau (CSB) has since 2016 launched the Internship Scheme for Students with Disabilities (the Scheme), and doubled the number of internship places since 2018 from an average of 50 a year to 100. The Scheme enables students with

disabilities to gain work experience, and gives bureaux and departments the opportunities to better appreciate the talents and potential of PWDs. Since its inception up to 29 February 2024, 657 students with special education needs had participated in the Scheme. In order to enhance the transparency of civil service recruitment, apart from publishing the statistical information on employment of PWDs in the civil service, CSB has also published the success rates in applying for civil service posts of PWDs and other candidates annually since 2018, with a view to encouraging the private sector to employ more PWDs at different education levels in the long run.

- (b) From 2019 to 2023, SPD of LD recorded 2 213, 1 741, 2 375, 2 412 and 2 406 placements for job seekers with disabilities respectively in each year. LD does not keep information on the average years of employment of the PWDs employed.
- (c) To encourage employers to employ PWDs, LD has launched various publicity activities to promote the work capabilities of PWDs to employers, which include staging large-scale seminars for employers and human resources practitioners, organising exhibitions, producing publications, broadcasting Announcements in the Public Interest on radio and television, as well as putting publicity messages on newspapers, publications of employers' associations, public transport networks and mobile applications, etc. The expenditure on education and publicity efforts of SPD of LD from 2019-20 to 2023-24 (as at February 2024) is at Annex.

**Expenditure on education and publicity efforts of SPD of LD**

<b>Year</b>	<b>Amount (\$million)</b>
2019-20	2.731
2020-21	2.166
2021-22	2.074
2022-23	2.216
2023-24 (as at February 2024)	2.18

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)068**

**(Question Serial No. 1527)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the 13 job centres, 3 industry-based recruitment centres for the catering, retail and construction industries, the Telephone Employment Service Centre (TESC), the Interactive Employment Service (iES) website and its mobile application currently operated by the Labour Department (LD), please advise this Committee of the following:

- (a) A breakdown of the expenditure, staff establishment, rent, wage and other costs of the 13 job centres, 3 industry-based centres, TESC, the iES website and its mobile application in the past 3 years;
- (b) The total number and average monthly number of service users of the job centres in the past 3 years;
- (c) Has the Government stipulated any criteria for evaluating and assessing the effectiveness of the employment resource centres?
- (d) Has the Government considered conducting recruitment exercises through different forms of collaboration to enhance the efficiency?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 19)

Reply:

- (a) The Employment Services Division of LD provides diversified and free employment services to job seekers through job centres across the territory, 3 industry-based recruitment centres respectively set up for the catering, retail and construction industries, the Telephone Employment Service Centre (TESC), the Interactive Employment Service (iES) website ([www.jobs.gov.hk](http://www.jobs.gov.hk)) and its mobile application, etc. From 2021-22 to 2023-24 (as at February 2024), the staff establishment of LD responsible for the provision of relevant employment services in each year was 262, 262 and 261 respectively, including the Labour Officer Grade and Clerical Grade posts, and the salary costs involved were \$122 million, \$122 million and \$113 million respectively in each year. Breakdowns of the staff

establishment and salary costs by job centres and industry-based recruitment centres, TESC, as well as the iES website and its mobile application are at Annex. The majority of the offices and facilities mentioned above are located in government properties and no rental expenditure is involved. From 2021-22 to 2023-24 (as at February 2024), the expenditures on renting private properties were \$6.24 million, \$8.28 million and \$765 million respectively in each year. Other expenditures have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- (b) From 2021 to 2023, there were respectively 42 985, 26 998 and 35 379 able-bodied job seekers registered for LD's employment services in each year, representing a monthly average of 3 582, 2 250 and 2 948 job seekers. Currently, the vast majority (99%) of job vacancies advertised through LD are open for direct application to employers by job seekers. Without the need for prior registration or visits to job centres, job seekers can obtain information on job vacancies through the iES website or its mobile application.
- (c)&(d) LD reviews the implementation of employment services from time to time and adjusts the measures concerned as and when appropriate in the light of the employment market situation and service needs, striving to help employers recruit employees and job seekers find work more effectively. In view of the increasing popularity of using online services among the public, LD set up street counters at different locations across the territory in 2023 to proactively reach out to the public to promote LD's employment services and assist job seekers in downloading the iES mobile application. LD will also continue to liaise with employers of various industries and provide diversified services according to the employment needs of job seekers, such as organising large-scale job fairs and staging district-based and thematic job fairs in job centres and industry-based recruitment centres at various locations, so as to expedite the dissemination of employment information and enhance the effectiveness of job matching.

**Breakdowns of the staff establishment of LD and the related salary costs for provision of employment services by job centres and industry-based recruitment centres, TESC, as well as the iES website and its mobile application from 2021-22 to 2023-24**

	Year					
	2021-22		2022-23		2023-24 (as at February 2024)	
	Staff establishment	Salary cost (\$)	Staff establishment	Salary cost (\$)	Staff establishment	Salary cost (\$)
Job centres* and industry-based recruitment centres	233	107 million	234	107 million	233	98.99 million
TESC	14	5.67 million	14	5.81 million	14	5.33 million
iES website and mobile application	15	9.06 million	14	9 million	14	8.25 million
Total	262	122 million	262	122 million	261	113 million

\* Staff of job centres are also responsible for implementing employment programmes for targeted groups.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)069**

**(Question Serial No. 1528)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Protection of Wages on Insolvency Fund (PWIF), please advise this Committee of the following for the past 3 years:

- (a) The respective numbers of applications for payment under PWIF processed and successful applications with a breakdown by industry as well as the amount of payment granted and their percentage share in the total number of applications.
- (b) Please set out the total amount of payment involved in PWIF applications and the average amount of ex gratia payment received for each application with a breakdown by industry.
- (c) The financial position and the estimated financial position in 2024-25.
- (d) Does the Government have any measures to streamline the processing procedure of PWIF applications and shorten the time required to release ex gratia payment?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 20)

Reply:

- (a) A breakdown of the numbers of applications processed by PWIF by industry from 2021 to 2023 is provided at Annex 1. The numbers of applications processed by PWIF and applications approved, the percentage share of applications approved out of the total number of applications processed, as well as the amount of ex gratia payment approved over the same period are set out at Annex 2.
- (b) A breakdown of the total amount of payment applied for in the applications received by PWIF by industry from 2021 to 2023 is provided at Annex 3. A breakdown of the average amount of payment applied for in the applications received by PWIF by ex gratia payment item over the same period is provided at Annex 4. The Labour Department (LD) does not maintain a breakdown of the relevant figures by industry.

- (c) PWIF's financial position from 2021-22 to 2023-24 and estimated financial position for 2024-25 are provided at Annex 5.
  
- (d) To speed up the processing of PWIF applications, LD has reviewed and enhanced the application and vetting procedures of PWIF, and set time frame for each vetting procedure to shorten the time taken on information collection, with a view to expediting the release of ex gratia payment to qualified applicants. In addition, an enhancement measure was taken by PWIF to provide free legal service to applicants since November 2022 by engaging law firms to assist applicants in filing winding-up or bankruptcy petitions against their employers, so that they can meet the prerequisite for the release of ex gratia payment. The measure has saved the applicants' need to apply for legal aid and to go through the means tests at the Legal Aid Department, thereby helping to shorten the application procedure and the time required for processing PWIF applications.

**Breakdown of the numbers of applications processed by PWIF  
by industry from 2021 to 2023**

Year	Industry	No. of applications processed*
2021	Food and beverage service activities	1 066
	Construction	482
	Retail	467
	Import and export trade	322
	Sports and other entertainment activities	268
	Other personal service activities	164
	Financial service activities (except insurance and pension funding)	106
	Others	863
	<b>Total</b>	<b>3 738</b>
2022	Construction	659
	Food and beverage service activities	536
	Printing and reproduction of recorded media	161
	Retail	125
	Travel agency, reservation service and related activities	124
	Education	79
	Financial service activities (except insurance and pension funding)	77
	Others	686
	<b>Total</b>	<b>2 447</b>
2023	Food and beverage service activities	1 000
	Construction	663
	Postal and courier activities	333
	Travel agency, reservation service and related activities	225
	Retail	211
	Other personal service activities	201
	Human health activities	148
	Others	1 123
	<b>Total</b>	<b>3 904</b>

\* Including applications received in the same year or before.

Note: Applications are reckoned on a per-employee basis. Hence, the number of applications is the same as the number of persons involved.

**Numbers of applications processed by PWIF and applications approved, percentage share of applications approved out of the total number of applications processed, as well as the amount of ex gratia payment approved from 2021 to 2023**

Year	No. of applications processed	No. of applications approved	Percentage share of applications approved out of the total no. of applications processed (%)	Amount of ex gratia payment approved (\$million)
2021	3 738	3 388	90.6	113.1
2022	2 447	2 167	88.6	74.7
2023	3 904	3 545	90.8	154.8

**Breakdown of the total amount of payment applied for in the applications  
received by PWIF by industry from 2021 to 2023**

Year	Industry	Total amount of payment applied for in the applications received (\$million)
2021	Construction	35.6
	Food and beverage service activities	28.9
	Import and export trade	23.3
	Sports and other entertainment activities	21.6
	Retail	20.9
	Financial service activities (except insurance and pension funding)	15.3
	Manufacture of food products	12.0
	Others	97.5
	<b>Total</b>	<b>255.1</b>
2022	Publishing activities	49.8
	Construction	44.2
	Food and beverage service activities	40.8
	Other personal service activities	24.7
	Travel agency, reservation service and related activities	20.4
	Financial service activities (except insurance and pension funding)	19.4
	Warehousing and support activities for transportation	15.9
	Others	88.5
	<b>Total</b>	<b>303.7</b>
2023	Food and beverage service activities	51.9
	Travel agency, reservation service and related activities	47.8
	Construction	43.4
	Information technology service activities	18.2
	Postal and courier activities	15.3
	Retail	15.2
	Financial service activities (except insurance and pension funding)	11.3
	Others	122.9
	<b>Total</b>	<b>326.0</b>



**Breakdown of the average amount of payment applied for  
in the applications received by PWIF  
by ex gratia payment item from 2021 to 2023**

Year	Ex gratia payment item <sup>#</sup>	Average amount of payment applied for (\$)
2021	Wages	45,489
	Wages in lieu of notice	26,897
	Severance payment	73,640
	Pay for untaken annual leave and/or untaken statutory holidays	14,395
2022	Wages	48,077
	Wages in lieu of notice	27,548
	Severance payment	70,943
	Pay for untaken annual leave and/or untaken statutory holidays	19,069
2023	Wages	52,215
	Wages in lieu of notice	25,267
	Severance payment	98,562
	Pay for untaken annual leave and/or untaken statutory holidays	15,926

<sup>#</sup> An employee who is owed wages, wages in lieu of notice, severance payment, pay for untaken annual leave and/or untaken statutory holidays by an insolvent employer may apply for ex gratia payment under PWIF.

**PWIF's financial position from 2021-22 to 2023-24  
and estimated financial position for 2024-25**

Year	Income (\$million)	Expenditure (\$million)	Surplus (\$million)
2021-22	462.4	89.9	372.5
2022-23	462.1	164.2	297.9
2023-24	522.3*	171.1*	351.2*
2024-25 (Estimates)	268.1	200.8	67.3

\* Figures as at February 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)070**

**(Question Serial No. 1529)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Employment Programme for the Elderly and Middle-aged (EPEM), would the Government advise this Committee of the following:

- (a) The numbers of applications and approved cases in the past 3 years, with a breakdown by (i) industry, (ii) occupation, (iii) educational attainment, and (iv) salary level;
- (b) The average total amount of subsidy for each applicant; and
- (c) The retention rate of employees upon completion of the programme.

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 21)

Reply:

- (a) From 2021 to 2023, there were respectively 3 340, 2 707 and 3 873 eligible placements recorded under EPEM as well as 1 640, 1 528 and 1 949 placements with approvals-in-principle issued in each year. Breakdowns by industry, occupation, educational attainment and salary level are at Annex.
- (b) In 2023-24 (as at February 2024), the average amount of on-the-job training (OJT) allowance granted to employers for each placement was \$20,109.
- (c) The Labour Department conducts surveys regularly to find out the retention status of those placed into employment under EPEM. According to the surveys conducted up to December 2023, cases in which employees receiving OJT under EPEM had stayed in employment for 4 months or more and for 6 months or longer accounted for 81% and 68% of all cases respectively.

**Breakdowns of eligible placements under EPEM and  
placements with approvals-in-principle issued from 2021 to 2023  
by industry, occupation, educational attainment and salary level**

## (i) By industry

Industry	Eligible placements under EPEM/ Placements with approvals-in-principle issued		
	2021	2022	2023
Real estate and business services	842 / 470	688 / 390	943 / 516
Community, social and personal services	588 / 315	465 / 262	822 / 431
Manufacturing	294 / 113	198 / 108	286 / 96
Wholesale and retail trades	576 / 170	387 / 151	463 / 191
Import and export trade	150 / 107	134 / 96	260 / 216
Restaurants and hotels	360 / 104	326 / 116	483 / 100
Construction	127 / 82	145 / 107	203 / 110
Transport, storage and communications	221 / 144	200 / 170	212 / 126
Others	182 / 135	164 / 128	201 / 163
<b>Total</b>	<b>3 340 / 1 640</b>	<b>2 707 / 1 528</b>	<b>3 873 / 1 949</b>

## (ii) By occupation

Occupation	Eligible placements under EPEM/ Placements with approvals-in-principle issued		
	2021	2022	2023
Managers and administration, professionals and associate professionals	400 / 286	332 / 289	447 / 331
Clerical support workers	618 / 373	635 / 371	738 / 423
Service workers and sales workers	794 / 233	578 / 225	894 / 275
Agricultural and fishery workers and craft and related workers	215 / 143	150 / 115	235 / 152
Plant and machine operators and assemblers	146 / 102	132 / 89	209 / 136
Elementary occupations	1 167 / 503	880 / 439	1 350 / 632
<b>Total</b>	<b>3 340 / 1 640</b>	<b>2 707 / 1 528</b>	<b>3 873 / 1 949</b>

(iii) By educational attainment

Educational attainment	Eligible placements under EPEM/ Placements with approvals-in-principle issued		
	2021	2022	2023
Secondary 3 or below	1 139 / 611	848 / 544	1 242 / 736
Secondary 4-7	1 629 / 734	1 300 / 677	1 839 / 823
Diploma and Certificate	357 / 167	289 / 154	447 / 211
Sub-degree	31 / 12	37 / 25	34 / 14
Bachelor's Degree	155 / 93	188 / 96	234 / 121
Master's Degree or above	29 / 23	45 / 32	77 / 44
Total	3 340 / 1 640	2 707 / 1 528	3 873 / 1 949

(iv) By salary level

Educational attainment	Eligible placements under EPEM/ Placements with approvals-in-principle issued		
	2021	2022	2023
Below \$5,000	116 / 32	121 / 60	125 / 45
\$5,000-below \$10,000	607 / 310	454 / 297	641 / 355
\$10,000-below \$15,000	1 813 / 940	1 304 / 755	1 587 / 914
\$15,000-below \$20,000	666 / 274	669 / 308	1 197 / 479
\$20,000-below \$25,000	101 / 55	111 / 72	221 / 102
\$25,000-below \$30,000	16 / 14	28 / 18	60 / 30
\$30,000 or above	21 / 15	20 / 18	42 / 24
Total	3 340 / 1 640	2 707 / 1 528	3 873 / 1 949

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)071**

**(Question Serial No. 3026)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, the provision for 2024-25 is \$10.3 million higher than the revised estimate for 2023-24, representing an increase of 12.9%. One of the reasons is that a “Global Talent Summit cum Guangdong-Hong Kong-Macao Greater Bay Area High-quality Talent Development Conference” will be staged in the second quarter of 2024 to exchange knowledge on insights, trends and learnings and to strengthen co-operation. Please provide a breakdown of the estimated expenditure?

Asked by: Hon CHAN Chun-ying (LegCo internal reference no.: 40)

Reply:

The Hong Kong Talent Engage will stage a “Global Talent Summit · Hong Kong” on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong’s roles and advantages as an international talent hub and a gateway for national talents. The Summit comprises 3 parts, including International Talent Forum, Guangdong-Hong Kong-Macao Greater Bay Area High-quality Talent Development Conference and CareerConnect Expo. The whole Summit is expected to attract an attendance of over 7 000, with a minimum attendance of 800 at the Forum while the Expo is anticipated to bring together about 100 exhibitors.

The estimated expenditure of the Summit is approximately \$12 million, about 20% of which is venue costs and the remainder is the expenditure on production as well as promotion and publicity.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)072**

**(Question Serial No. 0632)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the talent admission schemes mentioned in the Programme, would the Government inform this Committee of the following:

1. What are the staff establishment and expenditure of the department involved in the talent admission schemes in the coming year?
2. What were the respective numbers of outside talents from around the world admitted to Hong Kong under various talent admission schemes and the distribution of sectors involved in each of the past 3 years?
3. What were the respective numbers of rejected applications under various talent admission schemes in each of the past 3 years, as well as the main reasons for rejection (such as underqualified/false academic qualifications, insufficient work experience, dubious purpose of application) and their proportions?
4. Has a timetable been drawn up for enhancing the talent admission regime? Will the Government consider introducing a proactive review mechanism, including conducting sampling reviews of such items as applicants' academic qualifications, work experience and purpose of application, so as to curb and eliminate different kinds of misuse? If yes, what are the details? If not, what are the reasons and difficulties?

Asked by: Hon CHAN Hoi-yan (LegCo internal reference no.: 5)

Reply:

1. The staff establishment and salary costs of the Immigration Department (ImmD) for processing applications under various talent admission schemes in 2024-25 are tabulated below:

Talent admission scheme		2024-25
Top Talent Pass Scheme (TTPS)	Staff establishment (Number of posts)	15
	Salary costs* (\$'000)	12,380
General Employment Policy (GEP)&	Staff establishment (Number of posts)	28
	Salary costs* (\$'000)	21,150
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Staff establishment (Number of posts)	24
	Salary costs* (\$'000)	15,980
Immigration Arrangements for Non-local Graduates (IANG)	Staff establishment (Number of posts)	14
	Salary costs* (\$'000)	9,150
Technology Talent Admission Scheme (TechTAS)	Staff establishment (Number of posts)	3
	Salary costs* (\$'000)	2,600
Quality Migrant Admission Scheme (QMAS)	Staff establishment (Number of posts)	114
	Salary costs* (\$'000)	88,710
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	Staff establishment (Number of posts)	12
	Salary costs* (\$'000)	6,650

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

2. and 3. The numbers of applications approved and refused under various talent admission schemes in the past 3 years are tabulated below:



Talent admission scheme		2021-22	2022-23	2023-24 (as at end February 2024)
TTPS#	Number of applications approved	Not applicable	12 398	46 497
	Number of applications refused		632	3 012
GEP	Number of applications approved	13 097	17 501	25 745
	Number of applications refused	744	330	450
ASMTF	Number of applications approved	10 168	11 841	19 954
	Number of applications refused	268	153	238
IANG	Number of applications approved	7 156	14 189	23 685
	Number of applications refused	22	21	17
TechTAS	Number of applications approved	53	82	119
	Number of applications refused	-	-	-
QMAS^	Number of applications approved	1 980	4 478	12 689
	Number of applications refused	3 956	3 034	7 364
ASSG	Number of applications approved	40	70	88
	Number of applications refused	3	2	1

Note: Applications approved/refused in a year may not all be received in the same year. The same applies to the tables below.

# The TTPS has been launched from 28 December 2022.

^ The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

In general, the main reasons for refusal of applications for entry visas included that the applicants did not meet the eligibility criteria of individual admission schemes. The ImmD does not maintain statistical breakdowns of the main reasons for refusal of applications.

The ImmD has been keeping the statistics of talents admitted to Hong Kong under various talent admission schemes since 2023. A breakdown of the relevant number in 2023 is tabulated below:

Talent admission scheme	Number of incoming talents
TTPS	35 583
GEP#	7 953
ASMTP#	11 705
IANG	23 905
TechTAS	128
QMAS	12 276
ASSG	81
Total	91 631

# The numbers do not include cases of short-term employment.

In the past 3 years, the breakdowns of the numbers of approved applicants under various talent admission schemes by industry/sector are tabulated below:

### GEP

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Academic research and education	1 879	2 353	2 642
Commerce and trade	2 028	1 651	2 268
Arts/Culture	118	1 252	2 260
Financial services	2 542	2 517	1 740
Tourism	162	300	1 529
Engineering and construction	1 300	1 368	1 435
Recreation and sports	920	1 524	1 061
Information technology	549	580	491
Catering services	354	403	486
Medical and healthcare services	165	173	303
Legal services	185	137	163
Manufacturing industries	94	66	93
Telecommunications	42	89	52
Architecture/Surveying	44	45	22
Biotechnology	10	10	12
Traditional Chinese medicine	-	-	-
Others	2 705	5 033	11 188
Total	13 097	17 501	25 745

ASMTF

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Academic research and education	2 126	2 522	3 783
Arts/Culture	192	399	3 233
Commerce and trade	1 011	1 902	3 194
Financial services	2 179	2 812	2 837
Engineering and construction	1 304	1 396	2 332
Information technology	579	1 024	1 091
Recreation and sports	119	128	908
Telecommunications	149	289	172
Medical and healthcare services	1 689	527	156
Tourism	10	16	155
Manufacturing industries	72	84	149
Architecture/Surveying	37	28	147
Legal services	109	115	117
Catering services	31	41	94
Biotechnology	302	78	55
Traditional Chinese medicine	-	2	4
Others	259	478	1 527
<b>Total</b>	<b>10 168</b>	<b>11 841</b>	<b>19 954</b>

TechTAS

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Artificial intelligence	17	11	33
Biotechnology	8	21	24
Data analytics	6	5	14
Financial technologies	3	18	8
Green technology	2	3	7
Robotics	3	-	7
Digital entertainment	-	7	5
Material science	5	14	5
The Internet-of-Things	1	1	4
Cybersecurity	1	1	4
Microelectronics	-	-	4

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Integrated circuit design	3	1	3
Advanced communication technologies	4	-	1
Quantum technology	Not applicable	-	-
Total	53	82	119

### QMAS

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Financial and accounting services	539	1 446	4 026
Information technology and telecommunications	557	1 018	3 085
Business support and human resources	87	250	925
Commerce and trade	100	232	892
Manufacturing industries	112	279	745
Architecture, surveying, engineering and construction	166	246	581
Human health and veterinary services	81	175	500
Academic research and education	136	311	486
Legal services	72	191	473
Logistics and transportation	28	69	160
Broadcasting and entertainment	18	46	113
Arts and culture	18	36	95
Catering and tourism	6	19	46
Sports	8	13	31
Others	52	147	531
Total	1 980	4 478	12 689

Note 1: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Note 2: The industry/sector under the QMAS is as classified by the ImmD and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

### IANG

At present, over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants after their arrivals in Hong Kong.

### ASSG

Applicants under the ASSG are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants after their arrivals in Hong Kong.

### TTPS

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

The ImmD does not maintain other statistics mentioned in the question.

4. The ImmD has all along been assessing every application for visa/entry permits in a rigorous manner. Applicants under various talent admission schemes are required to provide accurate, complete and true information in their applications, including making declaration according to the eligibility criteria of their income, academic qualifications and/or working experience as well as any criminal conviction records, with relevant supporting documents. The ImmD has the power to conduct random checks and verifications on the information and documents submitted by applicants, including verifying the applicants' status with the organisations issuing the documents.

Any person who knowingly and wilfully makes a statement or gives information that he knows to be false or does not believe to be true when applying for entry into Hong Kong commits an offence. If such cases are detected, apart from rejecting such applications, the ImmD will also initiate criminal investigations into the cases concerned. Should any person be found to have illegally obtained his/her visa or entry permit, the visa or entry permit granted will be invalidated according to the laws of Hong Kong, and the person concerned will be subject to removal back to his/her places of origin. Even if the person has obtained the right of abode in Hong Kong, it will be declared invalid according to the law, and he will be subject to removal back to his place of origin.

The Labour and Welfare Bureau will review the TTPS and other enhanced talent admission arrangements in the middle of this year to ensure the competitiveness of relevant measures and their effectiveness in addressing Hong Kong's manpower demand.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)073**

**(Question Serial No. 2288)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 41 of the Budget Speech that the Hong Kong Talent Engage (HKTE) will organise a Global Talent Summit and the Guangdong-Hong Kong-Macao Greater Bay Area High-quality Talent Development Conference in this May. Their aim is to promote Hong Kong's advantages as an international talent hub, enabling the flow of talent among the cities of the Greater Bay Area (GBA). In this connection, please inform this Committee of the estimated expenditure and allocation of manpower resources for the above project.

Asked by: Hon CHAN Man-ki, Maggie (LegCo internal reference no.: 26)

Reply:

The Hong Kong Talent Engage (HKTE) will stage a "Global Talent Summit· Hong Kong" on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong's roles and advantages as an international talent hub and a gateway for national talents. The Summit comprises 3 parts, including International Talent Forum, Guangdong-Hong Kong-Macao Greater Bay Area High-quality Talent Development Conference and CareerConnect Expo. The whole Summit is expected to attract an attendance of over 7 000, with a minimum attendance of 800 at the Forum while the Expo is anticipated to bring together about 100 exhibitors. Online live broadcasting will be set up to connect with talents from home and abroad, so as to build Hong Kong into an international talent hub and attract different professionals to pursue development in Hong Kong.

The estimated expenditure of the Summit is approximately \$12 million, about 20% of which is venue costs and the remainder is the expenditure on production as well as promotion and publicity. HKTE staff will be mainly responsible for the work on the Summit, who are also required to take up other duties, therefore a breakdown on the payroll cost is not available. The HKTE has engaged 2 short-term staff members to perform backend duties of the Summit, whose payroll cost has been included in the total estimated expenditure of the Summit.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)074**

**(Question Serial No. 3179)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

In paragraph 41 of the Budget Speech, it is mentioned that the Hong Kong Talent Engage will organise a Global Talent Summit and the Guangdong-Hong Kong-Macao Greater Bay Area High-quality Talent Development Conference in May this year. In this connection, will the Government please inform this Committee:

1. whether dedicated resources have been earmarked for organising the event, and of the manpower and estimated expenditure to be involved;
2. of the number of participants from the political, academic, commercial and other sectors around the world and in the Mainland who have confirmed their attendance at the event so far; and
3. whether specific publicity activities targeting places around the world and the Guangdong-Hong Kong-Macao Greater Bay Area have been commenced to boost the participation of talent? If yes, what are the details of the publicity activities launched or planned to be launched? If no, what are the reasons?

Asked by: Hon CHAN Pui-leung (LegCo internal reference no.: 42)

Reply:

1. The Hong Kong Talent Engage (HKTE) will stage a "Global Talent Summit · Hong Kong" on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong's roles and advantages as an international talent hub and a gateway for national talents. The Summit comprises 3 parts, i.e. International Talent Forum, Guangdong-Hong Kong-Macao Greater Bay Area (GBA) High-quality Talent Development Conference and CareerConnect Expo. The whole Summit is expected to attract an attendance of over 7 000, with a minimum attendance of 800 at the Forum while the Expo is anticipated to bring together about 100 exhibitors. The estimated expenditure of the Summit is approximately \$12 million, about 20% of which is venue costs and the remainder is the expenditure on production as well as promotion and publicity. HKTE staff will be mainly responsible for the work on the Summit, who



are also required to take up other duties, therefore a breakdown on the payroll cost is not available. The HKTE has engaged 2 short-term staff members to perform backend duties of the Summit, whose payroll cost has been included in the estimated expenditure of the Summit.

2. About 10-12 guest speakers from different sectors around the world will be invited to the Summit. Most of them have already confirmed their attendance and we will continue to follow the attendance up with the rest of the speakers. The Government will announce the details of the Summit once the arrangements are finalised.
3. Since the beginning of 2024, the HKTE has approached government units responsible for the talent work in major cities in the Guangdong Province and the Mainland, local chambers of commerce, enterprises as well as the HKTE's working partners to introduce the objectives and major contents of the Summit for inviting their support and attendance. Major online/offline promotional activities for the Summit have been progressively rolled out since early-April 2024. The HKTE has disseminated details of the Summit, including the theme, list of speakers and list of exhibitors at the Expo, through various digital and major social media platforms, with the publicity covering Hong Kong, the Mainland and overseas regions for attracting the attention of target groups to register or attend the forum online or visit the Expo. In addition, the HKTE, in collaboration with the Dedicated Teams for Attracting Businesses and Talents, will invite talents from all over the world to participate in the Summit in person or online, and step up promotion and publicity through its partners. The HKTE will also plan to invite major media and news platforms to cover the Summit.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)075**

**(Question Serial No. 2772)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

One of the aims of the Labour and Welfare Bureau (LWB) in manpower development is to proactively attract the inflow of quality talents to meet the changing manpower demands of the economy and sustain the impetus for Hong Kong's economic development. In this connection, please inform this Committee of the following:

- (1) how many types of talent admission schemes are there in Hong Kong and what were the manpower and financial expenditure involved in taking forward these schemes last year?
- (2) the respective numbers of applications and persons granted entry into Hong Kong under the above schemes, as well as the respective sources of talents for the applications received for each scheme in 2023-24; and
- (3) information on the talents who have come to Hong Kong under the talent admission schemes, including occupation and industry distribution, median wages and the average duration of stay for work in Hong Kong.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 55)

Reply:

- (1) At present, outside talents may be admitted to Hong Kong through the Top Talent Pass Scheme (TTPS), the General Employment Policy (GEP), the Admission Scheme for Mainland Talents and Professionals (ASMTP), the Immigration Arrangements for Non-local Graduates (IANG), the Technology Talent Admission Scheme (TechTAS), the Quality Migrant Admission Scheme (QMAS) and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG).

The staff establishment and salary costs of the Immigration Department (ImmD) for processing applications under various immigration policies/ schemes in 2023-24 are tabulated below:

Talent admission scheme		2023-24
TTPS	Staff establishment (Number of posts)	10
	Salary costs* (\$'000)	7,920
GEP &	Staff establishment (Number of posts)	28
	Salary costs* (\$'000)	20,030
ASMTTP	Staff establishment (Number of posts)	24
	Salary costs* (\$'000)	15,310
IANG	Staff establishment (Number of posts)	14
	Salary costs* (\$'000)	8,760
TechTAS	Staff establishment (Number of posts)	3
	Salary costs* (\$'000)	2,500
QMAS	Staff establishment (Number of posts)	30
	Salary costs* (\$'000)	21,610
ASSG	Staff establishment (Number of posts)	12
	Salary costs* (\$'000)	6,360

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

- (2) The numbers of applications received and approved under various talent admission schemes by region in 2023-24 are tabulated below:

TTPS

Region	2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved
Mainland China	48 099	43 992
The United States	593	524
Canada	556	512
Australia	373	322
Singapore	195	166
Others	1 286	981
Total	51 102	46 497

Note: Applications approved in a year may not all be received in the same year.

GEP

Region	2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved
South Korea	3 150	2 903
Japan	2 526	2 373
Taiwan, China	2 427	2 283
The United Kingdom	2 250	2 125
The United States	1 817	1 713
India	1 817	1 576
The Philippines	1 714	1 567
France	1 055	1 023
Australia	810	768
Canada	521	500
Others	9 955	8 914
Total	28 042	25 745

Note: Applications approved in a year may not all be received in the same year.

ASMTP

The ASMTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents.

2023-24 (as at February 2024)	
Number of applications received	Number of applications approved
22 837	19 954

Note: Applications approved in a year may not all be received in the same year.

IANG

Region	2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved
Mainland China	23 436	22 301
South Korea	191	203
India	198	192
Taiwan, China	136	105
Malaysia	100	95
Macao Special Administrative Region	63	62
Pakistan	52	50
Canada	32	36
The United States	34	30
France	7	7
Others	617	604
Total	24 866	23 685

Note: Applications approved in a year may not all be received in the same year.

TechTAS

Region	2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved
Mainland China	128	110
The United States	2	2
Malaysia	1	1
India	1	1
France	1	1
Others	3	4
Total	136	119

Note: Applications approved in a year may not all be received in the same year.

QMAS

Region	2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved
Mainland China	75 357	12 509
Canada	241	39
Australia	206	38
The United States	177	34
Others	1 004	69
Total	76 985	12 689

Note: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals. Applications approved in a year may not all be received in the same year.

### ASSG

Region	2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved
The United States	33	22
Canada	24	20
The United Kingdom	24	15
Australia	9	8
The Philippines	8	4
The Netherlands	3	3
Singapore	-	2
Others	32	14
Total	133	88

Note: Applications approved in a year may not all be received in the same year.

- (3) In 2023-24 (as at end-February 2024), the breakdowns of the numbers of approved applicants under various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

### GEP

Industry/Sector	Number of persons
Academic research and education	2 642
Commerce and trade	2 268
Arts/Culture	2 260
Financial services	1 740
Tourism	1 529
Engineering and construction	1 435
Recreation and sports	1 061
Information technology	491
Catering services	486
Medical and healthcare services	303
Legal services	163
Manufacturing industries	93
Telecommunications	52
Architecture/Surveying	22
Biotechnology	12
Others	11 188
Total	25 745

Monthly remuneration	Number of persons
Below \$20,000	12 540
\$20,000 - \$39,999	7 171
\$40,000 - \$79,999	3 592
\$80,000 or above	2 442
Total	25 745

#### ASMTF

Industry/Sector	Number of persons
Academic research and education	3 783
Arts/Culture	3 233
Commerce and trade	3 194
Financial services	2 837
Engineering and construction	2 332
Information technology	1 091
Recreation and sports	908
Telecommunications	172
Medical and healthcare services	156
Tourism	155
Manufacturing industries	149
Architecture/Surveying	147
Legal services	117
Catering services	94
Biotechnology	55
Traditional Chinese medicine	4
Others	1 527
Total	19 954

Monthly remuneration	Number of persons
Below \$20,000	6 608
\$20,000 - \$39,999	7 528
\$40,000 - \$79,999	4 349
\$80,000 or above	1 469
Total	19 954

TechTAS

Industry/Sector	Number of persons
Artificial intelligence	33
Biotechnology	24
Data analytics	14
Financial technologies	8
Robotics	7
Green technology	7
Material science	5
Digital entertainment	5
Cybersecurity	4
The Internet-of-Things	4
Microelectronics	4
Integrated circuit design	3
Advanced communication technologies	1
Quantum technology	-
Total	119

Monthly remuneration	Number of persons
Below \$20,000	2
\$20,000 - \$39,999	71
\$40,000 - \$79,999	35
\$80,000 or above	11
Total	119



## QMAS

Industry/Sector	Number of persons
Financial and accounting services	4 026
Information technology and telecommunications	3 085
Business support and human resources	925
Commerce and trade	892
Manufacturing industries	745
Architecture, surveying, engineering and construction	581
Human health and veterinary services	500
Academic research and education	486
Legal services	473
Logistics and transportation	160
Broadcasting and entertainment	113
Arts and culture	95
Catering and tourism	46
Sports	31
Others	531
Total	12 689

Note 1: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Note 2: The industry/sector under the QMAS is as classified by the ImmD and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

Successful applicants under the QMAS are not required to have secured offers of employment before coming to Hong Kong. The ImmD does not maintain the statistics on the average remuneration of successful applicants.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

## ASSG

Applicants under the ASSG are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

## TTPS

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

The ImmD does not maintain other statistics mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)076**

**(Question Serial No. 2776)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget that the Hong Kong Talent Engage (hereinafter referred to as "HKTE") was established on 30 October 2023. In this connection, please inform this Committee of:

- (a) the staff establishment, expenditure on salaries and operating expenditure of the HKTE; and
- (b) the concrete measures taken by the Government to assist and support outside talents and their families in settling in Hong Kong.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 54)

Reply:

- (a) The Hong Kong Talent Engage (HKTE) has a staff establishment of 38, including 8 civil servants. Its annual expenditure is estimated to be about \$90 million, of which about \$42 million will be used for payroll cost and the remaining for local and overseas promotion and publicity, various talent attraction events, talent support services, etc.
- (b) The HKTE strives to offer comprehensive one-stop support services to incoming talents and organises a variety of online and offline activities in collaboration with many working partners to provide incoming talents with information on living and jobs in order to help them as well as their families adapt to and integrate into the local community. From March 2024 onwards, the HKTE, together with its working partners, will organise no less than 36 online or physical seminars or workshops on a wide range of topics such as job seeking, business start-up, education, accommodation, household knowledge and Cantonese learning.

The HKTE provides an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) to offer advice or necessary information to talents in areas like employment, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. in order to help them adapt to the life in Hong Kong. As at end-February 2024, the online platform processed over 12 000 enquiries. The platform also features about 8 000 real time quality job

opportunities daily and talents can apply for these jobs directly through it. Connected with over 35 designated partners, the platform also provides talents with advice and services in respect of job seeking, accommodation, education, integrated settlement services as well as networking and community through online matching services. More than 3 300 referrals of service requests have been made so far.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)077**

**(Question Serial No. 3220)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Continuing Education Fund (CEF) is aimed at encouraging adults with learning aspirations to pursue continuing education and training. In this connection, please inform this Committee of the following:

1. the balance of approved commitment and the total expenditure in the past 3 years;
2. the numbers of subsidy recipients under the CEF by age group in the past 3 years; and
3. the numbers of subsidy recipients with a breakdown by academic qualification awarded and the total amounts of subsidy disbursed under the CEF in the past 3 years.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 37)

Reply:

1. The balance of the approved commitment and the total expenditure under the Continuing Education Fund (CEF) in the past 3 years are tabulated as follows -

<b>Year</b>	<b>Balance of approved commitment (\$ billion)</b>	<b>Total expenditure (\$ million)</b>
2021-22	10.7	479
2022-23	10.3	496
2023-24 (as at 31 January 2024)	9.847	406

2. The numbers of successful claims by age group in the past 3 years are tabulated as follows -

<b>Year</b>	<b>Age group</b> <sup>Note</sup>					<b>Total</b>
	18-29	30-39	40-49	50-59	60 or above	
2021-22	23 547	17 071	9 706	5 339	2 127	57 790
2022-23	23 350	18 475	11 314	6 381	2 758	62 278
2023-24 (as at 31 January 2024)	19 328	14 080	8 657	5 410	2 914	50 389

Note: The upper age limit for the CEF applicants was removed with effect from 1 August 2022.

3. Breakdown of the numbers of successful claims by academic qualification awarded and the total amount of reimbursement claimed in the past 3 years are given at **Annex**.

**Breakdown of the number of successful claims <sup>Note</sup> by academic qualification awarded and the total amount of reimbursement claimed**

<b>Academic qualification awarded</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24 (as at 31 January 2024)</b>
Master Degree	116	322	356
Postgraduate Diploma	60	164	152
Bachelor Degree	100	57	79
Postgraduate Certificate/ Postgraduate Award	91	47	16
Associate Degree	2	12	5
Advanced Diploma/ Professional Diploma/ Post-diploma Certificate	1 249	1 829	1 330
Higher Diploma	91	250	204
Diploma/ Executive Diploma/ Graduate Diploma	2 675	2 543	1 672
Advanced/ Professional/ Higher Certificate	2 868	3 443	1 979
Certificate/ Executive Certificate/ Graduate Certificate	20 763	25 305	21 653
Others (e.g. certificate of completion/attendance)	29 775	28 306	22 943
<b>Total</b>	<b>57 790</b>	<b>62 278</b>	<b>50 389</b>
<b>Total amount of reimbursement claimed (\$ million)</b>	<b>452.2</b>	<b>467.4</b>	<b>381.2</b>

Note: A person may claim for reimbursement of one or more CEF courses.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)078****(Question Serial No. 3222)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): (000) Operational expensesProgramme: (3) Manpower DevelopmentControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

The purpose of the new round of manpower projection (MP) commenced this year is to help the Government formulate appropriate strategies to address the overall manpower needs. In this connection, would the Government inform this Committee of:

1. the expenditures and manpower involved in the previous 3 rounds of MP;
2. the expenditure and manpower involved in the new round of MP; and
3. the discrepancies between the previous rounds of MP and the actual figures. Is there any room for improvement? If yes, what are the details; if not, what are the reasons?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 39)Reply:

1&2. The Labour and Welfare Bureau (LWB) has commenced a new round of MP in 2023 and the previous 3 rounds of MP were held in 2010, 2012 and 2017 respectively. The expenditures and manpower involved in these 4 rounds of MP are tabulated below:

	Total expenditure (\$'000)	Number of posts created#
MP conducted in 2010	5,000	3
MP conducted in 2012	5,500	34
MP conducted in 2017	6,200	31
MP commenced in 2023	6,100	4

# Non-Civil Service Contract posts created by the Census and Statistics Department.

3. By consolidating the latest trends of the labour force, existing and known policies and views collected from stakeholders, the MP assesses the manpower requirements and shortages for key industries driving Hong Kong's economic growth and essential services supporting the city's operation over the projection period. LWB conducted the new round of MP with an enhanced methodology. Apart from expanding the collection channels and sources of data and information, the projection period is



shortened from the previous 10 years to 5 years to better capture changes in local manpower requirements in short-to-medium term.

The projection findings will help guide the Government in adjusting manpower-related policies to meet the needs of Hong Kong's economic and industry development. Experience has shown that there would be discrepancies between the projection findings and the actual situation because subsequent changes in manpower situation would be changed upon caused by government policies introduced afterwards, or emergence of factors which was beyond anticipation at the time of MP (e.g. COVID-19), etc. As such, MP has to be updated on a regular basis to grasp the latest manpower situation so as to help the Government keep relevant policies under constant review.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)079**

**(Question Serial No. 3223)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employees Retraining Board (ERB) appoints training bodies to offer training programmes to enhance the employability of trainees and increase their career development opportunities. In this connection, would the Government inform this Committee of the following:

1. In the past 3 years, how many in-service training programmes were offered by the ERB? Please set out in detail the name of each programme and the funding involved for each programme; and
2. What is the employment situation of the trainees after attending the training programmes? What improvements have been made in comparison with the situation before the training?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 40)

Reply:

1. The Employees Retraining Board (ERB) offers over 500 skills upgrading and generic skills courses suitable for the employed, covering 28 industries and various generic skills categories. The lists of the relevant courses are set out in the ERB's Course Prospectus:  
[https://www.erb.org/corporate\\_information/corporate\\_communications/course\\_prospectus/en/](https://www.erb.org/corporate_information/corporate_communications/course_prospectus/en/)

The numbers of the skills upgrading and generic skills courses offered by training bodies and approved by ERB and the respective funding in the past 3 years (2021-22 to 2023-24) are as follows-

	Skills upgrading and generic skills courses		
	2021-22	2022-23	2023-24 (as at 29 February 2024)
Number of courses	<b>576</b>	<b>561</b>	<b>554</b>
Total amount of course fundings (million)	<b>\$216.9</b>	<b>\$218.9</b>	<b>\$176.4</b>

2. To encourage the unemployed and job-seekers to join the work force, training bodies organising ERB's placement-tied courses must provide trainees who have completed the courses with placement follow-up services for a period of 3 to 6 months. Skills upgrading and generic skills courses are organised mainly for the employed and placement follow-up services are not available. As such, ERB does not maintain information about trainees' employment after they have completed the courses.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)080**

**(Question Serial No. 1856)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Top Talent Pass Scheme (TTPS), would the Government inform this Committee of the following:

- (1) the respective numbers of (i) applications, (ii) approved cases and (iii) rejected cases under Categories A, B and C of the TTPS at present;
- (2) the average processing time for applications under Categories A, B and C of the TTPS respectively;
- (3) the number of successful applicants for a visa under the TTPS who have resided in Hong Kong on a long-term basis, with a breakdown by the number of those who have resided for (i) 1 month, (ii) 2 months, (iii) 3 months, (iv) 4 months, (v) 5 months and (vi) 6 months or more; and
- (4) as it is learnt that the Government has earlier conducted a questionnaire survey on the applicants who have arrived in Hong Kong for more than 6 months under the TTPS visa and their family members, and the outcome of the survey revealed that 48% of the respondents have not taken up employment, whether the Government will consider approving the TTPS applications in a more prudent manner, so as to avoid abuse of the scheme; if so, of the details; if not, the reasons for that?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 11)

Reply:

- (1) Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 29 February 2024, the numbers of applications received and approved are as follows:

	Category A	Category B	Category C	Total
Number of applications received #	20 197	37 451	14 860	72 508
Number of applications approved	13 794	32 440	12 661	58 895
Number of applications refused	1 541	1 405	698	3 644

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities (eligible universities/institutions) with at least three years of work experience over the past five years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past five years immediately preceding the date of application with less than three years of work experience.

# The total number of applications received includes the number of applications withdrawn or with no follow-up action required.

- (2) Under the TTPS, the Immigration Department (ImmD) generally completes the processing of applications within 4 weeks upon receipt of the applications and all necessary documents. The processing time required for individual cases depends on whether the applicant meets the relevant application criteria, whether sufficient documentary proof and information have been provided, and the staffing arrangements of the ImmD.
- (3) Persons admitted to Hong Kong under the TTPS are not required to have secured offers of employment in Hong Kong before their application for a two-year visa through the TTPS to explore opportunities in the city. They will normally be granted an initial stay of 2 years without other conditions of stay upon entry, hence without any requirement imposed by the Government on the duration of stay for persons admitted under the TTPS, and the ImmD does not maintain statistics on the duration of stay for persons admitted under the TTPS.
- (4) Upon applying for extension of stay before the expiry of the visas granted, eligible outside talents will have to be employed, or have established or joined in business in Hong Kong so that extension of stay can be granted. When applying for extension of stay, applicants are required to provide the ImmD with concrete supporting information and documents, including employment contracts, proof and accounts of their business operation and tax demand notes. The ImmD will follow the established mechanism in examining whether applicants meet the eligibility criteria for extension of stay. If necessary, the ImmD will visit the applicants' reported work and business premises to conduct on-site verification to ensure that only persons meeting the relevant immigration policies will be permitted to stay in Hong Kong.

Talents moving to Hong Kong under the TTPS need to make various preparations and arrangements for their relocation, and to adapt to the environment and lifestyles in Hong

Kong. In November last year, the Labour and Welfare Bureau (LWB) conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. This indicates that many talents have successfully started a new life in Hong Kong and made contributions to the city. With the initial success of the TTPS, the Hong Kong Talent Engage will provide incoming talents with support in areas such as job seeking, accommodation and children's education, so as to assist them in settling in Hong Kong.

The LWB will review the TTPS and other enhanced talent admission arrangements in the middle of this year to ensure the competitiveness of relevant measures and their effectiveness in addressing Hong Kong's manpower demand.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)081**

**(Question Serial No. 1857)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the implementation of the Apprenticeship Ordinance (Cap. 47) (the Ordinance), would the Government inform this Committee of the following:

- (1) the respective numbers of registered apprentices under the Ordinance in each of the past 5 years, with a breakdown by designated trade;
- (2) the staff establishment and strength of the Office of the Director of Apprenticeship under the Vocational Training Council; and
- (3) in view of continuous changes in the local labour market and manpower needs along with economic development, whether the Government would consider reviewing and extending the coverage of “designated trades” as stipulated in the Ordinance to professional and associate professional occupations; if yes, what are the details; if not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 12)

Reply:

- (1) In the past 5 years, the numbers of registered apprentices participating in the Apprenticeship Scheme (the Scheme) (by designated trades and non-designated trades) are as follows:

Year	Number of apprentices #		
	Designated trades	Non-designated trades	Total
2019-20	2 425	2 099	4 524
2020-21	2 256	2 184	4 440
2021-22	1 726	2 282	4 008
2022-23	1 247	2 601	3 848
2023-24 (as at 29 February 2024)	827	2 617	3 444

# The number of apprentices refers to the number of registered apprentices under the Scheme at the end of the respective year. As the duration of an apprenticeship normally lasts for 2 to 4 years, the registration of apprentices can span over more than a year.

Breakdown by designated trades

Designated trades		Year				
		2019-20	2020-21	2021-22	2022-23	2023-24 (as at 29 February 2024)
1	Audio-Visual and Radio-Frequency Mechanic	1	-	-	-	-
2	Bricklayer/Plasterer/Tiler	24	18	6	3	1
3	Building Services Mechanic	148	127	84	53	32
4	Cable Jointer (Power)	18	14	13	10	10
5	Carpenter/Joiner	20	23	17	9	5
6	Construction Plant Mechanic	42	31	19	8	6
7	Electrical Appliances Service Mechanic	11	17	15	16	12
8	Electrical Fitter	74	53	33	14	5
9	Electrician	464	458	305	166	78
10	Gas Utilisation Fitter	46	32	38	35	31
11	Lift Electrician	648	633	623	560	461
12	Mould and Die Maker and Repairer	-	4	2	2	-
13	Overhead Linesman	9	-	-	-	-
14	Painter/Decorator/Sign Writer	16	15	17	8	3
15	Plumber	29	42	47	27	6
16	Refrigeration/Air-Conditioning Mechanic	405	401	275	153	62
17	Vehicle Body Repairer/Builder	78	78	38	27	12
18	Vehicle Electrician	47	34	19	12	6
19	Vehicle Mechanic	317	252	159	129	81
20	Vehicle Painter	28	24	16	15	16
Total		2 425	2 256	1 726	1 247	827

Note: The number of apprentices refers to the number of registered apprentices under the Scheme at the end of the respective year. As the duration of an apprenticeship normally lasts for 2 to 4 years, the registration of apprentices can span over more than a year.

- (2) The Office of the Director of Apprenticeship (ODA) under the Vocational Training Council (VTC) has a staffing establishment of 35 Senior Apprenticeship Officers/Apprenticeship Officers and an existing strength of 33 staff members.
- (3) The Apprenticeship Ordinance (Cap. 47) (the Ordinance) has already allowed flexibility to cope with evolving market conditions. In response to the changing manpower needs



of the trades in Hong Kong, the ODA under VTC has introduced, in addition to the designated trades stipulated in the Ordinance, more than 40 common and wide-ranging non-designated trades, including professional and associate professional occupations in the information technology industry, the healthcare industry and the logistics and transport industry, such as engineering technician (building information modelling), information technology technician (network security), health worker and goods and logistics officers, etc. The modus operandi of non-designated trades is modelled on that of designated trades. Apprentices may join the Scheme on a voluntary basis for an apprenticeship which lasts for 2 to 4 years. All registered apprentices will receive relevant on-the-job training and vocational education. As in the past, VTC will regularly update the categories of non-designated trades according to the occupations of participating apprentices. It will also continue to closely monitor the implementation of the Scheme and listen to the views from various sectors of the community.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)082**

**(Question Serial No. 0630)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has rolled out various talent admission schemes, including the Top Talent Pass Scheme (TTPS), to trawl for talent, with more than 140 000 applications approved so far. Whether or not the Government has followed up on the employment and home ownership situations of the talents admitted under the TTPS after their arrival in Hong Kong, if so, please provide their relevant employment data and industry distribution.

How the Government evaluates the actual economic contribution of the TTPS to Hong Kong and examines the details and thresholds of various talent admission schemes so as to bring tangible actual economic benefits to Hong Kong.

Asked by: Hon CHEN Chung-nin, Rock (LegCo internal reference no.: 36)

Reply:

Persons admitted to Hong Kong under the Top Talent Pass Scheme (TTPS) will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the Immigration Department (ImmD) when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25%

of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

In addition, 16% of the spouses of talents admitted under the TTPS have already taken up employment. Most of them are engaged in high-skilled jobs with median monthly employment earnings of about \$30,000. Around 10% of them have a monthly salary of \$100,000 or above.

The majority of the incoming talents are living in rental properties, while around 5% are living in self-owned properties.

Based on the results of the above surveys, it is projected that some 30 000 TTPS entrants who arrived in Hong Kong in 2023 will contribute directly to Hong Kong's economy by an amount of some \$34 billion per annum, which is equivalent to about 1.2% of the local gross domestic product.

The Labour and Welfare Bureau will review the TTPS and other enhanced talent admission arrangements in the middle of this year to ensure the competitiveness of relevant measures and their effectiveness in addressing Hong Kong's manpower demand.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)083**

**(Question Serial No. 1705)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Hong Kong Talent Engage (HKTE) which officially commenced operation in late October 2023, please provide the following information:

- (1) Since the operation of the HKTE, what is the number of persons served each month, broken down by the type of services provided, as well as the country or region from which the talents come, and their area of expertise and specialisation ?
- (2) What are the specific details of the “Global Talent Summit cum Guangdong-Hong Kong-Macao Greater Bay Area High-quality Talent Development Conference” to be staged by the HKTE in May 2024, including the objectives of the event, number of event days, target participants, number of guests to be invited, countries and regions from which the participants and guests mainly come, estimated expenditure and manpower involved in the event, etc.?
- (3) What is the estimated number of Mainland and overseas visitors to be attracted to Hong Kong by the event?

Asked by: Hon CHIU Duncan (LegCo internal reference no.: 3)

Reply:

- (1) The Hong Kong Talent Engage (HKTE) provides an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) to offer information on employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. to talents interested in coming to Hong Kong. Talents can also make enquiries and request support services from designated partners on the platform. Since its launch in December 2022 and up to end-February 2024, the HKTE's online platform has recorded about 2.65 million cumulative pageviews and processed over 12 000 enquiries. Most of the enquiries involved matters on employment, talent admission schemes and visa applications, while the rest were related to education and other issues. The platform also collaborates with over 35 designated partners and provides talents with advice and services in respect of job seeking, accommodation, education, integrated settlement services as well as networking and community through online matching services. More than 3 300

referrals of service requests have been made so far, over 60% of which were job referrals.

The numbers of enquiries processed and referrals of service requests made by the HKTE are tabulated below:

	Number of enquiries processed	Number of referrals of service requests made <sup>#</sup>
28 December 2022 to January 2023	288	Not applicable
February 2023	111	
March 2023	99	
April 2023	96	
May 2023	560	
June 2023	947	
July 2023	918	
August 2023	1 177	436
September 2023	686	264
October 2023	843	173
November 2023	1 715	712
December 2023	1 419	637
January 2024	1 736	542
February 2024	2 077	596

<sup>#</sup> Online matching services have been provided since 28 July 2023.

- (2) & (3) The HKTE will stage a two-day “Global Talent Summit · Hong Kong” on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong’s roles and advantages as an international talent hub and a gateway for national talents. The Summit comprises 3 parts, i.e. International Talent Forum, Guangdong-Hong Kong-Macao Greater Bay Area (GBA) High-quality Talent Development Conference and CareerConnect Expo. The whole Summit is expected to attract an attendance of over 7 000, with a minimum attendance of 800 at the Forum while the Expo is anticipated to bring together about 100 exhibitors. The HKTE has not estimated the number of visitors to be attracted to Hong Kong by the Summit.

The aim of the Summit is to demonstrate to the world Hong Kong’s unique advantage of strong support from the Mainland and extensive global connections, as well as its charm as an international talent hub under “one country, two systems”. The Summit also facilitates talent exchange and co-operation globally and within the Guangdong-Hong Kong-Macao GBA, and boosts the high-quality development of Hong Kong and the Guangdong-Hong Kong-Macao GBA. In addition, major enterprises and working partners in Hong Kong and the GBA will showcase to participants at the Expo and talents around the world the opportunities in Hong Kong and the Mainland as well as the prospects of various industries.

The estimated expenditure of the Summit is approximately \$12 million, about 20% of which is venue costs and the remainder is the expenditure on production as well as promotion and publicity. HKTE staff will be mainly responsible for the work on the Summit, who are also required to take up other duties, therefore a breakdown on the payroll cost is not available. The HKTE has engaged 2 short-term staff members to perform backend duties of the Summit, whose payroll cost has been included in the total estimated expenditure of the Summit.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)084**

**(Question Serial No. 0859)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

In connection with the Hong Kong Talent Engage (HKTE) officially established in late October 2023 and the Global Talent Summit cum Guangdong-Hong Kong-Macao Greater Bay Area High-quality Talent Development Conference (GTS-cum-HQTDC) to be convened in Hong Kong in May 2024, would the Government inform this Committee of the following:

1. The Government has announced that the work of the HKTE comprises 5 areas, i.e. formulating promotion strategies, conducting targeted publicity, formulating talent recruitment strategies, expanding the working partner network and maintaining liaison with incoming talents. What are the work plans and the relevant estimated expenditures in these 5 areas in 2024 since the establishment of the HKTE;
2. Has the Government collaborated with local recruitment platforms and organisations in professional sectors, such as organising job matching sessions to assist incoming talents in securing employment or looking for more suitable job positions and work environment, with a view to retaining such talents; if yes, what are the expenditures and objectives of each of the collaboration projects with the external platforms and organisations;
3. As the Secretary for Labour and Welfare has once mentioned that children's education and social integration are areas of most concern to incoming talents, what are the plans and measures that the Government puts in place in these two areas;
4. What are the manpower and expenditure required in the GTS-cum-HQTDC; and
5. How will the Government capitalise on the hosting of the GTS-cum-HQTDC in Hong Kong and tie in with various talent attraction schemes to maximise the benefits of the conference and the schemes?

Asked by: Hon HO King-hong, Adrian Pedro (LegCo internal reference no.: 14)

Reply:

1. Established in end-October 2023, the Hong Kong Talent Engage (HKTE) is dedicated to providing support for incoming talents, formulating talent attraction strategies and following up on their development and needs after arrival.

The talent attraction strategies of the HKTE focus on 5 key areas, including:

- (1) analysing the distribution of talents worldwide in the 51 professions under 9 industry segments according to the Talent List of Hong Kong, so as to plan for talent attraction work;
- (2) formulating and implementing targeted online and offline publicity programmes, making use of various platforms such as media interviews, digital and social media etc. to tell good stories of Hong Kong, and promote Hong Kong's strengths and opportunities as well as various talent admission policies and the HKTE's services, etc.;
- (3) collaborating with various sectors, stakeholders and the Dedicated Teams for Attracting Businesses and Talents (Dedicated Teams) under Economic and Trade Offices (ETOs) to proactively reach out to talents by holding job fairs, seminars, exhibitions and important speaking engagements overseas or in the Mainland, with a view to attracting them to work and live in Hong Kong;
- (4) expanding its network of working partners to organise activities for prospective and new arrivals as well as their families, and provide them with information on living and working in Hong Kong, so as to help them broaden their social circle and integrate into the new environment; and
- (5) maintaining close contact with incoming talents to follow up on their development and needs in Hong Kong, and provide timely support services.

The HKTE provides a wide range of support services to prospective and new arrivals in Hong Kong. It provides an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) to offer information on employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. to talents interested in coming to Hong Kong. Talents can also make enquiries and request support services from designated partners on the platform. Up to end-February 2024, the online platform has processed over 12 000 enquiries and made more than 3 300 referrals of support service requests. The HKTE will continue to enhance the information and services provided by its online platform. In addition, it is actively expanding its talent support network from the current 35 partners to 80 partners, with a view to increasing the types and choices of support services.

The HKTE maintains close liaison with the Dedicated Teams in the Mainland Offices and overseas ETOs, Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to hold publicity events around the globe together, with a view to attracting talent directly by participating in job fairs, exhibitions and conventions as well as staging events and fora in priority target markets. In 2024-25, the priority target markets include Mainland cities with 1 or 2 eligible universities (e.g. Beijing, Shanghai, Wuhan, Guangzhou, Hangzhou, etc.), as well as Southeast Asian and ASEAN countries (e.g. Malaysia, Indonesia, etc.).

Furthermore, the HKTE and the Dedicated Teams will regularly exchange information on talent attraction work and promote various talent admission



schemes to proactively attract talents to pursue development in Hong Kong. The Dedicated Teams will also assist in promoting the activities organised by the HKTE and invite talents from all over the world for online participation. Looking forward, the HKTE plans to collaborate with the Dedicated Teams to visit top-ranked local universities to introduce to their students and graduates the employment opportunities available in Hong Kong and the HKTE's support services.

2. & 3. The HKTE commenced operation on 30 October 2023 and has since been actively collaborating with job recruitment platforms and organisations of professional sectors both in and outside Hong Kong to hold, inter alia, job matching sessions to assist incoming talents in securing employment or searching for more suitable job positions and environment in order to retain such talents. So far, the HKTE has co-hosted and joined exhibitions, job fairs and events held in conjunction with different working partners 17 times in total, including co-hosting an online live recruitment event with the Hong Kong Federation of Insurers in November 2023, participating in the 2nd National Conference on the Development of Human Resources Services held in Shenzhen, as well as taking part in Innovating Hong Kong - Global Talent Carnival. For most of the events, the organisers provided venues, arranged speakers and paid for the costs of the live webcast. HKTE staff were mainly responsible for co-ordination and liaison, entailing limited actual expenditure. The main objectives of the HKTE's participation in such events were to meet the talents in person to introduce Hong Kong's various talent admission schemes and measures to them, and to connect with various industries and working partners to tell the good stories of Hong Kong, with a view to attracting talents to pursue development in the city.

The HKTE strives to offer comprehensive one-stop support services to incoming talents and organises a variety of online and offline activities in collaboration with many working partners to provide incoming talents with information on living, jobs or skills, etc. in order to help them adapt to and integrate into the local community as early as possible. From March 2024 onwards, the HKTE, together with its working partners, will organise no less than 36 online or physical seminars or workshops on a wide range of topics such as job seeking, business start-up, education, accommodation, household knowledge and Cantonese learning.

The HKTE's online platform also offers advice or necessary information to talents in areas like employment, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. in order to help them adapt to the life in Hong Kong. As at end-February 2024, the online platform processed over 12 000 enquiries. The platform also features about 8 000 real time quality job opportunities daily and talents can apply for these jobs directly through it. Connected with over 35 designated partners, the platform also provides talents with advice and services in respect of job seeking, accommodation, education, integrated settlement services as well as networking and community through electronic matching services. More than 3 300 referrals of service requests have been made so far. Regarding employment support, the HKTE has engaged more than 10 human resources consultants as working partners to provide personalised job matching and job search support according to the background and specific

needs of the job seekers. As at end-February 2024, nearly 2 100 job referrals were processed through the working partners' online platforms.

In terms of education for children, according to the Education Bureau (EDB), incoming talents may choose to arrange for their school-age children to study in private schools or publicly-funded schools. The EDB provides support services for newly-arrived children to help them adapt to the learning environment in Hong Kong and integrate into the local community. The EDB also provides subsidies to publicly-funded schools admitting newly-arrived children to provide school-based support services. The HKTE will also provide information, such as that relating to children's education, to talents who intend to come to or who have recently arrived in Hong Kong and will refer their enquiries to relevant bureaux or departments for follow-up.

4. The HKTE will stage a "Global Talent Summit · Hong Kong" on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong's roles and advantages as an international talent hub and a gateway for national talents. The Summit comprises 3 parts, i.e. International Talent Forum, Guangdong-Hong Kong-Macao Greater Bay Area (GBA) High-quality Talent Development Conference and CareerConnect Expo. The whole Summit is expected to attract an attendance of over 7 000, with a minimum attendance of 800 at the Forum while the Expo is anticipated to bring together about 100 exhibitors. The estimated expenditure of the Summit is approximately \$12 million, about 20% of which is venue costs and the remainder is the expenditure on production as well as promotion and publicity. HKTE staff will be mainly responsible for the work on the Summit, who are also required to take up other duties, therefore a breakdown on the payroll cost is not available. The HKTE has engaged 2 short-term staff members to perform backend duties of the Summit, whose payroll cost has been included in the total estimated expenditure of the Summit.

The aim of the Summit is to demonstrate to the world Hong Kong's unique advantage of strong support from the Mainland and extensive global connections, as well as its charm as an international talent hub under "one country, two systems". The Summit also facilitates talent exchange and co-operation globally and within the Guangdong-Hong Kong-Macao GBA, and boosts the high-quality development of Hong Kong and the Guangdong-Hong Kong-Macao GBA. In addition, major enterprises and working partners in Hong Kong and the GBA will showcase to participants at the Expo and talents around the world the opportunities in Hong Kong and the Mainland as well as the prospects of various industries. Live webcast of the Summit will be available to connect national and foreign talents, with a view to positioning Hong Kong as an international talent hub and hence attracting talents of different professions to pursue development in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)085**

**(Question Serial No. 0860)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the work and promotion on trawling for talents from overseas, would the Government inform this Committee of the following:

1. the plans and promotional efforts made by the Government and its overseas offices to tell local talents abroad good stories of coming to Hong Kong for career development; and
2. apart from “competing for talents” for Hong Kong, has the Government co-ordinated and collaborated with cities in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) and discussed measures to jointly publicise the development opportunities of the GBA, with a view to attracting top-notch professional talents of different industries worldwide to develop their careers in Hong Kong?

Asked by: Hon HO King-hong, Adrian Pedro (LegCo internal reference no.: 15)

Reply:

1. Upon establishment in end-October 2023, the Hong Kong Talent Engage (HKTE) has immediately started to assist talents in their long-term development in Hong Kong by providing them with comprehensive one-stop support services, formulate targeted recruitment and publicity strategies for different talent groups, and collaborate with partners from various sectors in carrying out proactive external promotions of Hong Kong's strengths and opportunities, with a view to attracting more talents to come to Hong Kong to pursue development.

The HKTE will devise targeted promotion and publicity strategies to promote to talents from around the world the various talent admission schemes implemented by the HKSAR Government. In order to trawl for talents, it will also liaise with chambers of commerce, industrial and commercial associations, the Dedicated Teams for Attracting Businesses and Talents under Economic and Trade Offices, the Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to hold publicity events, including job fairs, exhibitions and conventions, in priority markets around the globe (such as

Southeast Asian and ASEAN countries, as well as cities with world-renowned universities).

In addition, the HKTE will enrich the information on its online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) with interesting posts, short stories, photos and videos, and pitch more media interviews to raise general awareness of HKTE's work. It will also expand its social media reach from the current 2 platforms to 5 so as to increase the followers of HKTE accounts and the number of post impressions.

The HKTE will stage a "Global Talent Summit · Hong Kong" (the Summit) on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong's roles and advantages as an international talent hub and a gateway for national talents.

2. In January 2024, the Governments of Guangdong and Hong Kong signed a framework agreement on promoting Guangdong-Hong Kong talent co-operation to enable the flow of diverse talents in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), deepen talent exchanges and co-operation, and give new impetus to the development of a high-quality talent hub in the GBA. The HKTE will make full use of the co-ordination mechanism on Guangdong-Hong Kong talent co-operation established under the agreement to strengthen communication and co-operation with the relevant units of the Guangdong Provincial Government, with a view to enhancing co-operation in talent nurturing, attraction and exchanges.

The "GBA High-quality Talent Development Conference" (the Conference) will be co-organised by the Hong Kong Special Administrative Region (SAR) Government, the Macao SAR Government and the Guangdong Provincial Government on the second day of the Summit, with a view to fostering high-quality talent development in the region and jointly building a high-quality talent hub in the GBA. As a large-scale international event, the Conference will help publicise major opportunities of the GBA and attract more talents to pursue development in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)086**

**(Question Serial No. 1375)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Hong Kong Talent Engage (HKTE) was established on 30 October 2023 to better implement the HKSAR Government's strategy of "trawling for and retaining talents".

In this connection, would the Government inform this Committee of the following:

1. the means through which the HKTE establishes liaison with global talents and attracts them;
2. the number of cases in which the HKTE has provided support for talents since its establishment;
3. how do Dedicated Teams for Attracting Businesses and Talents under the HKTE collaborate with Mainland Offices and overseas offices of the HKSAR Government in promoting business and talent attraction?

Asked by: Hon HO Kwan-yiu, Junius (LegCo internal reference no.: 5)

Reply:

1. Upon establishment in end-October 2023, the Hong Kong Talent Engage (HKTE) has immediately started to assist talents in their long-term development in Hong Kong by providing them with comprehensive one-stop support services, formulate targeted recruitment and publicity strategies for different talent groups, and collaborate with partners from various sectors in carrying out proactive external promotions of Hong Kong's strengths and opportunities, with a view to attracting more talents to come to Hong Kong to pursue development.

The HKTE establishes liaison with global talents mainly via online channels. It provides an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) to offer information on employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. to talents interested in coming to Hong Kong. Talents can also make enquiries and request support services from designated partners on the platform.

Moreover, the HKTE actively utilises media interviews as well as different digital and social media platforms for promotion, expanding from the current 2 platforms (WeChat

and LinkedIn) to other high reach alternatives such as Facebook, Instagram, YouTube and Xiaohongshu. It will also provide more comprehensive contents on various media and platforms through featuring interesting posts, short stories, photos and videos timely, so as to increase the number of social media post impressions and the number of social media followers, as well as to promote Hong Kong's strengths and the HKTE's services in order to connect with talents around the globe.

2. Since its launch in December 2022 and up to end-February 2024, the HKTE's online platform has recorded about 2.65 million cumulative pageviews and processed over 12 000 enquiries. Most of the enquiries involved matters on employment, talent admission schemes and visa applications, while the rest were related to education and other issues. The platform also collaborates with designated partners of the HKTE and provides talents with advice and services in respect of job seeking, accommodation, education, integrated settlement services as well as networking and community through electronic matching services. More than 3 300 referrals of service requests have been made so far, over 60% of which were job referrals.
3. The HKTE maintains close liaison with the Dedicated Teams for Attracting Businesses and Talents in the Mainland Offices and overseas Economic and Trade Offices, Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to hold publicity events around the globe together, with a view to attracting talent directly by participating in job fairs, exhibitions and conventions as well as staging events and fora in priority target markets. In 2024-25, the priority target markets include Mainland cities with eligible universities (e.g. Beijing, Shanghai, Wuhan, Guangzhou and Hangzhou) as well as Southeast Asian and ASEAN countries (e.g. Malaysia and Indonesia).

Furthermore, the HKTE and the Dedicated Teams will regularly exchange information on talent attraction work and promote various talent admission schemes to proactively attract talents to pursue development in Hong Kong. The Dedicated Teams will also assist in promoting the activities organised by the HKTE and invite talents from all over the world for online participation. Looking forward, the HKTE plans to collaborate with the Dedicated Teams to visit top-ranked local universities to introduce to their students and graduates the employment opportunities available in Hong Kong and the HKTE's support services.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)087**

**(Question Serial No. 2729)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the labour force and labour force participation rate in Hong Kong, would the Government inform this Committee of the following:

1. the estimated annual changes in the labour force participation rate in Hong Kong in the next 10 years; and
2. the projected shortage of local labour force after 10 years.

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.: 16)

Reply:

1. According to the latest labour force projections published by the Census and Statistics Department, the labour force (excluding foreign domestic helpers) is expected to rise from 3.48 million in the fourth quarter of 2023 to 3.59 million in 2032, while the labour force participation rate for the same period is projected to drop from 55.1% to 53.2%. The projections on labour force, labour force participation rate and their year-on-year changes for the next 10 years are tabulated below:

**2023 to 2032 Projections  
on Labour Force and Labour Force Participation Rate**

Year	Labour Force <sup>(1)</sup>	Labour Force Participation Rate <sup>(2)</sup>	
	('000 persons)	(%)	Year-on-year Change (percentage point)
2023	3 481.4 <sup>(3)</sup>	55.1 <sup>(3)</sup>	-0.7 <sup>(4)</sup>
2024	3 546.7	55.9	+0.8 <sup>(5)</sup>
2025	3 578.5	56.0	+0.1
2026	3 572.0	55.4	-0.6
2027	3 566.4	54.8	-0.6
2028	3 561.6	54.3	-0.5
2029	3 558.9	53.8	-0.5
2030	3 561.8	53.5	-0.3
2031	3 577.4	53.3	-0.2
2032	3 594.1	53.2	-0.1

Notes:

Figures exclude foreign domestic helpers.

- (1) Labour force refers to the land-based non-institutional population aged 15 and over who satisfy the criteria for being classified as employed persons or unemployed persons. Inmates of institutions and persons living on board vessels are excluded.
- (2) Labour force participation rate refers to the proportion of labour force in the total land-based non-institutional population aged 15 and over.
- (3) The figure refers to the labour force/labour force participation rate for the fourth quarter of 2023, whilst the respective figure for the whole year of 2023 is not yet available.
- (4) The figure refers to the change in the labour force participation rate for the fourth quarter of 2023 compared with that for the fourth quarter of 2022.
- (5) The figure refers to the change in the projected labour force participation rate for 2024 compared with that for the fourth quarter of 2023.

2. The Labour and Welfare Bureau (LWB) is conducting the Manpower Projection (MP) to assess the manpower requirements and shortages for key industries driving Hong Kong's economic growth and essential services supporting the city's operation in 5 years' time (i.e. 2028). The MP methodology has been enhanced with the projection period shortened from 10 years previously to 5 years, with a view to better capturing short-to-medium term changes in local manpower requirements. Sectoral consultations for the MP have largely been completed. We are consolidating data and information from various sources. Key findings of the MP are expected to be available in the third quarter of this year, while a detailed report is tentatively scheduled for promulgation in early 2025. More frequent updates of the MP will be conducted in the future to timely reflect manpower and economic trends.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)088**

**(Question Serial No. 2743)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 39 of the Budget that “in the past year or so, more than 140 000 applications were approved under various talent admission schemes. About 100 000 of them have already arrived in Hong Kong”. In this connection, please inform this Committee of the respective number of applicants, number of approved applications and number of persons who have come to Hong Kong under the following talent admission schemes in the past 5 years:

1. Top Talent Pass Scheme
2. General Employment Policy
3. Admission Scheme for Mainland Talents and Professionals
4. Quality Migrant Admission Scheme
5. Technology Talent Admission Scheme
6. Immigration Arrangements for Non-local Graduates
7. Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.: 30)

Reply:

The numbers of applications received and approved under various talent admission schemes in the past 5 years are tabulated below:

Talent Admission Scheme		2019-20	2020-21	2021-22	2022-23	2023-24 (as at February 2024)
Top Talent Pass Scheme (TTPS)#	Number of applications received	Not applicable			21 406	51 102
	Number of applications approved	Not applicable			12 398	46 497
General Employment Policy (GEP)	Number of applications received	39 606	16 032	14 479	19 102	28 042
	Number of applications approved	35 194	13 526	13 097	17 501	25 745
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Number of applications received	14 574	9 714	11 462	13 282	22 837
	Number of applications approved	11 997	7 926	10 168	11 841	19 954
Immigration Arrangements for Non-local Graduates (IANG)	Number of applications received	10 533	8 222	7 668	14 906	24 866
	Number of applications approved	10 320	7 620	7 156	14 189	23 685
Technology Talent Admission Scheme (TechTAS)	Number of applications received	74	130	54	87	136
	Number of applications approved	62	122	53	82	119
Quality Migrant Admission Scheme (QMAS)@	Number of applications received	5 828	4 119	6 218	28 732	76 985
	Number of applications approved	716	2 173	1 980	4 478	12 689

Talent Admission Scheme		2019-20	2020-21	2021-22	2022-23	2023-24 (as at February 2024)
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	Number of applications received	72	72	65	115	133
	Number of applications approved	50	40	40	70	88

Note: Applications approved in a year may not all be received in the same year.

# The TTPS has been launched from 28 December 2022.

@ The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

The Immigration Department (ImmD) has been keeping the statistics of talents admitted to Hong Kong under various talent admission schemes since 2023. A breakdown of the relevant number in 2023 is tabulated below:

Talent Admission Scheme	Number of incoming talents
TTPS	35 583
GEP #	7 953
ASMTP #	11 705
IANG	23 905
TechTAS	128
QMAS	12 276
ASSG	81
Total	91 631

# The numbers do not include cases of short-term employment.

The ImmD does not maintain other statistics mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)089**

**(Question Serial No. 1184)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

There are views that the Government's various talent admission schemes are not attracting a diverse enough pool of talent to Hong Kong. Will the Government inform this Committee of:

- (1) the breakdown of admitted talents from various talent admission schemes by country/region of origin in the past three years;
- (2) what measures are being implemented to recruit talents from overseas regions; and
- (3) the breakdown of the promotion budget of the Hong Kong Talent Engage (HKTE) by country/region.

Asked by: Hon IP LAU Suk-ye, Regina (LegCo internal reference no.: 33)

Reply:

- (1) Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022, the breakdown of the numbers of approved applicants under TTPS by region in the past 2 years is tabulated below:

Region	2022-23 (from 28 December 2022)	2023-24 (as at February 2024)
Mainland China	11 729	43 992
The United States	104	524
Canada	128	512
Australia	105	322
Singapore	57	166
Others	275	981
Total	12 398	46 497

The breakdown of the numbers of approved applicants under the General Employment Policy by region in the past 3 years is tabulated below:

Region	2021-22	2022-23	2023-24 (as at February 2024)
South Korea	788	1 317	2 903
Japan	1 276	1 488	2 373
Taiwan, China	423	1 272	2 283
The United Kingdom	1 292	1 437	2 125
The United States	1 046	1 199	1 713
India	1 037	1 377	1 576
The Philippines	389	951	1 567
France	884	895	1 023
Australia	414	548	768
Canada	366	395	500
Others	5 182	6 622	8 914
Total	13 097	17 501	25 745

The Admission Scheme for Mainland Talents and Professionals (ASMTP) is applicable to Mainland residents only. Therefore, all applicants are Mainland residents. The numbers of approved applicants under the ASMTP in the past 3 years are as follows:

2021-22	2022-23	2023-24 (as at February 2024)
10 168	11 841	19 954

The breakdown of the numbers of approved applicants under the Immigration Arrangements for Non-local Graduates by region in the past 3 years is tabulated below:

Region	2021-22	2022-23	2023-24 (as at February 2024)
Mainland China	5 995	12 892	22 301
South Korea	129	166	203
India	185	186	192
Taiwan, China	118	100	105
Malaysia	104	83	95
Macao Special Administrative Region	39	47	62
Pakistan	48	61	50
Canada	27	39	36
The United States	33	37	30
France	13	17	7

Region	2021-22	2022-23	2023-24 (as at February 2024)
Others	465	561	604
Total	7 156	14 189	23 685

The breakdown of the numbers of approved applicants under the Technology Talent Admission Scheme by region in the past 3 years is tabulated below:

Region	2021-22	2022-23	2023-24 (as at February 2024)
Mainland China	35	64	110
The United States	7	2	2
Malaysia	-	2	1
Taiwan, China	-	2	-
The United Kingdom	1	1	-
Australia	1	1	-
South Korea	5	1	-
Others	4	9	6
Total	53	82	119

The breakdown of the numbers of approved applicants under the Quality Migrant Admission Scheme by region in the past 3 years is tabulated below:

Region	2021-22	2022-23	2023-24 (as at February 2024)
Mainland China	1 840	4 303	12 509
Canada	31	44	39
Australia	26	38	38
The United States	25	28	34
Others	58	65	69
Total	1 980	4 478	12 689

Note: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

The breakdown of the numbers of approved applicants under the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents by region in the past 3 years is tabulated below:

Region	2021-22	2022-23	2023-24 (as at February 2024)
The United States	11	13	22
Canada	8	18	20
The United Kingdom	8	16	15
Australia	4	6	8

Region	2021-22	2022-23	2023-24 (as at February 2024)
The Philippines	-	3	4
The Netherlands	1	4	3
Singapore	3	5	2
Others	5	5	14
Total	40	70	88

- (2) Upon establishment in end-October 2023, the Hong Kong Talent Engage (HKTE) has commenced its work immediately to assist talents in their long-term development in Hong Kong by providing them with comprehensive one-stop support services, formulate targeted recruitment and publicity strategies for different talent groups, and collaborate with partners from various sectors in proactive external promotions of Hong Kong's strengths and opportunities, so as to attract more talents to come to Hong Kong to pursue development.

The HKTE will devise targeted promotion and publicity strategies to introduce HKSAR Government's various talent admission schemes to talents from around the world. It will liaise with chambers of commerce, trade and commercial associations, the Dedicated Teams for Attracting Businesses and Talents under Economic and Trade Offices, the Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to conduct publicity events to trawl for talents, including job fairs, exhibitions and conferences, in priority markets around the globe (including Southeast Asian and ASEAN countries, as well as cities with world-renowned universities).

In addition, the HKTE will enrich the content of its online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) by adding interesting posts, short stories, photos and videos, and pitch more media interviews actively to raise the general awareness of HKTE's work. It will also expand its social media reach from the current 2 platforms to 5 and attract more followers of HKTE's accounts and higher number of post impressions.

The HKTE will organise "Hong Kong Global Talent Summit" on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to congregate leaders from political, academic, business and other sectors around the world and the Mainland for exchanges on talent development trends and experience, so as to promote Hong Kong's roles and advantages as an international talent hub and a national talent gateway.

- (3) The HKTE's annual expenditure is estimated to be about \$90 million, of which about \$42 million will be accounted for salary cost, and the remaining for local and overseas promotion and publicity, organisation of various talent attraction events, provision of talent support services, etc. The HKTE does not have estimation on the breakdown of expenditure on promotion and publicity events by different regions.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)090**

**(Question Serial No. 2585)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget that the Hong Kong Talent Engage is committed to attracting talent from the Mainland and overseas, enabling the flow of talent among the cities of the Greater Bay Area.

Please inform this Committee of the following:

1. What is the approximate ratio of funding between Government support for addressing employment difficulties faced by local graduates and that for attracting outside talents to Hong Kong?
2. Has the Government compiled detailed statistics on the employment situation, salary levels and academic qualifications of those outside talents who have come to study and have stayed in Hong Kong after graduation? What is the talent retention rate and has the Government made the best use of these talents?
3. Why is there no support scheme targeted at outside talents who have come to study and have stayed in Hong Kong after graduation, despite the fact that these talent resources are within the reach of the Government?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 3)

Reply:

1. The main thrust of the Government's manpower policy is to nurture local talents, complemented by attraction of outside talents. Local institutions will offer appropriate employment support to graduates in need. In addition, the Labour Department (LD) provides comprehensive and free employment services to job seekers to assist them in seeking employment or changing jobs. Job seekers may meet with employment officers to obtain personalised employment advisory services as necessary. Employment officers will also help job seekers participate in LD's employment programmes, such as the Youth Employment and Training Programme and the Greater Bay Area Youth Employment Scheme, with a view to enhancing their employment opportunities. The relevant manpower and other expenditure for the provision of the above employment services and programmes by the LD are absorbed within the recurrent expenses of LD hence no separate breakdown.



2. From 2008 onwards, non-local students may apply to stay and work in Hong Kong after graduating with bachelor's degrees or higher qualifications from post-secondary institutions in Hong Kong under the Immigration Arrangements for Non-local Graduates (IANG), with a view to attracting non-local graduates to stay and flourish in the city, thereby enhancing the quality of our manpower resources and alleviating manpower demand. To further attract quality talents and enhance Hong Kong's competitiveness, the Government relaxed the IANG on 28 December 2022 by extending the limit of initial stay from 1 year to 2 years to allow more time for non-local graduates to explore opportunities in Hong Kong, and extended the IANG on a pilot basis to cover graduates from Hong Kong universities' campuses in Mainland cities of the Guangdong-Hong Kong-Macao Greater Bay Area so as to attract outstanding talents from these institutions to come to Hong Kong for employment.

The breakdowns of the numbers of applications received and approved, as well as the numbers of approved applicants under the IANG by academic qualifications, in the past 3 years are tabulated below:

Year	2021-22	2022-23	2023-24 (as at February 2024)
Number of applications received	7 668	14 906	24 866
Number of applications approved	7 156	14 189	23 685

Note: Applications approved in a year may not all be received in the same year. The same applies hereinafter.

Academic qualification	2021-22	2022-23	2023-24 (as at February 2024)
Doctorate	1 203	1 483	1 808
Master's Degree	4 285	10 238	18 785
Bachelor's Degree	1 619	2 440	3 077
Other Academic Qualifications at Degree Level or Equivalent	49	28	15
Total	7 156	14 189	23 685

The figures above include eligible non-local graduates from all publicly-funded and self-financing post-secondary institutions. As the Education Bureau does not maintain statistics on non-local graduates of all self-financing post-secondary programmes, we cannot ascertain the percentage of non-local graduates who have stayed in Hong Kong for development.

Over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, for those permitted to take up employment in Hong Kong under the IANG, if they wish to apply for extension of stay before their limit of stay expires, they are required to have secured offers of employment that are at the levels

commonly taken up by degree holders and the remuneration packages are on par with market level. For those who have established or joined in business in Hong Kong, they are required to produce proof of their business upon application for extension of stay.

The breakdowns by applicants' industry/sector and remuneration of the numbers of applications approved for extension of stay in 2023-24 (as at February 2024) are tabulated below:

Industry/Sector	Number of persons
Financial services	4 315
Academic research and education	1 824
Commerce and trade	1 385
Information technology	458
Telecommunications	339
Engineering and construction	274
Legal services	200
Medical and healthcare services	143
Architecture/Surveying	116
Manufacturing industries	70
Arts/Culture	47
Tourism	43
Catering services	43
Biotechnology	36
Recreation and sports	19
Traditional Chinese medicine	15
Others	1 684
<b>Total</b>	<b>11 011</b>

Monthly remuneration	Number of persons
Below \$20,000	2 515
\$20,000 to \$39,999	5 720
\$40,000 to \$79,999	1 551
\$80,000 or above	1 225
<b>Total</b>	<b>11 011</b>

3. Upon establishment in end-October 2023, the Hong Kong Talent Engage (HKTE) has commenced its work immediately to assist talents (including the approved applicants under the IANG) in their long-term development in Hong Kong.

The HKTE offers comprehensive one-stop support services and provides various information through a variety of online and offline activities organised in collaboration

with different working partners. Among which, the HKTE provides an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) to offer information in areas like employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc., including the launch of a dedicated webpage of Job Search that features about 8 000 real-time quality job opportunities daily from various major online recruitment platforms, for which non-local graduates can apply directly through the platform. Approved applicants under the IANG can also make relevant enquiries and request support services from designated working partners through the platform.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)091**

**(Question Serial No. 2606)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): ()  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)  
Director of Bureau: Secretary for Labour and Welfare

Question:

The estimated financial provision for the Vocational Training Council (VTC) in 2024-25 is \$276.5 million, which is 31% higher than the original estimate in 2023-24. In this connection, would the Government inform this Committee of the following:

- (1) what are the numbers of registered apprentices in designated trades and non-designated trades, and the distribution of the corresponding trades in the past 3 years? What are the number and categories of the new trades?
- (2) what are the actual numbers of trainees under vocational training in the past 3 years? Which trades are included?
- (3) according to the information provided in the Budget, the average vocational training hour for each trainee is only about 10 hours. What standards does the Government adopt for assessing the effectiveness of such short-term training courses? Will the courses be actually beneficial to the trainees in carrying out their work? What are the employers' comments on the effectiveness of such training courses in the actual workplace?
- (4) whether the VTC training places can meet the actual needs under the prevailing setting of economic restructuring?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 24)

Reply:

- (1) In the past 3 years, the numbers of registered apprentices in designated trades and non-designated trades, and the distribution by the corresponding trades are as follows:

Designated trades

Designated trades		Number of registered apprentices		
		2021-22	2022-23	2023-24 (as at 29 February 2024)
1	Bricklayer/Plasterer/Tiler	6	3	1
2	Building Services Mechanic	84	53	32
3	Cable Jointer (Power)	13	10	10
4	Carpenter/Joiner	17	9	5
5	Construction Plant Mechanic	19	8	6
6	Electrical Appliances Service Mechanic	15	16	12
7	Electrical Fitter	33	14	5
8	Electrician	305	166	78
9	Gas Utilisation Fitter	38	35	31
10	Lift Electrician	623	560	461
11	Mould and Die Maker and Repairer	2	2	-
12	Painter/Decorator/Sign Writer	17	8	3
13	Plumber	47	27	6
14	Refrigeration/Air-Conditioning Mechanic	275	153	62
15	Vehicle Body Repairer/Builder	38	27	12
16	Vehicle Electrician	19	12	6
17	Vehicle Mechanic	159	129	81
18	Vehicle Painter	16	15	16
Total		1 726	1 247	827

Note: The number of apprentices refers to the number of registered apprentices under the Apprenticeship Scheme (the Scheme) at the end of the respective year. As the duration of an apprenticeship normally lasts for 2 to 4 years, the registration of apprentices can span over more than a year.

Non-designated trades

Non-designated trades		Number of registered apprentices		
		2021-22	2022-23	2023-24 (as at 29 February 2024)
1	Aircraft Maintenance Mechanic I	12	5	-
2	Aircraft Maintenance Mechanic II	26	16	6
3	Aircraft Painting Mechanic	5	2	1
4	Analytical Testing Technician	18	14	23
5	Arboriculture Management Specialist	18	15	3
6#	Assistant Dispenser	11	14	6
7	Beauty and Personal Care Specialist	10	11	7
8#	Logistics Executive	-	5	13
9	CNC Milling Machine Operator (Watch Parts Manufacturing)	2	2	1
10	Craft Apprentice (Waterworks)	10	11	7
11#	Engineering Craftsman (Air Conditioning)	161	222	250
12#	Engineering Craftsman (Building Services)	23	44	75
13#	Engineering Craftsman (Electrical)	240	321	361
14#	Engineering Craftsman (Electronic)	83	70	69
15#	Engineering Craftsman (Fire Services Equipment)	24	23	14
16#	Engineering Craftsman (Mechanical)	236	197	175
17#	Engineering Craftsman (Network)	18	23	32
18#	Engineering Craftsman (Vehicle Body Repair)	-	3	7
19#	Engineering Craftsman (Vehicle)	47	68	76
20#	Engineering Technician (Air conditioning)	28	35	35
21#	Engineering Technician (Building Information Modelling)	1	4	3
22#	Engineering Technician (Building Services)	225	230	203
23#	Engineering Technician (Construction)	320	367	367
24#	Engineering Technician (Electrical)	214	276	263

Non-designated trades		Number of registered apprentices		
		2021-22	2022-23	2023-24 (as at 29 February 2024)
25#	Engineering Technician (Electronic)	111	123	137
26#	Engineering Technician (Fire Services Equipment)	5	4	1
27#	Engineering Technician (Mechanical)	80	87	90
28#	Engineering Technician (Quantity Surveying)	89	119	98
29#	Engineering Craftsman (Vehicle)	44	51	48
30	Gas Network Fitter	23	22	24
31#	Health Worker	-	9	9
32#	Information Technology Technician (Application Development)	-	10	30
33#	Information Technology Technician (Network Security)	-	11	15
34#	Information Technology Technician (System Administration)	28	41	43
35#	Information Technology Technician (Communication and Network)	12	22	17
36	Leveller	20	12	1
37	Lift Technician	58	51	45
38	Media Publication Assistant	12	12	11
39	Medical Operations Assistant	4	4	-
40	Metal Worker	7	-	-
41	Permanent Way Mechanic	31	32	44
42	Publishing and Media Design	11	5	2
43	Steel Fabricator	7	4	-
44	Terminal Services Operator	1	-	-
45	Watch Technical Assistant	6	3	4
46	Welder	1	1	1
Total		2 282	2 601	2 617

Note: The number of apprentices refers to the number of registered apprentices under the Apprenticeship Scheme (the Scheme) at the end of the respective year. As the duration of an apprenticeship normally lasts for 2 to 4 years, the registration of apprentices can span over more than a year.

The 26 new non-designated trades introduced in the past 3 years are marked with # in the above table.

- (2) In the past 3 academic years, the actual numbers of trainees of vocational training are as follows, covering trades such as business, childcare, elderly and community services, design, engineering, health and life sciences, hospitality and tourism as well as information technology:

Academic Year	Number of persons
2020/21	173 905
2021/22	172 739
2022/23	214 026

- (3) The training courses cover multiple professional areas and are tailor made to meet the needs of different trades with vastly different contents. It is not considered appropriate to measure the effectiveness of training courses by the average vocational training hours of trainees.

The Vocational Training Council (VTC) invites trainees to complete surveys upon course completion to collect their opinions on course content, design, etc. The survey findings showed that most trainees were satisfied with the training arrangements and found the courses effective in helping them to cope with current or future work. Taking into account the feedback collected, VTC will improve the course content and design to better meet practical needs.

- (4) At present, VTC provides more than hundred thousand of vocational training places to cope with the demand. Trainees generally do not need to have to wait for admission to relevant courses.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)092**

**(Question Serial No. 0194)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour and Welfare Bureau provides vocational training through subvention to the Vocational Training Council for meeting the manpower needs of industries, enhancing the quality of the workforce in Hong Kong and helping employees adjust to market changes. In this connection, would the Government inform this Committee of the following:

- (a) the estimated expenditure involved in the additional monthly training allowance provided to each registered apprentice by the Government for a period of 3 years starting from the 2024/25 academic year;
- (b) further to the above, whether the Bureau will assess the its effectiveness and review the rate of the relevant training allowance; if so, of the details, if not, the reasons for that;
- (c) given the estimated completion rate of 95% in the 2024/25 academic year, whether the Bureau will provide support to trainees who have failed to graduate and take follow-up actions; if so, of the details; if not, the reasons for that.

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 23)

Reply:

- (a) & (b) To encourage more young people to join the Apprenticeship Scheme and work in relevant trades, the Vocational Training Council (VTC) will, for a period of 3 years starting from 2024/25, provide each registered apprentice with an additional monthly training allowance of \$1,000. The expenditure involved in 2024/25 will be \$52 million. Moreover, the administration and staffing costs in relation to promotion of the Apprenticeship Scheme and disbursement of allowances will involve an estimated expenditure of \$3.1 million in the year. The Labour and Welfare Bureau will closely monitor the implementation of the initiative and review it in a timely manner.
- (c) The relevant VTC's courses aim to help in-service personnel upgrade their skills and knowledge. According to previous experience, some trainees might drop

out midway and could not complete the courses for personal reasons or other considerations. Where necessary, the VTC will provide appropriate support to drop-outs, including arranging them to retake the uncompleted courses or enrol in other courses.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)093**

**(Question Serial No. 3105)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under the Programme that the Labour and Welfare Bureau will attract global talents to Hong Kong and provide one-stop facilitation and support to them for long-term settlement. In this connection, would the Government inform this Committee of the following:

The Hong Kong Talent Engage (HKTE) was established on 30 October 2023 with the aim of attracting global talents to Hong Kong and providing one-stop facilitation and support to them for long-term settlement. The HKTE has set various targets, including formulating and implementing targeted marketing programmes to promote various talent admission schemes; developing Hong Kong into a key talent hub in the region and enhancing its image in attracting talents; collaborating with various industry partners to actively reach out to talents so as to provide them with support and facilitation through online and offline activities; expanding working partner network to strengthen the HKTE's service capabilities to facilitate and support foreign talents and their families to settle in Hong Kong; and boosting talent awareness and talent management services of the HKTE.

- a. how many talents have settled in Hong Kong since the establishment of the HKTE?
- b. further to the above question, please set out the average processing time for each application and the administrative expenditure incurred.
- c. what is the Bureau's estimated expenditure for the marketing programmes to promote various talent admission schemes?
- d. further to the above question, please describe in detail how the effectiveness of such marketing and promotional programmes will be evaluated.

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 39)

Reply:

- a. The Hong Kong Talent Exchange (HKTE) was established in end-October 2023. From 1 November 2023 to 29 February 2024, over 37 000 people arrived in Hong Kong under various talent admission schemes.

- b. The staff establishment and salary costs of the Immigration Department (ImmD) for processing applications under respective talent admission schemes in 2024-25 are tabulated below:

Talent admission scheme		2024-25
Top Talent Pass Scheme	Staff establishment (Number of posts)	15
	Salary costs* (\$ million)	12,380
General Employment Policy &	Staff establishment (Number of posts)	28
	Salary costs* (\$ million)	21,150
Admission Scheme for Mainland Talents and Professionals	Staff establishment (Number of posts)	24
	Salary costs* (\$'000)	15,980
Immigration Arrangements for Non-local Graduates	Staff establishment (Number of posts)	14
	Salary costs* (\$'000)	9,150
Technology Talent Admission Scheme	Staff establishment (Number of posts)	3
	Salary costs* (\$'000)	2,600
Quality Migrant Admission Scheme	Staff establishment (Number of posts)	114
	Salary costs* (\$'000)	88,710
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents	Staff establishment (Number of posts)	12
	Salary costs* (\$'000)	6,650

& Including Employment Stream and Investment Stream.

\* Calculation based on the notional annual mid-point salary.

The above salary costs have been reflected in the ImmD's Estimates of Expenditure under Head (70), while the related administrative expenditure is absorbed within its recurrent expenses and cannot be separately identified.

- c. & d. Upon establishment in end-October 2023, the HKTE has immediately started to formulate and implement targeted online and offline publicity programmes, make use of various platforms such as media interviews, digital and social media etc. to tell good stories of Hong Kong, and promote Hong Kong's strengths and opportunities as well as various talent admission policies and the HKTE's services, etc.

The annual expenditure of the HKTE is estimated to be about \$90 million, of which about \$42 million will be used for payroll cost and the remaining for local and overseas promotion and publicity, various talent recruitment events, talent support services, etc.

The key performance indicators (KPIs) on promotion and publicity set by the HTKE are as follows:

KPI	2023 (Actual)	2024 (Estimate)
<b>Awareness and Brand Building</b>		
- number of www.hkengage.gov.hk pageviews	2 227 260¶	6 000 000
- number of social media platforms	2β	5
- number of social media post impressions	7 876 141	25 000 000
- number of social media followers	16 453	50 000
<b>Engagement and Support Services</b>		
- number of industry and working partners	35λ	80
- number of outreach initiatives	6Λ	50
- number of themed workshops and seminars	N.A.	36
- percentage of online and in-person enquiry services to be responded within 48 hours	95%	95%

¶ Counting from the launch of website on 28 December 2022.

β LinkedIn with effect from 28 December 2022 and WeChat from 8 May 2023.

λ Since launch of supporting services at HKTE website on 28 July 2023.

Λ Counting from announcement of establishment of HKTE on 30 October 2023.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)094**

**(Question Serial No. 0123)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Last November, Stephon Marbury, a former National Basketball Association player, submitted an application under the Top Talent Pass Scheme (TTPS) to the Hong Kong Talent Engage (HKTE), and at the same time met with the Secretary for Labour and Welfare (SLW) and the Director of the HKTE. A press release was issued by the Government in this regard. In this connection, would the Government inform this Committee of the following:

- (1) the number of applicants arranged to meet with the SLW or the Director of the HKTE when submitting their applications since the implementation of the TTPS;
- (2) the average time taken to complete the processing of TTPS applications;
- (3) the time taken to complete the processing of Marbury's TTPS application;
- (4) whether Marbury's TTPS application was facilitated through arrangements by a third party; if yes, what are the details; and
- (5) why did people other than Marbury and government officials appear in the photos of the government press release on Marbury's TTPS application?

Asked by: Hon LAI Tung-kwok (LegCo internal reference no.: 10)

Reply:

- (1) to (5) The eligibility criteria and application procedures for the Top Talent Pass Scheme (TTPS) are open and transparent. Applicants are only required to submit applications and necessary documents through the online platform of the Immigration Department (ImmD). The ImmD generally completes the processing of applications within 4 weeks upon receipt of the applications and all necessary documents. The processing time required for individual cases depends on whether an applicant meets the relevant application criteria, whether sufficient documentary proof and information have been provided, and the staffing arrangements of the ImmD. The Government will not comment on the processing time and details of individual cases.

The Hong Kong Talent Engage (HKTE) is mainly responsible for talent attraction, including publicity, promotion and scouting quality talents of diverse backgrounds

from all over the world to come and settle in Hong Kong. In the course of its work, the HKTE will engage and collaborate with industry stakeholders and working partners to actively promote Hong Kong to the world, and spread the good stories of Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)095**

**(Question Serial No. 0124)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Top Talent Pass Scheme (TTPS) has been implemented for over a year. In this connection, would the Government inform this Council of the following:

- (1) Regarding the applicants for the TTPS, the numbers of Category A, B and C applications received, approved and rejected, as well as the number of arrivals in Hong Kong up to the present;
- (2) Whether the statistics on the numbers of Category A, B and C applications received each month from TTPS applicants are kept; if yes, what are the details;
- (3) Regarding the dependants of applicants under the TTPS, the numbers of Category A, B and C applications received, approved and rejected, as well as the number of arrivals in Hong Kong up to the present;
- (4) Regarding the unmarried and dependent children under the age of 18 of applicants under the TTPS, the numbers of Category A, B and C applications received, approved and rejected, as well as the number of arrivals in Hong Kong up to the present;
- (5) Whether the statistics on the number of applicants who have secured an offer of employment in Hong Kong among the arrivals up to the present is kept; if yes, what are the details; if not, what are the reasons; and
- (6) The respective staff establishment, payroll costs and total expenditure for the TTPS in the previous year and 2024-25.

Asked by: Hon LAI Tung-kwok (LegCo internal reference no.: 11)

Reply:



(1) & (2) Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 29 February 2024, the numbers of applications received by month are tabulated below:

Year / Month		Number of applications received#			
		Category A	Category B	Category C	Total
2022	December	202	727	1 018	1 947
2023	January	1 116	3 172	1 978	6 266
	February	1 448	3 262	1 317	6 027
	March	1 940	3 921	1 305	7 166
	April	1 679	2 967	818	5 464
	May	1 612	2 630	928	5 170
	June	1 468	2 247	775	4 490
	July	1 419	2 203	891	4 513
	August	1 316	2 307	892	4 515
	September	1 394	2 250	891	4 535
	October	1 555	2 216	908	4 679
	November	1 436	3 422	867	5 725
	December	1 296	2 396	631	4 323
2024	January	1 449	2 288	1 040	4 777
	February	867	1 443	601	2 911
Total		20 197	37 451	14 860	72 508

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities (eligible universities/institutions) with at least three years of work experience over the past five years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past five years immediately preceding the date of application with less than three years of work experience.

# The total number of applications received includes the number of applications withdrawn or with no follow-up action required.

As at 29 February 2024, a breakdown of the numbers of applications approved and refused, as well as the numbers of arrivals in Hong Kong, under the TTPS is as follows:

	Category A	Category B	Category C	Total
Number of applications approved	13 794	32 440	12 661	58 895
Number of applications refused	1 541	1 405	698	3 644
Number of arrivals in Hong Kong	11 295	24 112	8 537	43 944

- (3) & (4) As at 29 February 2024, the statistics on visas/entry permits for dependants under the TTPS are tabulated below:

	Category A	Category B	Category C	Total
Number of applications received	33 447 (20 553)	40 499 (23 072)	696 (149)	74 642 (43 774)
Number of applications approved	23 846 (14 511)	37 240 (21 450)	562 (103)	61 648 (36 064)
Number of applications refused	2 676 (1 696)	1 404 (896)	85 (40)	4 165 (2 632)
Number of arrivals in Hong Kong	18 986 (11 578)	26 950 (15 528)	426 (75)	46 362 (27 181)

Note: Figures in brackets denote the numbers of unmarried and dependent children under the age of 18.

- (5) Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the Immigration Department (ImmD) when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the number of incoming talents who have successfully secured offers of employment in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

- (6) In 2023-24 and 2024-25, the staff establishment and salary costs of the ImmD for processing applications under TTPS are tabulated below:

Talent Admission Scheme		2023-24	2024-25
TTPS	Staff establishment (Number of posts)	10	15
	Salary costs* (\$'000)	7,920	12,380

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)096**

**(Question Serial No. 1816)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

In connection with the training courses offered by training bodies which are approved by the Employees Retraining Board (ERB), would the Government inform this Committee of the following:

- (1) with regard to (i) the vocational training courses offered by training bodies as commissioned by the ERB over the past 2 years, (a) the number of courses conducted, (b) the nature of courses, (c) the number of enrolment and (d) the number of places available, and (ii) the funding granted for the purpose of offering such courses;
- (2) with regard to (i) the "Hire and Train" courses and (ii) the "Foundation Certificate in Specialised Security Services Training" course launched by the ERB annually over the past 5 years, the respective (a) number of courses conducted, (b) number of places available, (c) types of industries involved, (d) number of participating trainees, and (e) number of trainees who have quitted before completing the courses; and
- (3) whether the Government would consider expanding the ERB's scope of service targets to cover members of the public with educational attainment of sub-degree or above; if yes, what are the details; if not, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 8)

Reply:

- (1) Training courses offered by the Employees Retraining Board (ERB) are classified into 3 categories: placement-tied courses, skills upgrading courses and generic skills courses. The number of training courses offered by each training body and approved by the ERB, the number of intakes and the amount of course funding allocated in 2022-23 and 2023-24 are at Annex 1 and Annex 2 respectively.

- (2) In the past 5 years (2019-20 to 2023-24), the “Hire and Train” Scheme implemented by the ERB covered industries like healthcare services, education and recreation, catering, transportation and support services, environmental services, hotel, etc. The number of courses under the Scheme, the number of places, the number of hired trainees and the number of trainees unable to complete designated courses are tabulated by year as follows:

Year	Number of courses	Number of places (Note)	Number of hired trainees	Number of trainees unable to complete designated courses
2019-20	10	219	191	21
2020-21	2	58	49	5
2021-22	8	149	125	14
2022-23	7	98	87	14
2023-24 (as at February 2024)	4	164	115	5

Note: The number of course places refers to the number of jobs offered by participating employers.

The ERB has ceased to offer the “Foundation Certificate in Specialised Security Services Training” (Tailor-made Course) from 2019-20 onwards, and is therefore unable to provide relevant information.

- (3) At present, persons with educational attainment at sub-degree or above may apply to the ERB for discretionary approval for admission to ERB courses if they have genuine difficulties in job seeking or job switching. The ERB is currently undertaking a comprehensive review of its service targets and scope, training strategies and operation mode, etc., and a report is expected to be submitted to the Government in the third quarter of 2024.

**Numbers of training courses offered by each training body and approved by the Employees Retraining Board and the number of intakes in 2022-23 and 2023-24**

	Training Body	Number of Training Courses Approved		Number of Intakes	
		2022-23	2023-24 (as at February 2024)	2022-23	2023-24 (as at February 2024)
1	Association for Engineering and Medical Volunteer Services	1	-	4	-
2	Yan Oi Tong Limited	156	153	9 576	9 620
3	Queen Elizabeth Hospital - Hospital Authority	2	2	118	100
4	Advanced Printing Technology Centre Limited	5	-	-	-
5	Li Fai Centre of Wushu	-	2	-	60
6	Logistics Practitioners Union	1	1	-	-
7	YMCA College of Careers	78	90	862	435
8	Star Chef Management School operated by Star Chef Management School Company Limited	7	8	89	125
9	Royal International College	20	16	1 010	718
10	Heung To College of Professional Studies	79	82	2 778	2 629
11	Hong Kong Manpower Development Centre Limited	15	18	1 491	1 313
12	Hong Kong Workers' Health Centre Limited	2	2	5	13
13	The Hong Kong Federation of Trade Unions	253	265	11 727	11 303
14	The Mental Health Association of Hong Kong	6	6	82	76
15	Aberdeen Kai-fong Welfare Association Limited	58	52	731	1 019
16	Hong Kong Association for Democracy and People's Livelihood	151	152	5 730	5 867
17	UOW College Hong Kong	-	1	-	-
18	Hong Kong Federation of Women Limited	3	1	10	-
19	Hong Kong Association of Gerontology	8	5	110	18
20	Caritas - Hong Kong	147	181	4 912	4 479

	Training Body	Number of Training Courses Approved		Number of Intakes	
		2022-23	2023-24 (as at February 2024)	2022-23	2023-24 (as at February 2024)
21	The Hong Kong Federation of Youth Groups	4	7	-	-
22	School of Continuing and Professional Education, City University of Hong Kong	90	91	2 464	678
23	Hong Kong Institute of Technology	7	-	6	-
24	Hong Kong Red Cross	7	7	303	452
25	Hong Kong School of Commerce	52	60	686	571
26	Hong Kong International Aviation Academy Limited	2	2	28	-
27	Hong Kong Young Women's Christian Association	116	114	4 273	3 600
28	The Young Men's Christian Association of Hong Kong	63	63	1 959	1 956
29	Hong Kong Federation of Women's Centres Limited	115	116	5 918	6 370
30	Research Centre for Gerontology and Family Studies, The Hong Kong Polytechnic University <sup>[Note]</sup>	1	1	16	-
31	Li Ka Shing School of Professional and Continuing Education, Hong Kong Metropolitan University	2	-	-	-
32	The Society of Rehabilitation and Crime Prevention, Hong Kong	52	47	1 438	1 321
33	Hong Kong Rehabilitation Power	9	8	73	45
34	The Hong Kong Society for Rehabilitation	24	25	273	229
35	Xianggang Putonghua Yanxishe	5	3	677	210
36	The Scout Association of Hong Kong - The Friends of Scouting	44	40	2 465	1 824
37	Hong Kong Federation of Handicapped Youth	10	10	96	108
38	Hong Kong Sheng Kung Hui Lady MacLehose Centre	130	113	1 922	1 670
39	Hong Kong Sheng Kung Hui Welfare Council Limited	27	24	366	210
40	Hong Kong St. John Ambulance	4	3	500	403
41	Hong Kong Ballroom Dancing Council Limited	4	4	253	136
42	The Hong Kong School of Motoring Limited	5	5	184	32

	Training Body	Number of Training Courses Approved		Number of Intakes	
		2022-23	2023-24 (as at February 2024)	2022-23	2023-24 (as at February 2024)
43	Hong Kong Tour Guides General Union	3	1	-	-
44	TCHK	-	1	-	-
45	Hong Kong Electrical & Mechanical College (Evening School)	29	29	769	345
46	Hong Kong Employment Development Service Limited	108	117	2 174	1 938
47	College of Nursing, Hong Kong	1	-	16	-
48	Baptist Oi Kwan Social Service	156	158	3 557	3 598
49	The Evangelical Lutheran Church of Hong Kong	87	80	5 195	5 015
50	Christian Action	147	135	9 591	11 149
51	Haven of Hope Christian Service	2	2	18	16
52	Methodist Centre	156	169	4 916	5 163
53	Yang Memorial Methodist Social Service	10	9	164	145
54	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	8	7	244	237
55	The Federation of Hong Kong and Kowloon Labour Unions	160	162	19 186	14 671
56	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	9	9	155	106
57	HKCT Group Limited	232	233	15 484	12 647
58	Vassar International Chinese Medical Society Limited	34	32	1 280	1 067
59	Neighbourhood & Worker's Service Centre	140	122	3 122	2 907
60	New Life Psychiatric Rehabilitation Association	4	5	47	56
61	New Territories Association Retraining Centre Limited	123	105	5 102	4 140
62	New Home Association Limited	6	7	-	-
63	S. K. H. Holy Carpenter Church Community Centre	58	58	1 124	889
64	St. James' Settlement	82	79	4 267	4 063
65	KCRA Community Education Enhancement Center Limited	171	167	3 618	3 315



	Training Body	Number of Training Courses Approved		Number of Intakes	
		2022-23	2023-24 (as at February 2024)	2022-23	2023-24 (as at February 2024)
66	Kwai Chung Hospital - Hospital Authority	2	2	102	104
67	Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited	12	13	139	-
68	Princess Margaret Hospital	2	2	107	94
69	Monita Hair & Beauty Academy	-	1	-	-
70	Clothing Industry Training Authority	12	14	383	355
71	The Neighbourhood Advice-Action Council	7	7	61	9
72	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	23	23	1 061	943
73	Silence Limited	1	-	5	-
74	Vocational Training Council	116	131	4 821	5 163
75	Hospital & Clinic Nurses Association	7	4	37	40
76	OIWA Limited	23	25	445	679

Note: The Institute of Active Ageing of The Hong Kong Polytechnic University was renamed as the Research Centre for Gerontology and Family Studies of The Hong Kong Polytechnic University in 2023-24.

**Course funding allocated by the Employees Retraining Board  
to each training body in 2022-23 and 2023-24**

	Training Body	Funding (\$'000)	
		2022-23	2023-24 (as at January 2024)
1	Association for Engineering and Medical Volunteer Services	34	-
2	Yan Oi Tong Limited	72,115	58,127
3	Queen Elizabeth Hospital - Hospital Authority	4,070	2,577
4	Li Fai Centre of Wushu	-	537
5	YMCA College of Careers	8,440	5,985
6	Star Chef Management School operated by Star Chef Management School Company Limited	639	752
7	Royal International College	7,028	5,612
8	Heung To College of Professional Studies	25,743	22,653
9	Hong Kong Manpower Development Centre Limited	20,264	16,196
10	Hong Kong Workers' Health Centre Limited	122	139
11	The Hong Kong Federation of Trade Unions	63,678	37,998
12	The Mental Health Association of Hong Kong	387	261
13	Aberdeen Kai-fong Welfare Association Limited	1,755	1,988
14	Hong Kong Association for Democracy and People's Livelihood	37,665	35,367
15	Hong Kong Federation of Women Limited	16	-
16	Hong Kong Association of Gerontology	1,063	193
17	Caritas - Hong Kong	35,257	26,975
18	School of Continuing and Professional Education, City University of Hong Kong	29,590	14,065
19	Hong Kong Institute of Technology	4	-
20	Hong Kong Red Cross	5,122	4,912
21	Hong Kong School of Commerce	4,074	3,060
22	Hong Kong International Aviation Academy Limited	78	-
23	Hong Kong Young Women's Christian Association	45,634	33,998
24	The Young Men's Christian Association of Hong Kong	11,945	9,963

	Training Body	Funding (\$'000)	
		2022-23	2023-24 (as at January 2024)
25	Hong Kong Federation of Women's Centres Limited	24,771	30,809
26	Research Centre for Gerontology and Family Studies, The Hong Kong Polytechnic University <sup>[Note]</sup>	202	-
27	The Society of Rehabilitation and Crime Prevention, Hong Kong	10,687	10,237
28	Hong Kong Rehabilitation Power	430	196
29	The Hong Kong Society for Rehabilitation	5,067	3,438
30	Xianggang Putonghua Yanxishe	3,394	1,099
31	The Scout Association of Hong Kong - The Friends of Scouting	8,946	4,610
32	Hong Kong Federation of Handicapped Youth	787	507
33	Hong Kong Sheng Kung Hui Lady MacLehose Centre	17,500	13,695
34	Hong Kong Sheng Kung Hui Welfare Council Limited	2,988	1,768
35	Hong Kong St. John Ambulance	1,605	1,459
36	Hong Kong Ballroom Dancing Council Limited	1,023	603
37	The Hong Kong School of Motoring Limited	293	113
38	Hong Kong Electrical & Mechanical College (Evening School)	3,072	1,401
39	Hong Kong Employment Development Service Limited	17,675	12,213
40	College of Nursing, Hong Kong	382	-
41	Baptist Oi Kwan Social Service	30,180	24,616
42	The Evangelical Lutheran Church of Hong Kong	72,522	62,638
43	Christian Action	83,305	77,509
44	Haven of Hope Christian Service	231	124
45	Methodist Centre	25,118	20,597
46	Yang Memorial Methodist Social Service	1,424	1,085
47	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	713	592
48	The Federation of Hong Kong and Kowloon Labour Unions	113,482	77,936
49	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	2,722	1,528

	Training Body	Funding (\$'000)	
		2022-23	2023-24 (as at January 2024)
50	HKCT Group Limited	134,316	97,181
51	Vassar International Chinese Medical Society Limited	6,923	4,588
52	Neighbourhood & Worker's Service Centre	20,907	19,341
53	New Life Psychiatric Rehabilitation Association	202	241
54	New Territories Association Retraining Centre Limited	29,753	22,157
55	S. K. H. Holy Carpenter Church Community Centre	7,761	5,096
56	St. James' Settlement	35,859	34,122
57	KCRA Community Education Enhancement Center Limited	16,795	14,868
58	Kwai Chung Hospital - Hospital Authority	3,889	1,747
59	Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited	914	-
60	Princess Margaret Hospital	4,460	1,751
61	Clothing Industry Training Authority	1,390	1,052
62	The Neighbourhood Advice-Action Council	286	128
63	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	19,370	13,146
64	Silence Limited	76	-
65	Vocational Training Council	67,758	59,865
66	Hospital & Clinic Nurses Association	95	24
67	OIWA Limited	1,051	1,936

Note: The Institute of Active Ageing of The Hong Kong Polytechnic University was renamed as the Research Centre for Gerontology and Family Studies of The Hong Kong Polytechnic University in 2023-24.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)097**

**(Question Serial No. 1818)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Continuing Education Fund (CEF), would the Government inform this Committee of the following:

- (1) the numbers of applicants making reimbursement claims, the amounts of reimbursement claimed, and the average amounts disbursed per claim in each of the past 3 years;
- (2) the numbers of applicants aged (i) 18 to 20, (ii) 21 to 25, (iii) 26 to 30, (iv) 31 to 35, (v) 36 to 40, (vi) 41 to 45, (vii) 46 to 50, (viii) 51 to 55, (ix) 56 to 60, (x) 61 to 65, and (xi) 66 to 70 claiming reimbursement successfully and the average amounts disbursed per person under the CEF in each of the past 3 years;
- (3) the respective numbers of inspections of CEF course providers conducted by the Working Family and Student Financial Assistance Agency (WFSFAA) and the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) in each of the past 3 years;
- (4) the respective numbers of complaints received by the WFSFAA and the HKCAAVQ in respect of CEF courses, as well as the numbers of substantiated non-compliance cases and the disciplinary measures taken in each of the past 3 years; and
- (5) the number of CEF accounts opened at present.

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 10)

Reply:

- (1) The numbers of successful applications for reimbursement, the total amount of reimbursement claim and the average amount of disbursement claimed for each application under the Continuing Education Fund (CEF) for the past 3 years are tabulated as follows -

	2021-22	2022-23	2023-24 (as at 31 January 2024)
<b>Number of successful application<sup>Note 1</sup> for reimbursement</b>	47 552	52 410	41 647
<b>Total amount of reimbursement claim (\$ million)</b>	452.2	467.4	381.2
<b>Average amount of disbursement claimed for each application (\$)</b>	9,510	8,918	9,153

Note 1: An application may involve claims for reimbursement involving one or more CEF courses.

- (2) The numbers of successful claims and the average amount disbursed by age group under the CEF in the past 3 years are tabulated as follows -

Year		Age group <sup>Note 3</sup>				
		18-29	30-39	40-49	50-59	60 or above
2021-22	Number of successful claims <sup>Note 2</sup>	23 547	17 071	9 706	5 339	2 127
	Average amount disbursed (\$)	8,077	7,814	7,892	7,087	6,669
2022-23	Number of successful claims <sup>Note 2</sup>	23 350	18 475	11 314	6 381	2 758
	Average amount disbursed (\$)	7,824	7,708	7,371	6,705	5,828
2023-24 (as at 31 January 2024)	Number of successful claims <sup>Note 2</sup>	19 328	14 080	8 657	5 410	2 914
	Average amount disbursed (\$)	7,688	8,125	7,716	6,555	5,490

Note 2: A person may claim for reimbursement of one or more CEF courses.

Note 3: The upper age limit for CEF applicants was removed with effect from 1 August 2022.

- (3) To monitor the operation and quality of reimbursable courses and course providers under CEF, the Labour and Welfare Bureau (LWB) and the Working Family and Student Financial Assistance Agency (WFSFAA) conduct post-registration inspections.

The inspections on CEF course providers conducted by the WFSFAA aim to detect bogus classes and bogus students, verify reimbursement claims and check whether the promotional materials of course providers are in compliance with the CEF terms and conditions. The numbers of inspections conducted by the WFSFAA in the past 3 years are tabulated as follows -

<b>Year</b>	<b>Number of inspections</b>
2021-22	252
2022-23	255
2023-24 (as at 31 January 2024)	221

The inspections conducted by the LWB focus on examining the curriculums of relevant courses and ensuring their quality. Such examinations and inspections were used to be carried out by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ). Since November 2023, the LWB has engaged a new service provider to assist in the examination and inspection. The numbers of inspections conducted in the past 3 years are tabulated as follows -

<b>Year</b>	<b>Number of inspections</b>
2021-22	86
2022-23	95
2023-24 (as at 31 January 2024)	52

- (4) The numbers of complaints against CEF courses received by the WFSFAA and the HKCAAVQ in the past 3 years are tabulated as follows -

	<b>WFSFAA</b>	<b>HKCAAVQ</b>
2021-22	3	0
2022-23	9	1
2023-24 (as at 31 January 2024)	13	3
<b>Total</b>	<b>25</b>	<b>4</b>
Cases involving irregularities (substantiated or partially substantiated)	5	0

Cases identified by the WFSFAA as irregularities (substantiated or partially substantiated) involved issues on course quality, unsatisfactory mode of course delivery or course promotion. Reminders have been issued to the non-complying course providers. The complaints received by the HKCAAVQ mainly concerned the application status of CEF courses and involved no irregularities.

- (5) Since its establishment in 2002 up to 31 January 2024, there are about 909 000 accounts under the CEF.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)098**

**(Question Serial No. 0474)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Hong Kong Talent Engage (HKTE) was established in October 2023 to formulate and implement targeted marketing programmes to promote various talent admission schemes for attracting talents to come to Hong Kong. In this connection, would the Government inform this Committee of the following:

1. the existing staffing establishment of the HKTE and the expenditure involved each year; and
2. how will the Government raise general awareness of the HKTE's services and expand its network of working partners so as to enhance its service capacity?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 22)

Reply:

1. The Hong Kong Talent Engage (HKTE) has a staff establishment of 38, including 8 civil servants. Its annual expenditure is estimated to be about \$90 million, of which about \$42 million will be used for payroll cost and the remaining for local and overseas promotion and publicity, various talent attraction events, talent support services, etc.
2. The HKTE has commenced operation immediately upon establishment in end-October 2023, specialising in providing support to incoming talents, formulating talent recruitment strategies and following up with talents' development and needs after arrival.

One of the key areas of work of the HKTE is promotion and publicity. The HKTE will devise targeted online and offline promotion and publicity strategies to promote around the world Hong Kong's strengths, development opportunities and details of various admission schemes. It actively utilises media interviews as well as different digital and social media platforms for promotion, expanding from the current 2 platforms (WeChat and LinkedIn) to other high reach alternatives such as Facebook, Instagram, YouTube and Xiaohongshu. It will also provide more comprehensive contents on various media and platforms through featuring interesting posts, short stories, photos and videos timely,



so as to increase the number of social media post impressions and the number of social media followers, as well as to promote Hong Kong's strengths and the HKTE's services.

The HKTE maintains close liaison with Dedicated Teams for Attracting Businesses and Talents in the Mainland Offices and overseas Economic and Trade Offices, Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to hold publicity events around the globe together, with a view to attracting talent directly by participating in job fairs, exhibitions and conventions as well as staging events and fora in priority target markets.

The HKTE will stage a "Global Talent Summit · Hong Kong" on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong's roles and advantages as an international talent hub and a gateway for national talents.

The HKTE works with partners from different sectors to provide a wide range of support services to prospective and new arrivals in Hong Kong. It provides an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) to offer information on employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. to talents interested in coming to Hong Kong. Talents can also make enquiries and request support services from designated partners on the platform. Up to end-February 2024, the online platform has processed over 12 000 enquiries and made more than 3 300 referrals of support service requests. The HKTE will continue to enhance the information and services provided by its online platform. In addition, it is actively expanding its talent support network from the current 35 partners to 80 partners, with a view to increasing the types and choices of support services.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)099**

**(Question Serial No. 0481)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau states that they will monitor the admission of talents through the enhanced talent admission regime, including the Top Talent Pass Scheme (TTPS), and conduct review. Would the Government inform this Committee of the following:

1. the respective numbers of applications, applications approved and persons who have taken up employment in Hong Kong since the implementation of the TTPS;
2. what are the industry sectors involved for applicants who have come to Hong Kong under the TTPS and have taken up employment in Hong Kong, and the number of persons in each sector and their median salary?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 29)

Reply:

1. & 2. Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 29 February 2024, the numbers of applications received and approved are as follows:

	Total
Number of applications received	72 508
Number of applications approved	58 895

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the Immigration Department (ImmD) when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be

granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)100**

**(Question Serial No. 0051)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

As mentioned in the Budget Speech, more than 140 000 applications were approved under various talent admission schemes in the past year or so. About 100 000 of them have already arrived in Hong Kong. In this connection, would the Government inform this Committee of the following:

- (1) what was the average approval time for various talent admission schemes in the past year? Please also list the expenditure involved and specific outcomes of each scheme; and
- (2) the total number of family members brought to Hong Kong by successful applicants under the Top Talent Pass Scheme in the past year.

Asked by: Hon LAM Shun-chiu, Dennis (LegCo internal reference no.: 4)

Reply:

- (1) Assessments on the applications for visas/entry permits submitted under the Top Talent Pass Scheme (TTPS), the General Employment Policy (GEP), the Admission Scheme for Mainland Talents and Professionals (ASMTP), the Immigration Arrangements for Non-local Graduates (IANG), the Technology Talent Admission Scheme (TechTAS) and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) will normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of the applications on the Quality Migrant Admission Scheme (QMAS) involves consultation with the Advisory Committee on Admission of Quality Migrants and Professionals, etc., thus the processing time will be slightly longer and vary based on individual circumstances.

The staff establishment and salary costs of the Immigration Department (ImmD) for processing applications under various immigration policies/schemes in 2023-24 are tabulated below:

Talent admission scheme		2023-24
TTPS	Staff establishment (Number of posts)	10
	Salary costs* (\$'000)	7,920
GEP &	Staff establishment (Number of posts)	28
	Salary costs* (\$'000)	20,030
ASMTTP	Staff establishment (Number of posts)	24
	Salary costs* (\$'000)	15,310
IANG	Staff establishment (Number of posts)	14
	Salary costs* (\$'000)	8,760
TechTAS	Staff establishment (Number of posts)	3
	Salary costs* (\$'000)	2,500
QMAS	Staff establishment (Number of posts)	30
	Salary costs* (\$'000)	21,610
ASSG	Staff establishment (Number of posts)	12
	Salary costs* (\$'000)	6,360

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

In 2023, we received a total of more than 220 000 applications under various talent admission schemes and approved over 130 000, among which around 90 000 talents with visas approved have arrived in Hong Kong, far exceeding the Government's annual target of admitting at least 35 000 talents.

- (2) The breakdown of the numbers of applicants and dependants admitted to Hong Kong under the TTPS in 2023 is as follows:

Persons admitted to Hong Kong under the TTPS	Number
Applicant	35 583
Dependant	35 931

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)101**

**(Question Serial No. 0596)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget Speech that Hong Kong has in recent years rolled out a number of measures, including the Top Talent Pass Scheme (TTPS), to trawl for talent. In the past year or so, more than 140 000 applications were approved under various talent admission schemes. About 100 000 of them have already arrived in Hong Kong. The Labour and Welfare Bureau will review the relevant arrangements in the middle of this year to ensure the competitiveness of these measures and their effectiveness in addressing our manpower demand. Please inform this Committee of the following:

1. the number of talents attracted to Hong Kong under respective talent admission schemes (including the TTPS, the Immigration Arrangements for Non-local Graduates, the Technology Talent Admission Scheme, the Admission Scheme for Mainland Talents and Professionals, the Quality Migrant Admission Scheme and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents) in the past 3 years, as well as the number of accompanying family members residing in Hong Kong; and
2. the respective professional domains of incoming talents and the number of persons who have given up to come to Hong Kong after applying for a visa.

Asked by: Hon LAM Siu-lo, Andrew (LegCo internal reference no.: 17)

Reply:

1. The Immigration Department (ImmD) has been keeping the statistics of talents and dependants admitted to Hong Kong under various talent admission schemes since 2023. A breakdown of the relevant numbers in 2023 is tabulated below:

Talent admission scheme	Number of talents admitted to Hong Kong	Number of dependants admitted to Hong Kong
Top Talent Pass Scheme (TTPS)	35 583	35 931
General Employment Policy (GEP)#	7 953	5 608
Admission Scheme for Mainland Talents and Professionals (ASMTP)#	11 705	10 121
Immigration Arrangements for Non-local Graduates (IANG)	23 905	4 640
Technology Talent Admission Scheme (TechTAS)	128	100
Quality Migrant Admission Scheme (QMAS)	12 276	21 544
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	81	6
Total	91 631	77 950

# The numbers do not include cases of short-term employment.

2. In the past 3 years, the breakdowns of the numbers of approved applicants under various talent admission schemes by industry/sector are tabulated below:

GEP

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Academic research and education	1 879	2 353	2 642
Commerce and trade	2 028	1 651	2 268
Arts/Culture	118	1 252	2 260
Financial services	2 542	2 517	1 740
Tourism	162	300	1 529
Engineering and construction	1 300	1 368	1 435
Recreation and sports	920	1 524	1 061
Information technology	549	580	491
Catering services	354	403	486
Medical and healthcare services	165	173	303
Legal services	185	137	163
Manufacturing industries	94	66	93



Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Telecommunications	42	89	52
Architecture/Surveying	44	45	22
Biotechnology	10	10	12
Traditional Chinese medicine	-	-	-
Others	2 705	5 033	11 188
Total	13 097	17 501	25 745

#### ASMTF

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Academic research and education	2 126	2 522	3 783
Arts/Culture	192	399	3 233
Commerce and trade	1 011	1 902	3 194
Financial services	2 179	2 812	2 837
Engineering and construction	1 304	1 396	2 332
Information technology	579	1 024	1 091
Recreation and sports	119	128	908
Telecommunications	149	289	172
Medical and healthcare services	1 689	527	156
Tourism	10	16	155
Manufacturing industries	72	84	149
Architecture/Surveying	37	28	147
Legal services	109	115	117
Catering services	31	41	94
Biotechnology	302	78	55
Traditional Chinese medicine	-	2	4
Others	259	478	1 527
Total	10 168	11 841	19 954

### TechTAS

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Artificial intelligence	17	11	33
Biotechnology	8	21	24
Data analytics	6	5	14
Financial technologies	3	18	8
Green technology	2	3	7
Robotics	3	-	7
Digital entertainment	-	7	5
Material science	5	14	5
The Internet-of-Things	1	1	4
Cybersecurity	1	1	4
Microelectronics	-	-	4
Integrated circuit design	3	1	3
Advanced communication technologies	4	-	1
Quantum technology	Not applicable	-	-
Total	53	82	119

### QMAS

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Financial and accounting services	539	1 446	4 026
Information technology and telecommunications	557	1 018	3 085
Business support and human resources	87	250	925
Commerce and trade	100	232	892
Manufacturing industries	112	279	745
Architecture, surveying, engineering and construction	166	246	581
Human health and veterinary services	81	175	500
Academic research and education	136	311	486
Legal services	72	191	473
Logistics and transportation	28	69	160
Broadcasting and	18	46	113

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
entertainment			
Arts and culture	18	36	95
Catering and tourism	6	19	46
Sports	8	13	31
Others	52	147	531
Total	1 980	4 478	12 689

Note 1: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Note 2: The industry/sector under the QMAS is as classified by the ImmD and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

### IANG

At present, over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants after their arrivals in Hong Kong.

### ASSG

Applicants under the ASSG are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants after their arrivals in Hong Kong.

### TTPS

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

The ImmD does not maintain other statistics mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)102**

**(Question Serial No. 0599)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the brief description that the Hong Kong Talent Engage (HKTE) was established on 30 October 2023. Please inform this Committee of the following:

1. regarding the HKTE's programmes to be implemented in the current financial year, whether recruitment approaches targeted for talents in different places will vary according to regions and what are the recruitment targets; and
2. what are the estimated expenditure and outcome targets for the "Global Talent Summit cum Guangdong-Hong Kong-Macao Greater Bay Area High-quality Talent Development Conference" to be staged in the second quarter of 2024, and whether similar talent attraction events will be held in other places.

Asked by: Hon LAM Siu-lo, Andrew (LegCo internal reference no.: 20)

Reply:

1. Upon establishment in end-October 2023, the Hong Kong Talent Engage (HKTE) has immediately started to assist talents in their long-term development in Hong Kong by providing them with comprehensive one-stop support services, formulate targeted recruitment and publicity strategies for different talent groups, and collaborate with partners from various sectors in carrying out proactive external promotions of Hong Kong's strengths and opportunities, with a view to attracting more talents to come to Hong Kong to pursue development.

The HKTE will devise targeted promotion and publicity strategies to promote to talents from around the world the various talent admission schemes implemented by the HKSAR Government. It has drawn up promotion and publicity programmes for 2024-25, and the priority target markets include Mainland cities with eligible universities (e.g. Beijing, Shanghai, Wuhan, Guangzhou, Hangzhou, etc.), as well as Southeast Asian and ASEAN countries (e.g. Malaysia, Indonesia, etc.). The HKTE maintains close liaison with the Dedicated Teams for Attracting Businesses and Talents in the Mainland Offices and overseas Economic and Trade Offices, Office for Attracting Strategic Enterprises,

Invest Hong Kong, etc. to jointly hold publicity events in the priority target markets, including visiting top-ranked local universities to reach out to their students and graduates, organising job fairs, exhibitions and conventions, introducing the employment opportunities available in Hong Kong and the HKTE's support services with a view to attracting talents to come here to pursue development.

Apart from in-person events, the HKTE will devise targeted online and offline promotion and publicity strategies to promote around the world Hong Kong's strengths, development opportunities and details of various admission schemes. It actively utilises media interviews as well as different digital and social media platforms for promotion, expanding from the current 2 platforms (WeChat and LinkedIn) to other high reach alternatives such as Facebook, Instagram, YouTube and Xiaohongshu. It will also provide more comprehensive contents on various media and platforms through featuring interesting posts, short stories, photos and videos timely, so as to increase the number of social media post impressions and the number of social media followers, as well as to promote Hong Kong's strengths and the HKTE's services.

In the 2022 Policy Address, the Chief Executive set a three-year key performance indicator on talent admission, i.e. to admit at least 35 000 talents annually with an intended duration of stay in Hong Kong of at least 12 months from 2023 to 2025.

2. The HKTE will stage a "Global Talent Summit · Hong Kong" on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong's roles and advantages as an international talent hub and a gateway for national talents. The Summit comprises 3 parts, including International Talent Forum, Guangdong-Hong Kong-Macao Greater Bay Area High-quality Talent Development Conference and CareerConnect Expo. The whole Summit is expected to attract an attendance of over 7 000, with a minimum attendance of 800 at the Forum while the Expo is anticipated to bring together about 100 exhibitors. The estimated expenditure of the Summit is approximately \$12 million, about 20% of which is venue costs and the remainder is the expenditure on production as well as promotion and publicity. The Summit is the first event of its kind to be hosted by the HKTE. The HKTE will review its effectiveness before considering whether similar events would be organised in the future.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)103**

**(Question Serial No. 2028)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (2) Social Welfare

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the family members of persons admitted into Hong Kong under the Top Talent Pass Scheme, has any estimation been made on the impact of these families on the city's expenditures on social welfare, healthcare, etc. and whether these families will have a boosting effect on the property market after the relaxation of real estate policies?

Asked by: Hon LAU Chi-pang (LegCo internal reference no.: 4)

Reply:

Approved applicants under the Top Talent Pass Scheme (TTPS) may apply to bring in their spouses and their unmarried dependent children under the age of 18 to Hong Kong under the prevailing dependant policy. TTPS entrants and their dependants, like other local residents, are eligible for public healthcare services upon arrival in Hong Kong. Their school-age children may choose to study in aided schools and receive free primary and secondary education. Given the low proportion of TTPS entrants and their dependants among the overall population of Hong Kong, the Government has not made any estimation on the expenditure incurred by them on using related services.

In November last year, the Labour and Welfare Bureau (LWB) conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above, which are significantly higher than the local median monthly employment earnings (\$20,000). In addition, 16% of the spouses of talents admitted under the TTPS have already taken up employment. Most of them are engaged in high-skilled jobs with median monthly employment earnings of about \$30,000. Around 10% of them have a monthly salary of \$100,000 or above. These survey results

reveal that the admission of the TTPS entrants and their spouses to Hong Kong has contributed directly to Hong Kong's economy.

The median age of approved applicants under the TTPS is 35, and over 60% of them are married and would generally bring their families to Hong Kong, which helps boost the local housing demand. The aforesaid survey results also show that the majority of the families of incoming talents are living in rental properties, while around 5% are living in self-owned properties. As the development of the local property market depends on various macro factors, the LWB has not studied the impact of the TTPS on the property market.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)104**

**(Question Serial No. 2029)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

What facilitation services does the Hong Kong Talent Engage (HKTE) provide to support the settlement of incoming talents upon their entry into Hong Kong, and how is the relevant estimated expenditure allocated to each of the support measures? Are there different corresponding support measures for international talents or Mainland talents?

Asked by: Hon LAU Chi-pang (LegCo internal reference no.: 5)

Reply:

Upon establishment in end-October 2023, the Hong Kong Talent Engage (HKTE) has immediately started to assist talents in their long-term development in Hong Kong by providing them with comprehensive one-stop support services, formulate targeted recruitment and publicity strategies for different talent groups, and collaborate with partners from various sectors in carrying out proactive external promotions of Hong Kong's strengths and opportunities, with a view to attracting more talents to come to Hong Kong to pursue development. The HKTE also maintains close liaison with incoming talents to keep track of their development and needs in Hong Kong.

The HKTE strives to offer comprehensive one-stop support services to incoming talents and organises a variety of online and offline activities in collaboration with many working partners to provide information on living, jobs or skills, etc., according to the diverse needs of overseas or Mainland talents, in order to help them adapt to and integrate into the local community as early as possible. From March 2024 onwards, the HKTE, together with its working partners, will organise no less than 36 online or physical seminars or workshops on a wide range of topics such as job seeking, business start-up, education, accommodation, household knowledge and Cantonese learning. Such activities will be conducted in Cantonese, Putonghua or English, and simultaneous interpretation services will be provided having regard to the needs of the participants.

The HKTE's online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) also offers advice or necessary information to talents in areas like employment, accommodation, education, healthcare,

banking, insurance, taxation, transportation, etc. in order to help them adapt to the life in Hong Kong. As at end-February 2024, the online platform processed over 12 000 enquiries. The platform also features about 8 000 real time quality job opportunities daily and talents can apply for these jobs directly through it. Connected with over 35 designated partners, the platform also provides talents with advice and services in respect of job seeking, accommodation, education, integrated settlement services as well as networking and community through online matching services. More than 3 300 referrals of service requests have been made so far.

The HKTE's annual expenditure is estimated to be about \$90 million, of which about \$42 million will be used for payroll cost and the remaining for talent support services, local and overseas promotion and publicity, various talent attraction events, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)105**

**(Question Serial No. 2962)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 13 that the authorities will facilitate and support incoming talents and their families to settle in Hong Kong. In this connection, please advise this Committee on the following:

1. Will funds be reserved for supporting the education costs of the offspring of talents admitted under the Top Talent Pass Scheme? If yes, how much has been reserved? For which areas (list in table form) will the funds be used? If no, what are the reasons?
2. It is learnt that a reporter with 10 years of working experience in the media who applied for a job in the Hong Kong Talent Engage (HKTE) was turned down because of insufficient experience. Regarding staff recruitment in the HKTE, (a) what measures and standards on experience are adopted? (b) how many successful applications are there so far?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 6)

Reply:

1. Regarding children's education, talents coming to Hong Kong may choose to arrange for their school-age children to study in private schools or publicly-funded schools. The Education Bureau (EDB) will provide support services for newly-arrived children to help them adapt to the learning environment in Hong Kong and integrate into the local community. The EDB also provides subsidies to publicly-funded schools admitting newly-arrived children for the provision of various school-based support services. The Hong Kong Talent Engage (HKTE) will also provide information on, inter alia, children's education to talents who intend to come to Hong Kong or have just arrived, and will refer related enquiries to relevant bureaux or departments for follow-up. The expenditure is reflected in the overall expenditure on education.
2. The HKTE has a staff establishment of 38, including 8 civil servants and the remaining non-civil service contract (NCSC) positions. Since its establishment, the HKTE has started to conduct recruitment exercises for the various NCSC positions.

The HKTE has been conducting recruitment under the Government's existing mechanism in accordance with the principles of meritocracy and provision of equal opportunities. Apart from considering the working experience of the candidates, the HKTE also critically assesses the performance of the candidates on the basis of other relevant criteria, including the candidates' qualifications, abilities, potentials and characters, etc., so as to select the best-suited candidates.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)106**

**(Question Serial No. 2991)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the training courses offered by training bodies as approved by the Employees Retraining Board (ERB), would the Government inform this Committee of the following:

1. the respective numbers of training courses of each training body approved by the ERB, the age distribution of trainees, their educational attainment levels and the respective amounts of funding allocated to each training body in the past 3 financial years?
2. the retraining courses, which have been implemented for more than 30 years, were originally designed to assist the unemployed with low educational attainment in switching to other occupations. However, with the economic restructuring and the general upgrading of people's educational attainment, some of the existing retraining courses are unable to cope with the social development nor assist the unemployed in switching to other occupations. In view of this, will the ERB relax the eligibility criteria for course enrolment to the university degree level or below? Will the ERB also offer part-time courses to make it easier for more workers to enrol in these courses?
3. whether the ERB has conducted comprehensive surveys on and analyses of the labour market conditions of various trades and industries, so as to commission training bodies to offer training courses which may cater better for market demands and are related to those trades and industries with a more promising employment prospect?
4. whether the Government will allocate additional resources to the ERB to assist in new industrialisation in Hong Kong and the development of "eight centres"? For instance, to strengthen cooperation with enterprises in the Greater Bay Area (GBA), offer courses related to the development of the GBA, and adopt the approach of "theory lectures in Hong Kong and practical training in the GBA" to assist Hong Kong people in acquiring qualifications that are mutually recognised by the two places, with a view to enhancing their competitive edge?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 36)

Reply:

1. The number of intakes of the Employees Retraining Board (ERB) by age group and educational attainment, the number of training courses offered by each training body and approved by the ERB and the amount of course funding allocated in each of the past 3 years (2021-22 to 2023-24) are at Annex 1, Annex 2 and Annex 3 respectively.
2. At present, persons with educational attainment at sub-degree or above may apply to the ERB for discretionary approval for admission to ERB courses if they have genuine difficulties in job seeking or job switching. The ERB is currently undertaking a comprehensive review of its service targets and scope, training strategies and operation mode, etc.
3. & 4. ERB courses are market-driven and employment-oriented. The ERB has set up 20 Industry Consultative Networks, comprising representatives from chambers, employer associations, trade unions, professional bodies and organisations relevant to vocational training and manpower planning, as well as industry veterans, to advise the ERB on the design of its existing courses and the development of new courses. The relevant information enables the ERB to understand the manpower and skills demand in different areas so that it can adjust its training courses and services to cater for the development and needs of industries.

As mentioned above, the ERB is currently undertaking a comprehensive review. A report is expected to be submitted to the Government in the third quarter of 2024.

**Number of intakes of the Employees Retraining Board  
by age group and educational attainment from 2021-22 to 2023-24**

Age Group	Number of Intakes		
	2021-22	2022-23	2023-24 (as at 29 February 2024)
15 - 19	1 237	1 018	1 455
20 - 29	10 237	8 576	6 995
30 - 39	19 855	18 180	14 893
40 - 49	31 686	30 244	26 497
50 - 59	45 374	43 756	37 839
60 or above	41 308	48 551	48 765
<b>Total</b>	<b>149 697</b>	<b>150 325</b>	<b>136 444</b>

Educational Attainment	Number of Intakes		
	2021-22	2022-23	2023-24 (as at 29 February 2024)
Secondary 3 or below	41 128	41 447	39 177
Secondary 4 - 7	77 634	79 028	78 479
Diploma to Sub-degree	19 634	19 507	18 765
Above Sub-degree <sup>Note</sup>	11 301	10 343	23 <sup>^</sup>
<b>Total</b>	<b>149 697</b>	<b>150 325</b>	<b>136 444</b>

Note: The ERB launched the Love Upgrading Special Scheme from 2019-20 to 2022-23. All eligible persons could participate in the scheme irrespective of their educational attainment.

<sup>^</sup> ERB courses target persons aged 15 or above with educational attainment at sub-degree or below. Applicants with higher educational attainment with genuine difficulties in job seeking or job switching may apply for discretionary approval for admission to ERB courses. The figure is the number of cases granted discretionary approvals for admission.

**Number of training courses offered by each training body and approved by the Employees Retraining Board from 2021-22 to 2023-24**

	Training Body	Number of Training Courses Approved		
		2021-22	2022-23	2023-24 (as at February 2024)
1	Association for Engineering and Medical Volunteer Services	1	1	-
2	The Industrial Evangelistic Fellowship Limited [Note 1]	43	-	-
3	Yan Oi Tong Limited	142	156	153
4	Queen Elizabeth Hospital - Hospital Authority	2	2	2
5	Advanced Printing Technology Centre Limited	5	5	-
6	Li Fai Centre of Wushu	2	-	2
7	Logistics Practitioners Union	1	1	1
8	YMCA College of Careers	64	78	90
9	Star Chef Management School operated by Star Chef Management School Company Limited	7	7	8
10	Royal International College	18	20	16
11	Heung To College of Professional Studies	76	79	82
12	Hong Kong Manpower Development Centre Limited	16	15	18
13	Hong Kong Workers' Health Centre Limited	2	2	2
14	The Hong Kong Federation of Trade Unions	274	253	265
15	The Mental Health Association of Hong Kong	7	6	6
16	Aberdeen Kai-fong Welfare Association Limited	57	58	52
17	Hong Kong Association for Democracy and People's Livelihood	129	151	152
18	UOW College Hong Kong	-	-	1
19	Hong Kong Federation of Women Limited	4	3	1
20	Hong Kong Association of Gerontology	2	8	5
21	Caritas - Hong Kong	140	147	181
22	The Hong Kong Federation of Youth Groups	2	4	7
23	School of Continuing and Professional Education, City University of Hong Kong	114	90	91
24	Hong Kong Institute of Technology	9	7	-
25	Hong Kong Red Cross	7	7	7
26	Hong Kong School of Commerce	53	52	60



	Training Body	Number of Training Courses Approved		
		2021-22	2022-23	2023-24 (as at February 2024)
27	Hong Kong International Aviation Academy Limited	-	2	2
28	Hong Kong Young Women's Christian Association	104	116	114
29	The Young Men's Christian Association of Hong Kong	53	63	63
30	Hong Kong Federation of Women's Centres Limited <sup>[Note 2]</sup>	91	115	116
31	Research Centre for Gerontology and Family Studies, The Hong Kong Polytechnic University <sup>[Note 3]</sup>	1	1	1
32	Li Ka Shing School of Professional and Continuing Education, Hong Kong Metropolitan University <sup>[Note 4]</sup>	-	2	-
33	The Society of Rehabilitation and Crime Prevention, Hong Kong	47	52	47
34	Hong Kong Rehabilitation Power	8	9	8
35	The Hong Kong Society for Rehabilitation	22	24	25
36	Xianggang Putonghua Yanxishe	5	5	3
37	The Scout Association of Hong Kong - The Friends of Scouting	43	44	40
38	Hong Kong Federation of Handicapped Youth	8	10	10
39	Hong Kong Sheng Kung Hui Lady MacLehose Centre	120	130	113
40	Hong Kong Sheng Kung Hui Welfare Council Limited	26	27	24
41	Hong Kong St. John Ambulance	3	4	3
42	Hong Kong Ballroom Dancing Council Limited	2	4	4
43	The Hong Kong School of Motoring Limited	1	5	5
44	Hong Kong Tour Guides General Union	1	3	1
45	TCHK	-	-	1
46	Hong Kong Electrical & Mechanical College (Evening School)	26	29	29
47	The Hong Kong Confederation of Trade Unions <sup>[Note 5]</sup>	303	-	-
48	Hong Kong Employment Development Service Limited	106	108	117
49	College of Nursing, Hong Kong	1	1	-
50	Baptist Oi Kwan Social Service	135	156	158

	Training Body	Number of Training Courses Approved		
		2021-22	2022-23	2023-24 (as at February 2024)
51	The Evangelical Lutheran Church of Hong Kong	77	87	80
52	Christian Action	139	147	135
53	Haven of Hope Christian Service	2	2	2
54	Methodist Centre	148	156	169
55	Yang Memorial Methodist Social Service	10	10	9
56	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	4	8	7
57	The Federation of Hong Kong and Kowloon Labour Unions	127	160	162
58	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	8	9	9
59	HKCT Group Limited	212	232	233
60	Vassar International Chinese Medical Society Limited	25	34	32
61	Neighbourhood & Worker's Service Centre	117	140	122
62	New Life Psychiatric Rehabilitation Association	3	4	5
63	New Territories Association Retraining Centre Limited	135	123	105
64	New Home Association Limited	9	6	7
65	S. K. H. Holy Carpenter Church Community Centre	53	58	58
66	St. James' Settlement	74	82	79
67	KCRA Community Education Enhancement Center Limited	165	171	167
68	Kwai Chung Hospital - Hospital Authority	2	2	2
69	Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited	12	12	13
70	Princess Margaret Hospital	2	2	2
71	Monita Hair & Beauty Academy	1	-	1
72	Clothing Industry Training Authority	11	12	14
73	The Neighbourhood Advice-Action Council	6	7	7
74	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	20	23	23
75	Silence Limited	1	1	-
76	Vocational Training Council	109	116	131
77	Hospital & Clinic Nurses Association	4	7	4

	Training Body	Number of Training Courses Approved		
		2021-22	2022-23	2023-24 (as at February 2024)
78	OIWA Limited	17	23	25

Note 1: The Industrial Evangelistic Fellowship Limited was repealed in 2023-24.

Note 2: Hong Kong Federation of Women's Centres was renamed as Hong Kong Federation of Women's Centres Limited in 2022-23.

Note 3: The Institute of Active Ageing of The Hong Kong Polytechnic University was renamed as the Research Centre for Gerontology and Family Studies of The Hong Kong Polytechnic University in 2023-24.

Note 4: Li Ka Shing School of Professional and Continuing Education of The Open University of Hong Kong was renamed as Li Ka Shing School of Professional and Continuing Education of Hong Kong Metropolitan University in 2021-22.

Note 5: The Hong Kong Confederation of Trade Unions was repealed in 2022-23.

**Course funding allocated by the Employees Retraining Board  
to each training body from 2021-22 to 2023-24**

	Training Body	Funding (\$'000)		
		2021-22	2022-23	2023-24 (as at January 2024)
1	Association for Engineering and Medical Volunteer Services	28	34	-
2	The Industrial Evangelistic Fellowship Limited <sup>[Note 1]</sup>	68	-	-
3	Yan Oi Tong Limited	54,156	72,115	58,127
4	Queen Elizabeth Hospital - Hospital Authority	5,200	4,070	2,577
5	Advanced Printing Technology Centre Limited	91	-	-
6	Li Fai Centre of Wushu	59	-	537
7	YMCA College of Careers	10,334	8,440	5,985
8	Star Chef Management School operated by Star Chef Management School Company Limited	650	639	752
9	Royal International College	7,012	7,028	5,612
10	Heung To College of Professional Studies	25,210	25,743	22,653
11	Hong Kong Manpower Development Centre Limited	17,934	20,264	16,196
12	Hong Kong Workers' Health Centre Limited	107	122	139
13	The Hong Kong Federation of Trade Unions	83,171	63,678	37,998
14	The Mental Health Association of Hong Kong	521	387	261
15	Aberdeen Kai-fong Welfare Association Limited	1,776	1,755	1,988
16	Hong Kong Association for Democracy and People's Livelihood	32,679	37,665	35,367
17	Hong Kong Federation of Women Limited	-	16	-
18	Hong Kong Association of Gerontology	63	1,063	193
19	Caritas - Hong Kong	32,070	35,257	26,975
20	The Hong Kong Federation of Youth Groups	413	-	-
21	School of Continuing and Professional Education, City University of Hong Kong	17,328	29,590	14,065

	Training Body	Funding (\$'000)		
		2021-22	2022-23	2023-24 (as at January 2024)
22	Hong Kong Institute of Technology	8	4	-
23	Hong Kong Red Cross	4,337	5,122	4,912
24	Hong Kong School of Commerce	3,672	4,074	3,060
25	Hong Kong International Aviation Academy Limited	-	78	-
26	Hong Kong Young Women's Christian Association	41,570	45,634	33,998
27	The Young Men's Christian Association of Hong Kong	10,049	11,945	9,963
28	Hong Kong Federation of Women's Centres Limited <sup>[Note 2]</sup>	18,699	24,771	30,809
29	Research Centre for Gerontology and Family Studies, The Hong Kong Polytechnic University <sup>[Note 3]</sup>	224	202	-
30	The Society of Rehabilitation and Crime Prevention, Hong Kong	8,347	10,687	10,237
31	Hong Kong Rehabilitation Power	346	430	196
32	The Hong Kong Society for Rehabilitation	6,637	5,067	3,438
33	Xianggang Putonghua Yanxishe	3,695	3,394	1,099
34	The Scout Association of Hong Kong - The Friends of Scouting	10,139	8,946	4,610
35	Hong Kong Federation of Handicapped Youth	490	787	507
36	Hong Kong Sheng Kung Hui Lady MacLehose Centre	17,417	17,500	13,695
37	Hong Kong Sheng Kung Hui Welfare Council Limited	3,369	2,988	1,768
38	Hong Kong St. John Ambulance	1,936	1,605	1,459
39	Hong Kong Ballroom Dancing Council Limited	377	1,023	603
40	The Hong Kong School of Motoring Limited	361	293	113
41	Hong Kong Electrical & Mechanical College (Evening School)	3,023	3,072	1,401
42	The Hong Kong Confederation of Trade Unions <sup>[Note 4]</sup>	76,995	-	-
43	Hong Kong Employment Development Service Limited	19,685	17,675	12,213
44	College of Nursing, Hong Kong	424	382	-
45	Baptist Oi Kwan Social Service	26,090	30,180	24,616
46	The Evangelical Lutheran Church of Hong Kong	62,683	72,522	62,638

	Training Body	Funding (\$'000)		
		2021-22	2022-23	2023-24 (as at January 2024)
47	Christian Action	69,776	83,305	77,509
48	Haven of Hope Christian Service	451	231	124
49	Methodist Centre	20,600	25,118	20,597
50	Yang Memorial Methodist Social Service	1,544	1,424	1,085
51	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	94	713	592
52	The Federation of Hong Kong and Kowloon Labour Unions	100,959	113,482	77,936
53	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	3,553	2,722	1,528
54	HKCT Group Limited	122,390	134,316	97,181
55	Vassar International Chinese Medical Society Limited	8,293	6,923	4,588
56	Neighbourhood & Worker's Service Centre	19,768	20,907	19,341
57	New Life Psychiatric Rehabilitation Association	34	202	241
58	New Territories Association Retraining Centre Limited	27,423	29,753	22,157
59	S. K. H. Holy Carpenter Church Community Centre	8,263	7,761	5,096
60	St. James' Settlement	29,505	35,859	34,122
61	KCRA Community Education Enhancement Center Limited	19,570	16,795	14,868
62	Kwai Chung Hospital - Hospital Authority	3,501	3,889	1,747
63	Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited	1,258	914	-
64	Princess Margaret Hospital	2,675	4,460	1,751
65	Clothing Industry Training Authority	1,220	1,390	1,052
66	The Neighbourhood Advice-Action Council	284	286	128
67	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	12,206	19,370	13,146
68	Silence Limited	-	76	-
69	Vocational Training Council	68,873	67,758	59,865
70	Hospital & Clinic Nurses Association	39	95	24

	Training Body	Funding (\$'000)		
		2021-22	2022-23	2023-24 (as at January 2024)
71	OIWA Limited	439	1,051	1,936

Note 1: The Industrial Evangelistic Fellowship Limited was repealed in 2023-24.

Note 2: Hong Kong Federation of Women's Centres was renamed as Hong Kong Federation of Women's Centres Limited in 2022-23.

Note 3: The Institute of Active Ageing of The Hong Kong Polytechnic University was renamed as the Research Centre for Gerontology and Family Studies of The Hong Kong Polytechnic University in 2023-24.

Note 4: The Hong Kong Confederation of Trade Unions was repealed in 2022-23.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)107**

**(Question Serial No. 2934)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under this Programme that the Labour and Welfare Bureau will “collaborate with the Employees Retraining Board (ERB) in taking forward the comprehensive review of its functions and strategies and follow up on the review findings and recommendations”. Would the Government inform this Committee of the following:

1. the progress, timetable and scope of the review, as well as the persons who will assist in the review;
2. whether the review will cover the criteria for vetting and approving courses run by training bodies, the monitoring system and the relaxation of eligibility criteria;
3. in face of future changes resulting from population ageing and economic restructuring, in what ways will the ERB courses dovetail with the manpower needs for the future development of Hong Kong in terms of their curriculum planning and interface with industry development?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 2)

Reply:

1. to 3. The Employees Retraining Board (ERB) has been closely tracking the latest development in different industries, including the occupations, skills and training needs emerged in tandem with economic development. Such information will facilitate ERB to understand the manpower and skills demands in various sectors so as to review and adjust from time to time the training courses and services on offer.

In response to the Chief Executive’s announcement in the “2023 Policy Address”, the ERB established a dedicated Steering Committee in November 2023 to oversee the conduct of its comprehensive review. Led by the ERB Chairman, the Steering Committee comprises the ERB Vice-Chairman, convenors of the 5 Committees and government representatives. The scope of the review covers the ERB’s service targets, training strategies, course types and arrangements,



appointment criteria and monitoring mechanism of training bodies, operation mode, as well as the ERB's executive structure and use of resources, etc.

The Steering Committee has completed the stakeholder consultation under the first phase of the review which invited views from labour groups/unions, training bodies, chambers of commerce, the academia, the ERB's Industry Consultative Networks, human resources management bodies and relevant professionals, and the Human Resources Planning Commission on areas such as the ERB's positioning, future development direction of manpower training, course content and mode of delivery. The ERB Secretariat is conducting a detailed analysis of the views collected and studying the in-service training arrangements and experiences in other major economies, with a view to formulating appropriate and feasible recommendations for deliberation by the Steering Committee, before compilation of a report to be submitted to the Government in the third quarter of 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)108**

**(Question Serial No. 2935)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding manpower development services under the Programme, would the Government inform this Committee of the following:

1. as the estimate for 2023-24 was substantially higher than that for 2022-23, the Bureau has explained back then that the increased provision was used for conducting the Manpower Projection exercise and maintaining the manpower information portal. However, the revised estimate has decreased by 19.1% as compared with the original estimate for 2023-24. What are the reasons for this? But then why will the provision increase again by 22.2% in the coming year?
2. the effectiveness of the manpower information portal since its launch, including the number of visits and the number of vacancies and courses registered, as well as the manpower and expenditure involved;
3. the numbers of cases, enquiries and online support service requests received by the online platform and physical office of the Hong Kong Talent Engage since their commencement of service, as well as the manpower and expenditure involved for their operation in the coming year?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 4)

Reply:

1. Under Programme (3) Manpower Development, the revised estimate is \$11.5 million (19.1%) lower than the original estimate for 2023-24. This is mainly due to the lower-than-expected operating expenditure of the Continuing Education Fund (CEF) and expenditure on Manpower Projection. The 2024-25 estimate is \$10.8 million (22.2%) higher than the 2023-24 revised estimate, because of the provision for salary costs for the creation of a new post of Head (Research Unit) for conducting the Manpower Projection exercise (about \$2.8 million) and the increase in operating expenditure of the CEF.
2. Established by the Human Resources Planning Commission, the manpower information portal ([www.talent.gov.hk](http://www.talent.gov.hk)) consolidates human resources information and data (e.g.

local job vacancies, etc.) from different sources to provide information on career, training and development pathways to the local labour force. The monthly online magazine under the portal features trending topics in the job market.

Since the launch of the manpower information portal in December 2019 up to 29 February 2024, it has recorded about 12 million cumulative visits. It currently contains information of 36 000 job vacancies and 23 000 courses. In addition, the monthly online magazine features brief introductions to around 30 industries. The estimated operating expenditure of the manpower information portal in 2024-25 is about \$4.9 million, which is mainly for engaging a consultancy firm to manage the content and promote the portal, as well as for the related spending on online advertising of the portal and organising activities. As the Labour and Welfare Bureau staff responsible for the content management of the manpower information portal also undertake other duties, a breakdown of the manpower and salary expenditure incurred in operating the portal cannot be provided.

3. The Hong Kong Talent Engage (HKTE) provides an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) to offer information in areas like employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. to talents interested in coming to Hong Kong. Talents can also make relevant enquiries and requests support services from designated working partners through the platform.

Since the launch of the online platform in December 2022 up to end-February 2024, it has recorded about 2.65 million cumulative visits, processed over 12 000 enquiries and made more than 3 300 referrals of support service requests. The estimated operating expenditure of the online platform in 2024-25 is about \$8 million, which is mainly for enhancing website functions, content management, etc. As the HKTE staff responsible for the online platform also undertake other duties, a breakdown of the manpower and salary expenditure incurred in operating the online platform cannot be provided.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)109**

**(Question Serial No. 2936)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

On attracting quality talents, please inform this Committee of the following:

1. It is mentioned in the Matters Requiring Special Attention under this Programme that the Hong Kong Talent Engage (HKTE) and other relevant departments will “reach out proactively to talents by participating in key Mainland and overseas job fairs, exhibitions and conventions as well as staging standalone events and fora in priority target markets”. When participating in the Mainland and overseas job fairs, has the Government aimed at attracting certain types of talent to suit the needs of individual industries, and will it participate in the recruitment talks and job expos held in renowned Mainland and overseas universities to attract young outside talents to Hong Kong?
2. It is stated under the Programme that the HKTE will “strengthen co-operation in the Greater Bay Area (GBA) in talent attraction initiatives so as to create synergy”. How does the Government plan to target talents in the GBA and attract them to Hong Kong in the coming year?
3. Regarding the existing talent admission schemes, what were the number of applications received and number of applications approved in the preceding year, and what is the employment status of those talents who have come to Hong Kong? Has there been any survey on the industries to which they belong and their monthly salaries?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 5)

Reply:

1. Upon establishment in end-October 2023, the Hong Kong Talent Engage (HKTE) has immediately started to assist talents in their long-term development in Hong Kong by providing them with comprehensive one-stop support services, formulate targeted recruitment and publicity strategies for different talent groups, and collaborate with partners from various sectors in carrying out proactive external promotions of Hong Kong's strengths and opportunities, with a view to attracting more talents to come to Hong Kong to pursue development.

The HKTE will devise targeted promotion and publicity strategies to promote to talents from around the world the various talent admission schemes implemented by the Hong Kong Special Administrative Region (SAR) Government. It will also analyse the distribution of talents worldwide in the 51 professions under 9 industry segments according to the Talent List of Hong Kong, so as to formulate talent attraction strategies. In the coming year, the HKTE has drawn up promotion and publicity programmes, and the priority target markets include Mainland cities with eligible universities (e.g. Beijing, Shanghai, Wuhan, Guangzhou, Hangzhou, etc.), as well as Southeast Asian and ASEAN countries (e.g. Malaysia, Indonesia, etc.). The HKTE maintains close collaboration with the Dedicated Teams for Attracting Businesses and Talents in the Mainland Offices and overseas Economic and Trade Offices, Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to jointly hold publicity events in the priority target markets, including visiting top-ranked local universities to reach out to their students and graduates, organising job fairs, exhibitions and conventions, introducing the employment opportunities available in Hong Kong, the HKTE's support services, etc. with a view to attracting talents to pursue development in Hong Kong.

Apart from in-person events, the HKTE will devise targeted online and offline promotion and publicity strategies to promote around the world Hong Kong's strengths, development opportunities and details of various admission schemes. It actively utilises media interviews as well as different digital and social media platforms for promotion, expanding from the current 2 platforms (WeChat and LinkedIn) to other high reach alternatives such as Facebook, Instagram, YouTube and Xiaohongshu. It will also provide more comprehensive contents on various media and platforms through featuring interesting posts, short stories, photos and videos timely, so as to increase the number of social media post impressions and the number of social media followers, as well as to promote Hong Kong's strengths and the HKTE's services.

2. In January 2024, the Governments of Guangdong and Hong Kong signed a framework agreement on promoting Guangdong-Hong Kong talent co-operation to enable the flow of diverse talents in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), deepen talent exchanges and co-operation, and give new impetus to the development of a high-quality talent hub in the GBA. The HKTE will make full use of the co-ordination mechanism on Guangdong-Hong Kong talent co-operation established under the agreement to strengthen communication and co-operation with the relevant units of the Guangdong Provincial Government, with a view to enhancing co-operation in talent nurturing, attraction and exchanges.

The HKTE will stage a "Global Talent Summit · Hong Kong" on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre. The "GBA High-quality Talent Development Conference" will be co-organised by the Hong Kong SAR Government, the Macao SAR Government and the Guangdong Provincial Government on the second day of the Summit, with a view to fostering high-quality talent development in the region and jointly building a high-quality talent hub in the GBA. As a large-scale international event, the Conference will help publicise major opportunities of the GBA and attract more talents to pursue development in Hong Kong.

3. The numbers of applications and approvals for respective talent admission schemes in 2023-24 are tabulated below:

Talent admission scheme	2023-24 (as at end-February 2024)	
	Number of applications	Number of approvals
Top Talent Pass Scheme (TTPS)	51 102	46 497
General Employment Policy (GEP)	28 042	25 745
Admission Scheme for Mainland Talents and Professionals (ASMTP)	22 837	19 954
Immigration Arrangements for Non-local Graduates (IANG)	24 866	23 685
Technology Talent Admission Scheme (TechTAS)	136	119
Quality Migrant Admission Scheme (QMAS)@	76 985	12 689
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	133	88

Note: The approved cases may not entirely be the applications received in the same year.

@ The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

The statistics on the approved cases under respective talent admission schemes in 2023-24 (as at end-February 2024) by industry/sector and monthly salary of the applicants are tabulated below:

#### GEP

Industry/Sector	Number of talents
Academic research and education	2 642
Commerce and trade	2 268
Arts/Culture	2 260
Financial services	1 740
Tourism	1 529
Engineering and construction	1 435
Recreation and sports	1 061
Information technology	491
Catering services	486
Medical and healthcare services	303
Legal services	163
Manufacturing industries	93
Telecommunications	52
Architecture/Surveying	22

Industry/Sector	Number of talents
Biotechnology	12
Traditional Chinese medicine	0
Others	11 188
Total	25 745

Monthly salary	Number of talents
Below \$20,000	12 540
\$20,000 - \$39,999	7 171
\$40,000 - \$79,999	3 592
\$80,000 or above	2 442
Total	25 745

#### ASMTF

Industry/Sector	Number of talents
Academic research and education	3 783
Arts/Culture	3 233
Commerce and trade	3 194
Financial services	2 837
Engineering and construction	2 332
Information technology	1 091
Recreation and sports	908
Telecommunications	172
Medical and healthcare services	156
Tourism	155
Manufacturing industries	149
Architecture/Surveying	147
Legal services	117
Catering services	94
Biotechnology	55
Traditional Chinese medicine	4
Others	1 527
Total	19 954

Monthly salary	Number of talents
Below \$20,000	6 608
\$20,000 - \$39,999	7 528

\$40,000 - \$79,999	4 349
\$80,000 or above	1 469
Total	19 954

### TechTAS

Industry/Sector	Number of talents
Artificial intelligence	33
Biotechnology	24
Data analytics	14
Financial technologies	8
Robotics	7
Green technology	7
Material science	5
Digital entertainment	5
Cybersecurity	4
The Internet-of-Things	4
Microelectronics	4
Integrated circuit design	3
Advanced communication technologies	1
Quantum technology	0
Total	119

Monthly salary	Number of talents
Below \$20,000	2
\$20,000 - \$39,999	71
\$40,000 - \$79,999	35
\$80,000 or above	11
Total	119

### QMAS

Industry/Sector	Number of talents
Financial and accounting services	4 026
Information technology and telecommunications	3 085
Business support and human resources	925
Commerce and trade	892
Manufacturing industries	745
Architecture, surveying, engineering and construction	581



Industry/Sector	Number of talents
Human health and veterinary services	500
Academic research and education	486
Legal services	473
Logistics and transportation	160
Broadcasting and entertainment	113
Arts and culture	95
Catering and tourism	46
Sports	31
Others	531
Total	12 689

Note 1: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Note 2: The industry/sector under the QMAS refers to the category to which the applicants belong as classified by the Immigration Department (ImmD) and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

Successful applicants are not required to have secured an offer of employment before coming to Hong Kong. The ImmD does not maintain the statistics on their average salary.

### IANG

At present, over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured an offer of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average salary after coming to Hong Kong.

### ASSG

Applicants under the ASSG are not required to have secured an offer of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average salary after coming to Hong Kong.

### TTPS

A person admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visa, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong before an extension of stay can be granted. The TTPS was launched at the end of 2022 and all the first visas granted to approved applicants have not yet expired. At the moment, the ImmD does not maintain the statistics on the employment situation of incoming talents in Hong Kong.

In November 2023, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand their settling here, including employment, accommodation and children’s education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional posts with median monthly employment earnings of about \$50,000. Around 25% of the incoming talents have monthly employment earnings of \$100,000 or above, while some 10% have even up to \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)110**

**(Question Serial No. 2937)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): ()  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)  
Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under this Programme that the increase of \$59.1 million, or 27.2%, in the 2024-25 estimate over the revised estimate for 2023-24 is mainly due to the increased provision for the implementation of the Vocational Professionals Admission Scheme (VPAS) and increased allowance of the Apprenticeship Scheme. Please inform this Committee of the following:

1. What are the respective estimated expenditures for the VPAS and the increased allowance of the Apprenticeship Scheme?
2. What is the employment support available to VPAS participants? Given that the spouses and minor children of VPAS participants may apply for entry into Hong Kong for residence, will the Government provide any support for their settlement?
3. Given that the VPAS requires non-local students to enrol in designated full-time Higher Diploma programmes of the Vocational Training Council in Hong Kong, please list out the number of non-local students enrolled in the relevant designated courses as well as their source countries or regions in the past 3 years.

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 9)

Reply:

1. The subvention to the Vocational Training Council (VTC) in 2024-25 is increased by \$59.1 million (27.2%) over the 2023-24 Revised Estimate, which will mainly be used to implement two new initiatives announced in the 2023 Policy Address, including:
  - (i) provision of an additional monthly allowance of \$1,000 to each registered apprentice participating in the Apprenticeship Scheme, involving an annual expenditure of \$52 million; and a sum of \$3.1 million for the administration and staffing costs in relation to promotion of the Apprenticeship Scheme and disbursement of allowances; and

(ii) implementation of the Vocational Professionals Admission Scheme (VPAS) in the 2024/25 academic year, involving an expenditure of \$4 million for promotion and publicity in the Mainland and other regions.

2. From the 2024/25 academic year onwards, non-local graduates who have completed designated programmes under VPAS may apply for staying in Hong Kong for 1 year to seek jobs relevant to their disciplines. Graduates who have secured employment in Hong Kong relevant to their programmes of study can apply for visas to stay and work in Hong Kong. To better prepare non-local students who are interested in working in Hong Kong, VTC will provide appropriate support, including arranging workplace internships during the study period for them to learn about the local working conditions and environment, and to acquire practical work skills and experience. VTC will also mobilise its industry network and reach out to enterprises to organise regular recruitment talks, career consultation and job matching to provide employment support. These will enable students to understand the local employment market and assist them in seeking jobs relevant to their disciplines after graduation.

Spouses and minor children of VPAS participants may apply for entry for residence in Hong Kong as dependants. VPAS participants and their dependants, like other Hong Kong residents, are entitled to public healthcare services in Hong Kong. The Education Bureau will provide support services to newly-arrived children to assist them in adapting to the learning environment in Hong Kong and integrating into the community. Spouses of VPAS participants may also work in Hong Kong. They may seek employment services and support through the Labour Department and other non-governmental organisations.

3. There are 27 full-time higher diploma programmes offered by VTC under VPAS covering 5 skilled trades, namely aviation, transport and logistics; innovation and technology; electrical and mechanical services; building, civil engineering and built environment; and maritime. In the past 3 academic years, the non-local students enrolled in these programmes were from the Mainland, Malaysia, Pakistan and Russia with figures as follows:

Academic Year	Number of non-local students
2021/22	1
2022/23	1
2023/24 (as at 15 October 2023)	6

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)111**

**(Question Serial No. 2938)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): ()  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)  
Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under the Programme that the Government will provide additional resources for the Vocational Training Council (VTC) to, for a period of 3 years starting from the 2024/25 academic year, provide each registered apprentice with additional monthly training allowance, and subsidise graduated apprentices in undertaking upskilling courses of relevant trades. The two subsidy arrangements will each last for 36 months. Please advise on the following:

1. please list for each of the past 3 years: (i) the number of young people who participated in the Apprenticeship Scheme, (ii) the number of people who completed training under the Scheme, and (iii) the number of people who continued to work in the same trade after completing training under the Scheme;
2. whether it has conducted regular tracking surveys to find out the career movements and salary levels of the apprentices upon completion of the Scheme. If yes, what were the changes in the salaries of the apprentices after completion of the Scheme in the past 3 years?
3. whether it plans to conduct a review before the expiry of the funding period to assess the effectiveness of the initiative and to decide whether to modify or continue with it.

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 10)

Reply:

1. (i) The Apprenticeship Ordinance stipulates that an employer who employs a young person (i.e. a person of or over the age of 14 years and under the age of 19 years) in a designated trade is required to enter into a contract of apprenticeship with the young person. Apprentices aged 19 or above engaged in designated trades, or apprentices engaged in non-designated trades, may apply for voluntary registration of contracts of apprenticeship with the Director of Apprenticeship.

In the past 3 years, the total number of participants in the Apprenticeship Scheme (the Scheme) was 6 452, with the following numbers of young persons:

Year	Number of people
2021-22	375
2022-23	381
2023-24 (as at 29 February 2024)	393

1. (ii) The numbers of people who completed the Scheme in the past 3 years are as follows:

Year	Number of people
2021-22	1 204
2022-23	998
2023-24 (as at 29 February 2024)	1 055

1. (iii)&2. The Vocational Training Council (VTC) conducts follow-up surveys upon apprentices' completion of training. In the past 3 years, the numbers of apprentices who participated in the annual follow-up surveys and continued to work in the trades in which they were trained, as well as their employment status, are as follows:

Year	Number of apprentices participating in the surveys	Number of apprentices in employment	Number of apprentices employed in the trades in which they were trained
2021-22	399	376	363
2022-23	640	611	575
2023-24 (as at 29 February 2024)	630	602	574

The surveys did not cover the salary levels of apprentices.

3. VTC will, for a period of 3 years starting from 2024-25, provide each registered apprentice with a monthly training allowance of \$1,000 and subsidise graduated apprentices in undertaking upskilling courses of relevant trades. The two subsidy arrangements will each last for 36 months. The Labour and Welfare Bureau will closely monitor the implementation of the initiatives and review them in a timely manner.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)112**

**(Question Serial No. 0447)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): ()  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)  
Director of Bureau: Secretary for Labour and Welfare

Question:

The provision for 2024-25 under this Programme is \$276.5 million, which is considerably higher than the revised provision for 2023-24 by 27.2%. According to the Controlling Officer's explanation, the increase is mainly due to the increased provision to the Vocational Training Council for implementation of the pilot Vocational Professionals Admission Scheme and increased allowance of the Apprenticeship Scheme. In this connection, will the Government inform this Committee of:

- (a) the resources allocated for 2024-25 in implementing this initiative;
- (b) details of the pilot Vocational Professionals Admission Scheme including number of training places to be offered under this Scheme; and
- (c) the amount of allowance provided to each apprentice under the Apprenticeship Scheme in 2023-24 and 2024-25?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 26)

Reply:

- (a) The subvention to the Vocational Training Council (VTC) in 2024-25 is increased by \$59.1 million (27.2%) over the 2023-24 Revised Estimate, which will mainly be used to implement two new initiatives announced in the 2023 Policy Address, including:
  - (i) provision of an additional monthly allowance of \$1,000 to each registered apprentice participating in the Apprenticeship Scheme, involving an annual expenditure of \$52 million; and a sum of \$3.1 million for the administration and staffing costs in relation to promotion of the Apprenticeship Scheme and disbursement of allowances; and
  - (ii) implementation of the Vocational Professionals Admission Scheme (VPAS) in the 2024/25 academic year, involving an expenditure of \$4 million for promotion and publicity in the Mainland and other regions.

- (b) To alleviate the manpower shortage in skilled trades, starting from the 2024/25 admission cohort, non-local students of designated full-time higher diploma programmes of VTC can apply for staying in Hong Kong for 1 year after graduation under VPAS to seek jobs relevant to their disciplines. This arrangement will be piloted for two years.

There are 27 full-time higher diploma programmes offered by VTC under VPAS covering 5 skilled trades, namely aviation, transport and logistics; innovation and technology; electrical and mechanical services; building, civil engineering and built environment; and maritime. VTC expects that there will be at least 1 000 non-local students admitted to the eligible programmes under VPAS in the 2024/25 academic year.

- (c) For a period of 3 years starting from 2024-25, each registered apprentice participating in the Apprenticeship Scheme will receive a monthly allowance of \$1,000. If registered apprentices also participate in other government vocational education programmes, they will receive additional allowances. Taking the Training and Support Scheme of VTC funded by the Education Bureau as an example, the apprentices concerned can receive a monthly allowance of \$2,500 on average.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)113**

**(Question Serial No. 3050)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Since the implementation of the “Top Talent Pass Scheme” (TTPS) and the establishment of the “Hong Kong Talent Engage” (HKTE), please inform this Committee of the following:

1. the respective numbers of Category A, B and C applications approved and rejected under the TTPS, with a breakdown by salary, industry, academic qualification, age, sex and marital status
2. given that talents admitted under the TTPS, be they work or start their own business in Hong Kong, enjoy a higher degree of freedom as they are not engaged by employers and can change jobs at any time, has the Government followed up on their employment in Hong Kong using casework approach?
3. what kind of complementary facilities are currently available, such as appropriate support in terms of housing, employment, children’s education, etc., so as to facilitate their early integration into the local community

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 38)

Reply:

1. Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 29 February 2024, the numbers of applications received and approved are as follows:

	Category A	Category B	Category C	Total
Number of applications received #	20 197	37 451	14 860	72 508
Number of applications approved	13 794	32 440	12 661	58 895
Number of applications refused	1 541	1 405	698	3 644

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities (eligible universities/institutions) with at least three years of work experience over the past five years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past five years immediately preceding the date of application with less than three years of work experience.

# The total number of applications received includes the number of applications withdrawn or with no follow-up action required.

A breakdown of the numbers of approved applicants by gender, age and marital status is tabulated below:

Gender	Applications approved			
	Category A	Category B	Category C	Total
Male	9 874	20 464	6 140	36 478
Female	3 920	11 976	6 521	22 417

Age	Applications approved			
	Category A	Category B	Category C	Total
18 to 30	404	6 723	12 585	19 712
31 to 40	4 660	16 213	74	20 947
41 to 50	6 329	7 811	2	14 142
51 to 60	2 181	1 602	-	3 783
61 or above	220	91	-	311

Marital status	Applications approved			
	Category A	Category B	Category C	Total
Unmarried	1 079	8 393	11 594	21 066
Married	12 384	23 728	1 006	37 118
Separated/Divorced	282	233	22	537
Widowed	41	37	-	78
Others	8	49	39	96

A breakdown of the numbers of approved applicants by income in the preceding year is tabulated below:

Income in the preceding year (HK\$)	Applications approved		
	Category A	Category B	Category C
2.5 million to less than 3 million	3 009	Applicants are not required to submit relevant information	
3 million to less than 5 million	5 947		
5 million to less than 10 million	2 531		
10 million or above	2 307		

In respect of academic qualifications, Category A applicants are not required to submit information on academic qualifications; whereas Categories B and C applicants are only required to prove that they have obtained bachelor's degrees from eligible universities, and do not need to declare their other academic qualifications.

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

2. The Hong Kong Talent Engage (HKTE), established at the end of October 2023, aims to assist talents in their long-term development in Hong Kong by providing them with

comprehensive one-stop support services. The HKTE maintains close contact with the incoming talents to keep track of their development and needs in Hong Kong. In terms of employment support, the HKTE has engaged more than 10 human resources consultants as working partners. These working partners will provide personalised job matching and career support services based on the background and specific needs of job seekers. As at end-February 2024, the online platform processed nearly 2 100 job-seeking referrals.

3. The HKTE is committed to providing comprehensive one-stop support services to incoming talents and organising a variety of online and offline activities, in collaboration with working partners, to provide incoming talents with information on living and employment, etc. in order to make it easier for them to adapt to and integrate into the local community as early as possible. From March 2024 onwards, the HKTE, with its working partners, will organise no less than 36 online or physical seminars or workshops on a wide range of topics such as job seeking, business start-up, education, accommodation, household knowledge and Cantonese learning this year.

The HKTE's online platform also offers advice or necessary information to talents in areas like employment, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. in order to help them adapt to the life in Hong Kong. As at end-February 2024, the online platform processed over 12 000 enquiries. The platform also features about 8 000 real-time quality job opportunities daily for which talents can apply directly through the platform. Connected with over 35 designated partners, the platform also provides talents with advice and services in respect of job seeking, accommodation, education, integrated settlement services as well as networking and community through electronic matching services. More than 3 300 referrals of service requests have been made so far.

Regarding education for children of incoming talents, talents coming to Hong Kong can choose to arrange their school-age children to study in private schools or publicly-funded schools. The Education Bureau provides support services for newly-arrived children to help them adapt to the learning environment in Hong Kong and integrate into the local community. It also provides subsidies to publicly-funded schools admitting newly-arrived children to provide school-based support services. The HKTE will also provide information about children's education etc. to talents who intend to come to Hong Kong or have just arrived, and will refer related enquiries to relevant bureaux or departments for follow-up actions.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)114**

**(Question Serial No. 0796)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (000) Operational expenses  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)  
Director of Bureau: Secretary for Labour and Welfare

Question:

1. The 2024-25 estimate for Subvention: Vocational Training Council (Vocational Training) under Programme 7 of Head 141 is \$276.5 million, which is 27.2% higher than the revised estimate for 2023-24. What are the expected uses of the increased estimate for the relevant year?

Asked by: Hon MA Fung-kwok (LegCo internal reference no.: 15)

Reply:

The subvention to the Vocational Training Council (VTC) in 2024-25 is increased by \$59.1 million (27.2%) over the 2023-24 Revised Estimate, which will mainly be used to implement two new initiatives announced in the 2023 Policy Address, including:

- (i) provision of an additional monthly allowance of \$1,000 to each registered apprentice participating in the Apprenticeship Scheme, involving an annual expenditure of \$52 million; and a sum of \$3.1 million for the administration and staffing costs in relation to promotion of the Apprenticeship Scheme and disbursement of allowances; and
- (ii) implementation of the Vocational Professionals Admission Scheme (VPAS) in the 2024/25 academic year, involving an expenditure of \$4 million for promotion and publicity in the Mainland and other regions.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)115**

**(Question Serial No. 0797)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): (000) Operational expenses  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)  
Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under the Matters Requiring Special Attention in 2024-25 that the Government will provide additional resources for the Vocational Training Council (VTC) to, starting from this year, provide each registered apprentice with additional monthly training allowance, and subsidise graduated apprentices in undertaking upskilling courses of relevant trades. The 2 subsidy arrangements will each last for 3 years. Please advise on the following:

1. details of the above additional training allowance scheme, including the programmes and the amounts involved, and whether any terms and conditions are imposed;
2. what plans does the VTC have for meeting the changing needs of Hong Kong's manpower development and enhancing skills standards of industries? What trade-specific training courses will be organised?
3. what is the employment rate of those re-entering the employment market after receiving retraining at the VTC? Have any follow-up actions been taken after a period of time to see if they are still undertaking related work?
4. the trainee places provided in 2023/24 have been revised to 163 400, which are substantially lower than the actual places in 2022/23 by nearly 24%. What are the reasons?

Asked by: Hon MA Fung-kwok (LegCo internal reference no.: 16)

Reply:

1. To encourage more young people to participate in the Apprenticeship Scheme and work in relevant trades, the Vocational Training Council (VTC) will, for a period of 3 years starting from 2024/25, provide each registered apprentice with a monthly training allowance of \$1,000 during their apprenticeship. After completing the entire apprenticeship and commencing employment, registered apprentices can receive additional subsidies to undertake upskilling and training courses of relevant trades. These courses should be upskilling courses of relevant trades registered under the Qualification Register with qualification levels equivalent to or higher than those undertaken by the apprentice concerned during the apprenticeship. The maximum total amount of subsidies for upskilling courses receivable by each graduated apprentice

is \$30,000, which will be disbursed in 2 instalments in the 18<sup>th</sup> and 36<sup>th</sup> months after graduation with the maximum amounts of \$10,000 and \$20,000 respectively.

2. VTC's Training Boards conduct manpower surveys on various trades regularly. VTC will make reference to the information and suggestions collected from the surveys to enhance curriculum planning and development as well as training content with a view to meeting the changing needs for manpower development in Hong Kong and enhancing the level of skills in various trades. To tie in with the actual operation of different enterprises, VTC collaborates with industries to provide training courses in hybrid learning mode (face-to-face and online learning) to assist industry practitioners in flexibly choosing the suitable learning mode according their personal needs for acquiring the latest knowledge and skills relevant to the industry. In 2024-25, VTC will continue to organise vocational training courses relating to industries such as engineering, commerce, hospitality and tourism, information technology, arts and design, as well as health and life sciences.
3. The objective of VTC's in-service training courses is to upgrade skills and knowledge of the training targets who are in-service personnel. Therefore, VTC does not compile statistics on the employment rate of students re-entering the job market.
4. As training activities have resumed normal after the epidemic, there was a sizable demand for short-term in-service training courses in the market. In response to such demand, VTC organised more short-term courses in the second half of the 2022/23 academic year. The actual number of students in these vocational courses in that academic year was hence nearly 24% higher than that in the preceding academic year. The demand for in-service training in the 2023/24 academic year has gradually reverted to the pre-epidemic level. The actual number of in-service trainee places reflected this situation and hence the relevant revisions.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)116**

**(Question Serial No. 0099)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under Programme (3), the Labour and Welfare Bureau set indicator for the number of talents admitted through various talent admission schemes with an intended duration of stay of at least 12 months, and the number of talents to stay in Hong Kong in 2023 is 91 631. Are there any statistics on the industries in which the talents concerned are engaged and their average salaries? If yes, what are the details? Why will the estimated number of talents to stay in Hong Kong in 2024 drop sharply to 35 000? What new measures will be taken by the Hong Kong Talent Engage in the coming year to attract global talents to Hong Kong? What are the expenditure and manpower involved?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 20)

Reply:



In 2023, the breakdowns of the numbers of approved applicants under various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

General Employment Policy

Industry/Sector	Number of persons
Academic research and education	2 770
Arts/Culture	2 748
Commerce and trade	2 440
Financial services	2 001
Engineering and construction	1 559
Recreation and sports	1 451
Tourism	1 066
Information technology	576
Catering services	536
Medical and healthcare services	310
Legal services	168
Manufacturing industries	96
Telecommunications	52
Architecture/Surveying	24
Biotechnology	15
Traditional Chinese medicine	-
Others	10 458
<b>Total</b>	<b>26 270</b>

Monthly remuneration	Number of persons
Below \$20,000	12 233
\$20,000 to \$39,999	7 160
\$40,000 to \$79,999	4 070
\$80,000 or above	2 807
<b>Total</b>	<b>26 270</b>

Admission Scheme for Mainland Talents and Professionals

Industry/Sector	Number of persons
Academic research and education	3 842
Commerce and trade	3 279
Financial services	3 223
Arts/Culture	2 496
Engineering and construction	2 379
Information technology	1 200
Recreation and sports	859
Telecommunications	218
Medical and healthcare services	201
Tourism	148
Manufacturing industries	144
Legal services	132
Catering services	89
Architecture/Surveying	65
Biotechnology	59
Traditional Chinese medicine	5
Others	1 418
<b>Total</b>	<b>19 757</b>

Monthly remuneration	Number of persons
Below \$20,000	5 843
\$20,000 to \$39,999	7 645
\$40,000 to \$79,999	4 549
\$80,000 or above	1 720
<b>Total</b>	<b>19 757</b>

### Technology Talent Admission Scheme

Industry/Sector	Number of persons
Biotechnology	32
Artificial intelligence	28
Data analytics	14
Financial technologies	13
Green technology	9
Digital entertainment	8
Material science	7
Robotics	5
The Internet-of-Things	5
Cybersecurity	3
Microelectronics	3
Integrated circuit design	2
Advanced communication technologies	1
Quantum technology	-
<b>Total</b>	<b>130</b>

Monthly remuneration	Number of persons
Below \$20,000	2
\$20,000 to \$39,999	74
\$40,000 to \$79,999	39
\$80,000 or above	15
<b>Total</b>	<b>130</b>

### Quality Migrant Admission Scheme (QMAS)

Industry/Sector	Number of persons
Financial and accounting services	4 162
Information technology and telecommunications	2 974
Business support and human resources	968
Commerce and trade	879
Manufacturing industries	752
Academic research and education	635
Architecture, surveying, engineering and construction	563
Human health and veterinary services	526
Legal services	513
Logistics and transportation	167
Broadcasting and entertainment	129
Arts and culture	95
Catering and tourism	41
Sports	35
Others	530
Total	12 969

Note 1: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Note 2: The industry/sector under the QMAS is as classified by the Immigration Department (ImmD) and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

Successful applicants under the QMAS are not required to have secured offers of employment before coming to Hong Kong. The ImmD does not maintain the statistics on the average remuneration of successful applicants.

### Immigration Arrangements for Non-local Graduates (IANG)

At present, over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

### Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)

Applicants under the ASSG are not required to have secured offers of employment in Hong Kong upon application for admission. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

### Top Talent Pass Scheme (TTPS)

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

In the 2022 Policy Address, the Chief Executive set a three-year key performance indicator (KPI) on talent admission, i.e. to admit at least 35 000 talents annually with an intended duration of stay in Hong Kong of at least 12 months from 2023 to 2025, an increase of 40% over the average number in 2020 and 2021. The KPI for talent admission is merely a minimum benchmark for policy effectiveness. In fact, 91 631 talents arrived in Hong Kong in 2023, which has far exceeded the above target.

Upon establishment in end-October 2023, the Hong Kong Talent Engage (HKTE) has commenced its work immediately to assist talents in their long-term development in Hong Kong by providing them with comprehensive one-stop support services, formulate targeted recruitment and publicity strategies for different talent groups, and collaborate with partners from various sectors in proactive external promotions of Hong Kong's strengths and opportunities, so as to attract more talents to come to Hong Kong to pursue development.

The HKTE will devise targeted promotion and publicity strategies to introduce HKSAR Government's various talent admission schemes to talents from around the world. It will liaise with chambers of commerce, trade and commercial associations, the Dedicated Teams

for Attracting Businesses and Talents under Economic and Trade Offices, the Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to conduct publicity events to trawl for talents, including job fairs, exhibitions and conferences, in priority markets around the globe (including Southeast Asian and ASEAN countries, as well as cities with world-renowned universities).

In addition, the HKTE will enrich the content of its online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) by adding interesting posts, short stories, photos and videos, and pitch more media interviews actively to raise the general awareness of HKTE's work. It will also expand its social media reach from the current 2 platforms to 5 and attract more followers of HKTE's accounts and higher number of post impressions.

The HKTE will organise "Hong Kong Global Talent Summit" on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to congregate leaders from political, academic, business and other sectors around the world and the Mainland for exchanges on talent development trends and experience, so as to promote Hong Kong's roles and advantages as an international talent hub and a national talent gateway.

The HKTE has a staff establishment of 38 members, including 8 civil servants. Its annual expenditure is estimated to be about \$90 million, of which about \$42 million will be accounted for salary cost, and the remaining for local and overseas promotion and publicity, organisation of various talent attraction events, provision of talent support services, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)117**

**(Question Serial No. 0100)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme (3), the Labour and Welfare Bureau is responsible for the formulation and co-ordination of manpower policies and programmes. Given the manpower shortage in the hotel industry, its manpower for receiving visitors is limited. The Government will soon complete a new round of manpower projection. If the projection results indicate that there is a shortage of manpower in the hotel industry, will the Government introduce a "labour importation scheme for the tourism industry" by drawing reference from the existing labour importation schemes for the transport and construction sectors? If so, what are the details; if not, what are the reasons? What new measures will be taken in the coming year to train and attract local manpower to join the hotel industry? What are the manpower and expenditure involved in the relevant measures?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 21)

Reply:

To alleviate the labour shortage across different sectors, the Labour Department (LD) launched the Enhanced Supplementary Labour Scheme (ESLS) in September 2023, which applies to the hotel industry. As at end December 2023, the LD has received 72 applications from the hotel industry seeking to import 1 179 workers. The posts under application mainly included room attendant, waiter/waitress and clerical worker. The LD is committed to completing within 3 months the processing of applications which have passed the screening under the ESLS.

The Labour and Welfare Bureau commenced a new round of Manpower Projection (MP) in mid-2023 to assess the manpower requirements and shortages between 2023 and 2028 for key industries driving Hong Kong's economic growth (including the accommodation and food services industry) and essential services supporting the city's operation. Sectoral consultations for the MP exercise have largely been completed. We are consolidating data and information from various sources. Key findings of the MP are expected to be available in the third quarter of this year, while a detailed report is tentatively scheduled for promulgation in early 2025. The MP provides the relevant bureaux and stakeholders with

data to gauge the future manpower and skill requirements of the industries, with a view to planning and formulating appropriate industry-based measures on development and training, employment and importation.

On nurturing talents, at present 2 institutions funded by the University Grants Committee, namely the Hong Kong Polytechnic University and the Chinese University of Hong Kong, offer funded undergraduate programmes on tourism and hotel management. The Vocational Training Council, the Caritas Institute of Higher Education and some other self-financing post-secondary institutions are offering related courses of different levels to nurture talents for the industry. The relevant bureaux will continue to maintain close liaison with the hotel industry with regard to its manpower resources situation. The Culture, Sports and Tourism Bureau indicates that it will not introduce new measures in the coming year to train and attract local manpower to join the hotel industry.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)118**

**(Question Serial No. 0691)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Since its establishment in 1992, the Employees Retraining Board (ERB) has been providing comprehensive and diversified training and retraining services for the local workforce. Currently, the ERB's major service targets are job-seeking or unemployed local people aged 15 or above with education attainment at the sub-degree level or below. The ERB offers through approximately 80 training bodies around 700 market-oriented training courses for eligible persons, straddling across 28 industries and generic skills. Would the Government inform this Committee of the following:

- the information on the number, age and educational attainment of trainees enrolled in ERB courses (including placement-tied courses, generic skills courses, courses for special service targets, youth training courses, skills upgrading courses and training courses for ethnic minorities) in the past 5 years;
- the number of in-service trainees by age and educational attainment in the past 5 years;
- the information on the implementation of the Modular Certificates Accumulation Scheme and the "Hire and Train" Scheme, and whether the effectiveness of these schemes have been evaluated; and
- as it is stated in the Policy Address that the ERB should commence a comprehensive review, including considering legislative amendments to expand its training scope to cover employees with high education attainment, please advise what measures the ERB will put in place to support their training needs.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 8)

Reply:

1. The breakdowns of intakes in the courses of the Employees Retraining Board (ERB) in the past 5 years (i.e. 2019-20 to 2023-24) by age group and educational attainment are as follows:

Age Group	Number of Intakes				
	2019-20	2020-21	2021-22	2022-23	2023-24 (as at 29 February 2024)
15 - 19	1 292	1 017	1 237	1 018	1 455
20 - 29	7 058	8 476	10 237	8 576	6 995
30 - 39	14 661	15 438	19 855	18 180	14 893
40 - 49	23 246	24 774	31 686	30 244	26 497
50 - 59	33 872	35 127	45 374	43 756	37 839
60 or above	28 856	28 476	41 308	48 551	48 765
<b>Total</b>	<b>108 985</b>	<b>113 308</b>	<b>149 697</b>	<b>150 325</b>	<b>136 444</b>

Educational attainment	Number of Intakes				
	2019-20	2020-21	2021-22	2022-23	2023-24 (as at 29 February 2024)
Secondary 3 or lower	39 587	32 819	41 128	41 447	39 177
Secondary 4 to 7	57 315	58 540	77 634	79 028	78 479
Diploma to Sub-degree	11 651	14 924	19 634	19 507	18 765
Above sub-degree Note	432	7 025	11 301	10 343	23 <sup>^</sup>
<b>Total</b>	<b>108 985</b>	<b>113 308</b>	<b>149 697</b>	<b>150 325</b>	<b>136 444</b>

Note: The ERB launched the Love Upgrading Special Scheme from 2019-20 to 2022-23. All eligible persons could participate in the scheme irrespective of their educational attainment. The same applies hereinafter.

<sup>^</sup> ERB courses target persons aged 15 or above with education attainment at sub-degree or below. Applicants with higher educational attainment with genuine difficulties in job seeking or job switching may apply for discretionary approval for admission to ERB courses. The figure is the number of cases granted discretionary approvals for admission. The same applies hereinafter.

2. Trainees who did not indicate their employment status as unemployed or non-engaged in the “Course Application Form” upon application for ERB courses are classified as in-service trainees. Breakdowns of in-service trainees enrolled in ERB courses in the past 5 years (i.e. 2019-20 to 2023-24) by age group and educational attainment are as follows:

Age Group	Number of In-service Intakes				
	2019-20	2020-21	2021-22	2022-23	2023-24 (as at 29 February 2024)
15 - 19	92	91	138	112	81
20 - 29	1 152	2 266	2 572	1 982	1 039
30 - 39	2 121	4 028	4 797	3 968	2 269
40 - 49	3 495	5 582	7 347	6 607	4 309
50 - 59	5 397	7 252	8 660	7 697	5 517
60 or above	2 947	3 820	4 917	5 028	4 346
<b>Total</b>	<b>15 204</b>	<b>23 039</b>	<b>28 431</b>	<b>25 394</b>	<b>17 561</b>

Educational attainment	Number of In-service Intakes				
	2019-20	2020-21	2021-22	2022-23	2023-24 (as at 29 February 2024)
Secondary 3 or lower	4 862	5 588	6 645	6 060	4 285
Secondary 4 to 7	8 403	11 775	14 711	13 477	10 397
Diploma to sub-degree	1 853	3 479	4 295	3 863	2 878
Above sub-degree <sup>Note</sup>	86	2 197	2 780	1 994	1 <sup>^</sup>
<b>Total</b>	<b>15 204</b>	<b>23 039</b>	<b>28 431</b>	<b>25 394</b>	<b>17 561</b>

3. The Modular Certificates Accumulation Scheme aims to encourage members of the public who are not able to take full-time ERB courses owing to their family commitments to make flexible study arrangement and acquire recognised qualifications. The scheme covered 6 types of courses, namely “Foundation Certificate in Post-natal Care Worker Training”, “Foundation Certificate in Infant and Child Care Worker Training”, “Foundation Certificate in Care Worker Training”, “Foundation Certificate in Occupational Therapy Assistant Training”, “Foundation Certificate in Physiotherapist Assistant Training” and “Foundation Certificate in Care-related Support Worker Training”. Upon successful completion of a number of specified half-day or evening courses, trainee may apply for a certificate equivalent to the qualification to a corresponding full-time course. Since the launch of the scheme in 2015-16 up to February 2024, nearly 1 800 certificates have been issued to trainees.

The “Hire and Train” Scheme aims to encourage the latent workforce to enter the employment market to assist in alleviating its manpower shortage. Participating employers will suitably modify the working hours (including arranging flexible working hours and part-time positions) and leave arrangements to cater for the family commitments of trainees, as well as provide on-the-job training and related support measures to encourage them to stay in employment. The enrollment in the scheme was largely stable in recent years, with the number of intakes depending mainly on the job vacancies offered by participating employers. Since its launch in 2015-16 up to February 2024, the scheme has assisted a cumulative total of nearly 970 trainees in

securing employment as care workers for residential care homes, tunnel traffic control officers, cleaning assistants, etc.

To ensure that the schemes meet the needs of the industries and trainees, the ERB reviews the effectiveness of the schemes with relevant stakeholders from the industries from time to time. Stakeholders recognised that the implementation progress of the schemes is satisfactory and that the schemes can address the training and employment needs of the local employment market.

4. At present, persons with educational attainment at sub-degree or above may apply to the ERB for discretionary approval for admission to ERB courses if they have genuine difficulties in job seeking or job switching. The ERB is currently undertaking a comprehensive review of its service targets and scope, training strategies, operation mode, etc., and a report is expected to be submitted to the Government in the third quarter of 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)119**

**(Question Serial No. 0700)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Launched by the Government in end-2022, the Top Talent Pass Scheme (TTPS) is non-sector specific, with different quotas for each of the three categories, i.e. Categories A, B and C, of applicants who are not required to obtain a job offer upon first entry. In addition, the Bureau has compiled an aggregate list of eligible universities comprising the top 100 universities/institutions in 4 world university rankings (namely the Times Higher Education World University Rankings, the Quacquarelli Symonds (QS) World University Rankings, the U.S. News and World Report's Best Global Universities Rankings and the Shanghai Jiao Tong University Academic Ranking of World Universities) in the past 5 years. The Bureau regularly updates the list (including addition of universities to and their deletion from the list) to reflect changes to the relevant world university rankings. In this connection, would the Government inform this Committee of the following:

- please list the relevant information on the TTPS by category of applicants (i.e. Category A, Category B and Category C), including the number of applicants, number of approved applicants, total number and proportion of dependants, sex, age, academic qualifications, country of origin, marital status, years of work experience, industries of previous employment, and annual income of the most recent job;
- among the approved applications, the entry status of applicants, proportion of applicants settling in Hong Kong, proportion of applicants being employed in Hong Kong, their monthly income in Hong Kong, their employment status and industry, employment status of their spouses, and study status of their children;
- the longest, shortest and average processing time for the approved applications; the main reasons for rejecting the applications;
- whether all the universities on the list are among the top 100 universities in the 4 world university rankings in the past 5 years; whether any top 100 universities are not included in the list; and
- as the current rankings are school-based, whether the Bureau will consider reviewing the compilation of the list, including exploring the inclusion of rankings of academic disciplines or research areas for reference?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 17)

Reply:

- (1) Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 29 February 2024, the numbers of applications received and approved are as follows:

	Category A	Category B	Category C	Total
Number of applications received	20 197	37 451	14 860	72 508
Number of applications approved	13 794	32 440	12 661	58 895

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities (eligible universities/institutions) with at least three years of work experience over the past five years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past five years immediately preceding the date of application with less than three years of work experience.

Since the launch of the TTPS from 28 December 2022 up to 29 February 2024, 61 648 dependants have been approved to come to Hong Kong under the TTPS. Each applicant on average brings along approximately 1.05 dependants to Hong Kong.

A breakdown of the numbers of approved applicants by gender, age, region, marital status and work experience is tabulated below:

Gender	Applications approved			
	Category A	Category B	Category C	Total
Male	9 874	20 464	6 140	36 478
Female	3 920	11 976	6 521	22 417

Age	Applications approved			
	Category A	Category B	Category C	Total
18 to 30	404	6 723	12 585	19 712
31 to 40	4 660	16 213	74	20 947
41 to 50	6 329	7 811	2	14 142
51 to 60	2 181	1 602	-	3 783
61 or above	220	91	-	311

Region	Applications approved			
	Category A	Category B	Category C	Total
Mainland China	13 380	30 581	11 760	55 721
Canada	45	397	198	640
United States	138	360	130	628
Australia	35	283	109	427
Singapore	32	160	31	223
Others	164	659	433	1 256

Marital status	Applications approved			
	Category A	Category B	Category C	Total
Single	1 079	8 393	11 594	21 066
Married	12 384	23 728	1 006	37 118
Separated/Divorced	282	233	22	537
Widowed	41	37	-	78
Others	8	49	39	96

Work experience	Applications approved		
	Category A	Category B	Category C
Less than 3 years	Applicants are not required to submit relevant information	Not applicable	12 661
3 years to less than 5 years		14 424	Not applicable
5 years to less than 10 years		17 982	
10 years or above		34	

The Immigration Department (ImmD) adjusted the application procedures on 1 March 2023, requiring applicants with work experience to declare the sectors of their occupations. From 1 March 2023 up to 29 February 2024, 42 052 applicants with work experience among the approved applicants declared the industries/sectors of their previous occupations as required, and the breakdown is tabulated below:

Industry/Sector	Category A	Category B	Category C	Total
Financial services	1 727	5 901	863	8 491
Commerce and trade	2 280	3 331	505	6 116
Innovation and technology	1 666	3 740	615	6 021
Information and communication technology services	1 352	3 216	278	4 846
Manufacturing industries	913	934	139	1 986
Engineering and Construction	522	1 120	175	1 817
Business support and Human resources	560	1 073	180	1 813
Academic research and education	106	1 116	311	1 533
Medical and healthcare services (including Chinese medicine practitioners and Veterinarians)	360	798	100	1 258
Marketing/Public relations	153	716	264	1 133
Legal and Dispute resolution services	261	716	88	1 065
Architecture and Surveying	218	631	109	958
Accounting services	150	565	215	930
Arts and Culture	172	458	99	729

Industry/Sector	Category A	Category B	Category C	Total
Logistics and Transport	248	161	39	448
Insurance/Brokerage services	181	212	37	430
Environmental technology services	116	242	26	384
Broadcasting and Entertainment	112	170	43	325
Catering services	109	104	38	251
Creative industries and Performing arts	49	134	31	214
Tourism	38	101	15	154
Recreation and Sports	20	64	63	147
Government-related	0	70	26	96
Aviation	19	53	8	80
Agriculture	30	32	4	66
Maritime services	17	25	5	47
Religious organisations	1	4	-	5
Others	194	237	278	709
Total	11 574	25 924	4 554	42 052

A breakdown of the numbers of approved applicants by income in the preceding year is tabulated below:

Income in the preceding year (HK\$)	Applications approved		
	Category A	Category B	Category C
2.5 million to less than 3 million	3 009	Applicants are not required to submit relevant information	
3 million to less than 5 million	5 947		
5 million to less than 10 million	2 531		
10 million or above	2 307		

In respect of academic qualifications, Category A applicants are not required to submit information on academic qualifications; whereas Categories B and C applicants are only required to prove that they have obtained bachelor's degrees from eligible universities, and do not need to declare their other academic qualifications.

- (2) As at 29 February 2024, among the 58 895 applicants approved under the TTPS, 43 944 arrived in Hong Kong.

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of



stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 43% of the responding talents have moved to Hong Kong, while nearly 90% of the remaining talents plan to move to Hong Kong within 1 year. In addition, 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

The survey results show that 16% of the spouses of talents admitted under the TTPS have already taken up employment. Most of them are engaged in high-skilled jobs with median monthly employment earnings of about \$30,000. Around 10% of them have a monthly salary of \$100,000 or above.

The survey results also reveal that 79% of the dependent children of TTPS entrants are studying or plan to study in Hong Kong.

- (3) Under the TTPS, the ImmD generally completes the processing of applications within 4 weeks upon receipt of the applications and all necessary documents. The processing time required for individual cases depends on whether the applicant meets the relevant application criteria, whether sufficient documentary proof and information have been provided, and the staffing arrangements of the ImmD.

The reason for refusing TTPS applications is that the applicants do not meet the eligibility criteria of the scheme, e.g. Category A applicants with an annual income less than HK\$2.5 million in the year immediately preceding the date of application, Category B applicants with insufficient work experience as declared, or Categories B/C applicants with bachelor's degrees not awarded by eligible universities/institutions.

- (4) To further expand the network for attracting global talents, the Chief Executive announced in the 2023 Policy Address the expansion of the list of eligible universities under the TTPS. The expanded list of eligible universities since November 2023 covers:

- (i) the top 100 universities on the 4 designated world university rankings in the past 5 years, namely the Times Higher Education World University Rankings, the Quacquarelli Symonds (QS) World University Rankings, the U.S. News and World Report's Best Global Universities Rankings and the Shanghai Jiao Tong University Academic Ranking of World Universities;
- (ii) the top 5 universities/institutions providing specialised hotel programmes on the QS World University Rankings in the discipline of "hospitality and leisure management" in the past 5 years; and
- (iii) the top 10 Mainland universities under the Shanghai Jiao Tong University Best Chinese Universities Ranking in the past 5 years.

The Government had an annual update of the list in January 2024 to reflect the changes to the relevant world university rankings in 2023. At present, there are a total of 185 universities/institutions on the list.

- (5) The Labour and Welfare Bureau (LWB) will review the TTPS and other enhanced talent admission arrangements in the middle of this year to ensure the competitiveness of relevant measures and their effectiveness in addressing Hong Kong's manpower demand. Meanwhile, the LWB will continue to keep track of the local manpower situation and needs, and review the list of eligible universities under the TTPS in a timely manner.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)120**

**(Question Serial No. 0701)**

Head: (141) Government Secretariat: Labour and Welfare Bureau  
Subhead (No. & title): ()  
Programme: (7) Subvention: Vocational Training Council (Vocational Training)  
Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)  
Director of Bureau: Secretary for Labour and Welfare

Question:

Under the Vocational Professionals Admission Scheme (VPAS) announced in the Policy Address, starting from the 2024/25 admission cohort, non-local students of designated full-time professional Higher Diploma (HD) programmes of the Vocational Training Council (VTC) will be allowed to stay in Hong Kong for 1 year after graduation to seek jobs relevant to their disciplines. This pilot arrangement will be reviewed after 2 years, and the full-time professional HD involved covers a total of 27 programmes under 5 major industries. In this connection, would the Government inform this Committee of the following:

- the number and the total number of places of the 27 programmes under 5 major industries, as well as the preparation and implementation of the VPAS;
- whether the Government has estimated the number of non-local students who will be attracted for enrolment and stay and work in Hong Kong after graduation in the initial years of VPAS implementation, or whether the Government has drawn up relevant policy objectives; and
- what measures will the Government put in place to strengthen publicity and support for the VPAS for attracting more talented students to enrol in vocational programmes in Hong Kong, with a view to building a more comprehensive vocational talent pool?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 18)

Reply:

To alleviate the manpower shortage in skilled trades, starting from the 2024/25 admission cohort, non-local students of designated full-time higher diploma programmes of the Vocational Training Council (VTC) can apply for staying in Hong Kong for 1 year after graduation under the Vocational Professionals Admission Scheme (VPAS) to seek jobs relevant to their disciplines. This arrangement will be piloted for 2 years before review and the expected number of beneficiaries is around 2 000 people.

There are 27 full-time higher diploma programmes offered by VTC under VPAS covering 5 skilled trades, namely aviation, transport and logistics; innovation and technology; electrical and mechanical services; building, civil engineering and built environment; and maritime.

The 27 designated programmes by the 5 skilled trades are set out at Annex. VTC expects that there will be at least 1 000 non-local students admitted to the eligible programmes under VPAS in the 2024/25 academic year. Whether non-local students will stay in Hong Kong upon graduation depends on a number of factors, including their personal choices and whether or not they obtain relevant employment opportunities. It is difficult to estimate the number of people who will stay and work in Hong Kong.

VTC is proactively undertaking preparatory work for student admission in the next academic year. This includes stepping up efforts in promoting VPAS to widen the student pool, publicising the scheme via various media and online platforms and education fairs in the Mainland, leveraging VTC's operation centre in Shenzhen as a platform, attending recruitment activities jointly with cooperating partners of relevant industries, organising briefings in schools, etc. The implementation progress of VPAS is satisfactory, with the admission process expected to be concluded in August. The first batch of non-local students of the eligible programmes will be admitted in the new academic year in September.

In addition, to support the admitted non-local students, VTC has set up a working group to develop detailed plans to assist non-local students in adapting to campus life by providing support in areas of student recruitment, facilities, teaching, student and staff. VTC will also continue to mobilise its industry network to support graduates of eligible programmes to seek jobs relevant to their disciplines.

**Designated Higher Diploma Programmes  
under the Vocational Professionals Admission Scheme**

<b>Aviation, Transport and Logistics (6)</b>	
1.	Higher Diploma in Aviation Inflight and Passenger Services
2.	Higher Diploma in Aviation Services and Transport Studies
3.	Higher Diploma in Aviation and Logistics
4.	Higher Diploma in Airport Operations Management
5.	Higher Diploma in Aviation Systems and Operations
6.	Higher Diploma in Aircraft Maintenance Engineering
<b>Innovation and Technology (10)</b>	
7.	Higher Diploma in Software Engineering
8.	Higher Diploma in Cloud and Data Centre Administration
9.	Higher Diploma in Cybersecurity
10.	Higher Diploma in AI and Smart Technology
11.	Higher Diploma in Data Science and AI
12.	Higher Diploma in AI and Mobile Applications Development
13.	Higher Diploma in Game Software Development
14.	Higher Diploma in Games and Animation
15.	Higher Diploma in Multimedia, VR and Interactive Technology
16.	Higher Diploma in Theme Park and Theatre Creative Technology
<b>Electrical and Mechanical Services (2)</b>	
17.	Higher Diploma in Mechanical Engineering
18.	Higher Diploma in Electrical Engineering
<b>Building, Civil Engineering and Built Environment (8)</b>	
19.	Higher Diploma in Civil Engineering
20.	Higher Diploma in Building Studies
21.	Higher Diploma in Surveying
22.	Higher Diploma in Building Services Engineering
23.	Higher Diploma in Architectural Technology and Design
24.	Higher Diploma in Architectural Design
25.	Higher Diploma in Landscape Architecture
26.	Higher Diploma in Geospatial Science and Land Surveying
<b>Maritime (1)</b>	
27.	Higher Diploma in Maritime Studies

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)121**

**(Question Serial No. 0717)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development, (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour and Welfare Bureau will monitor the admission of talents through the enhanced talent admission regime, including the Top Talent Pass Scheme, and conduct review to ensure the regime remains effective and relevant. In this connection, would the Government inform this Committee of the following:

- information on the existing mechanism for the admission of talents, including (i) the number of talent admission schemes; (ii) the numbers of applications and persons granted entry into Hong Kong under each scheme in the preceding year; (iii) the sources, including countries and regions, of talents for the applications received under each scheme in the preceding year;
- information on talents who have come to Hong Kong under the talent admission schemes, including (i) statistics on occupation and industry distribution; (ii) statistics on median wages; and (iii) the average duration of stay for work in Hong Kong;
- the Hong Kong Talent Engage (HKTE), established on 30 October 2023, serves as the designated agency to formulate talent attraction strategies and provide support services for incoming talents. Please give a brief account of the HKTE's work in relation to talent attraction strategies and support services for incoming talents, as well as the expenditure and staff establishment involved; and
- what measures or strategies have been taken by the HKTE to strengthen co-operation with the Dedicated Teams for Attracting Businesses and Talents under the Government's Mainland Offices and overseas Economic and Trade Offices in carrying out proactive external promotions of Hong Kong, so as to attract more talents to come to Hong Kong to pursue development?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 34)

Reply:

1.(i) At present, outside talents may be admitted to Hong Kong through the Top Talent Pass Scheme (TTPS), the General Employment Policy (GEP), the Admission Scheme for Mainland Talents and Professionals (ASMTP), the Immigration Arrangements for Non-local Graduates (IANG), the Technology Talent Admission Scheme (TechTAS), the Quality Migrant Admission Scheme (QMAS) or the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG).

1.(ii) The numbers of applications received and approved under various talent admission schemes in 2023-24 are tabulated below:

Talent admission scheme	2023-24 (as at February 2024)	
	Number of applications	Number of approvals
TTPS	51 102	46 497
GEP	28 042	25 745
ASMTP	22 837	19 954
IANG	24866	23 685
TechTAS	136	119
QMAS <sup>@</sup>	76 985	12 689
ASSG	133	88

Note: Applications approved in a year may not all be received in the same year.

@ The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

1.(iii) The breakdowns of the numbers of approved applicants under various talent admission schemes by region in 2023-24 (as at end-February 2024) are tabulated below:

TTPS

Region	Number of persons
Mainland China	43 992
The United States	524
Canada	512
Australia	322
Singapore	166
Others	981
Total	46 497

### GEP

Region	Number of persons
South Korea	2 903
Japan	2 373
Taiwan, China	2 283
The United Kingdom	2 125
The United States	1 713
India	1 576
The Philippines	1 567
France	1 023
Australia	768
Canada	500
Others	8 914
Total	25 745

### ASMTP

The ASMTP is applicable to Mainland residents only. The total number of approved applications in 2023-24 (as at end-February 2024) is 19 954.

### IANG

Region	Number of persons
Mainland China	22 301
South Korea	203
India	192
Taiwan, China	105
Malaysia	95
Macao Special Administrative Region	62
Pakistan	50
Canada	36
The United States	30
France	7
Others	604
Total	23 685



### TechTAS

Region	Number of persons
Mainland China	110
The United States	2
Malaysia	1
India	1
France	1
Others	4
Total	119

### OMAS

Region	Number of persons
Mainland China	12 509
Canada	39
Australia	38
The United States	34
Others	69
Total	12 689

Note: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

### ASSG

Region	Number of persons
The United States	22
Canada	20
The United Kingdom	15
Australia	8
The Philippines	4
The Netherlands	3
Singapore	2
Others	14
Total	88

2. In 2023-24 (as at end-February 2024), the breakdowns of the numbers of approved applicants under various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

GEP

Industry/Sector	Number of persons
Academic research and education	2 642
Commerce and trade	2 268
Arts/Culture	2 260
Financial services	1 740
Tourism	1 529
Engineering and construction	1 435
Recreation and sports	1 061
Information technology	491
Catering services	486
Medical and healthcare services	303
Legal services	163
Manufacturing industries	93
Telecommunications	52
Architecture/Surveying	22
Biotechnology	12
Traditional Chinese medicine	-
Others	11 188
Total	25 745

Monthly remuneration	Number of persons
Below \$20,000	12 540
\$20,000 - \$39,999	7 171
\$40,000 - \$79,999	3 592
\$80,000 or above	2 442
Total	25 745

ASMTF

Industry/Sector	Number of persons
Academic research and education	3 783
Arts/Culture	3 233
Commerce and trade	3 194
Financial services	2 837
Engineering and construction	2 332
Information technology	1 091
Recreation and sports	908
Telecommunications	172
Medical and healthcare services	156
Tourism	155
Manufacturing industries	149
Architecture/Surveying	147
Legal services	117
Catering services	94
Biotechnology	55
Traditional Chinese medicine	4
Others	1 527
Total	19 954

Monthly remuneration	Number of persons
Below \$20,000	6 608
\$20,000 - \$39,999	7 528
\$40,000 - \$79,999	4 349
\$80,000 or above	1 469
Total	19 954

TechTAS

Industry/Sector	Number of persons
Artificial intelligence	33
Biotechnology	24
Data analytics	14
Financial technologies	8
Green technology	7
Robotics	7
Digital entertainment	5
Material science	5
The Internet-of-Things	4
Cybersecurity	4
Microelectronics	4
Integrated circuit design	3
Advanced communication technologies	1
Quantum technology	-
Total	119

Monthly remuneration	Number of persons
Below \$20,000	2
\$20,000 - \$39,999	71
\$40,000 - \$79,999	35
\$80,000 or above	11
Total	119

## QMAS

Industry/Sector	Number of persons
Financial and accounting services	4 026
Information technology and telecommunications	3 085
Business support and human resources	925
Commerce and trade	892
Manufacturing industries	745
Architecture, surveying, engineering and construction	581
Human health and veterinary services	500
Academic research and education	486
Legal services	473
Logistics and transportation	160
Broadcasting and entertainment	113
Arts and culture	95
Catering and tourism	46
Sports	31
Others	531
Total	12 689

Note 1: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Note 2: The industry/sector under the QMAS is as classified by the Immigration Department (ImmD) and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

Successful applicants under the QMAS are not required to have secured offers of employment before coming to Hong Kong. The ImmD does not maintain the statistics on the average remuneration of successful applicants.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

### ASSG

Applicants under the ASSG are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

### TTPS

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

The ImmD does not maintain statistics on the incoming talents' duration of stay for work in Hong Kong under the relevant schemes mentioned in the question.

3. and 4. Established in end-October 2023, the Hong Kong Talent Engage (HKTE) is dedicated to providing support for incoming talents, formulating talent attraction strategies and following up with their development and needs after arrival.

The talent attraction strategies of the HKTE focus on 5 key areas, including:

- (1) analysing the worldwide geographical distribution of the talents outlined in the Hong Kong Talent List, which includes 51 professions under 9 industry sectors, so as to plan for talent attraction work;
- (2) formulating and implementing targeted online and offline marketing campaigns, making use of various platforms such as media interviews, digital and social media etc. to tell the good stories of Hong Kong, and promote Hong Kong's strengths and opportunities, various talent admission policies and the HKTE's services, etc.;
- (3) collaborating with various industry players, stakeholders and the Dedicated Teams for Attracting Businesses and Talents (Dedicated Teams) under Economic and Trade Offices (ETOs) to proactively engage talents directly through job fairs, seminars, exhibitions and key speaking occasions overseas or in the Mainland, with a view to attracting them to work and live in Hong Kong;
- (4) expanding its network of working partners to organise activities for talents interested in coming to Hong Kong and those who have just arrived as well as their families, and providing them with information on living and working in Hong Kong, so as to help them expand their social network and integrate into the new environment; and
- (5) maintaining close contact with incoming talents to follow up with their development and needs in Hong Kong, and provide timely support services.

The HKTE provides a wide range of support services to talents interested in coming to Hong Kong and those who have just arrived. It provides an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) to offer information in areas like employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. to talents interested in coming to Hong Kong. Talents can also make relevant enquiries and request support services from designated working partners through the platform. As at end February 2024, the online platform processed over 12 000 enquiries and made more than 3 300 referrals of requests for support services. The HKTE will continue to enhance the information and services provided by its online platform. In addition, it is actively expanding its talent support network by increasing the number of working partners from the current 35 to 80, with a view to enhancing the types and choices of support services.

The HKTE maintains close liaison with the Dedicated Teams in the Mainland Offices and overseas ETOs, Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to jointly hold publicity events around the globe, with a view to attracting talents directly by participating in job fairs, exhibitions and conferences as well as organising events and fora in priority target markets. In 2024-25, the priority target markets include Mainland cities with eligible universities (e.g. Beijing, Shanghai, Wuhan, Guangzhou, Hangzhou, etc.), as well as Southeast Asian and ASEAN countries (e.g. Malaysia, Indonesia, etc.).

Furthermore, the HKTE and the Dedicated Teams will regularly exchange information on talent attraction work and promote various talent admission schemes to proactively attract talents to pursue development in Hong Kong. The Dedicated Teams will also assist in promoting the activities organised by the HKTE and invite talents from all over the world for online participation. Looking forward, the HKTE plans to collaborate with the Dedicated Teams to visit top-ranked universities in their localities to introduce to their students and graduates the employment opportunities available in Hong Kong and the HKTE's support services, etc.

The HKTE has a staff establishment of 38 members, including 8 civil servants. Its annual expenditure is estimated to be about \$90 million, of which about \$42 million will be accounted for salary cost, and the remaining for local and overseas promotion and publicity, organisation of various talent attraction events, provision of talent support services, etc.

- End -



**CONTROLLING OFFICER'S REPLY****LWB(L)122****(Question Serial No. 0718)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Vocational Training Council (VTC) provides Hong Kong's labour market with vocational training for meeting the manpower needs of industries, enhancing the quality of the workforce in Hong Kong and helping employees adjust to market changes. In this connection, would the Government inform this Committee of the following:

- In the past 3 years, (i) how many in-service training programmes were offered by the VTC? Please provide the name of each of the programmes; (ii) what was the number of trainees of each programme; and (iii) what were the numbers of participating public or private institutions? (Please set out the details separately.)
- Has the Government provided any subsidy for the public or private institutions which trainees of the in-service training programmes mentioned above come from? If yes, what were the respective subsidy amounts?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 35)

Reply:

In the past 3 academic years, the numbers of in-service short training courses offered by the Vocational Training Council (VTC) are as follows:

Academic year	Number of courses
2020/21	1 151
2021/22	1 274
2022/23	1 484

In view of the large number of courses, we could not list all of them exhaustively. Please refer to the following websites for the latest in-service short training courses offered by VTC:

<https://www.vtc.edu.hk/admission/en/parttime/pdpc/>

<https://cpe.vtc.edu.hk/en>

<https://cectl.livehost.net/courses/teachersshortcourse/>

<https://www.hkdi.edu.hk/en/peec/>

In the past 3 academic years, the numbers of enrolments of VTC's in-service short training courses by industries are as follows:

Courses by industries	Academic year		
	2020/21	2021/22	2022/23
Business (including financial services, management, etc.)	86 269	105 503	142 539
Engineering (including electrical and mechanical engineering, welding, etc.)	15 364	14 752	15 970
Childcare, elderly and community services	29 369	8 125	12 337
Information technology	1 604	4 757	8 856
Hotel, tourism and catering	3 444	3 325	4 804
Maritime	2 925	2 241	2 526
Design	1 567	2 133	2 085
Others	723	525	638
Total	141 265	141 361	189 755

VTC does not compile statistics on the number of enrolled trainees in each course, nor require them to provide information about their employers. Trainees enrol in such courses in their personal capacities. There is no provision of subsidies to their employers.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)123**

**(Question Serial No. 3213)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under this Programme that the Labour and Welfare Bureau oversees the work of the Employees Retraining Board (ERB), which provides training, retraining and placement services to enhance the employability and competitiveness of eligible employees. In this connection, please inform this Committee of the following:

- the numbers of trainee places provided by the ERB in the past 3 years;
- the numbers of training hours provided by the ERB in the past 3 years;
- the enrolment rates of the ERB in the past 3 years;
- the completion rates of the ERB in the past 3 years; and
- the overall expenditures of the ERB in the past 3 years.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 41)

Reply:

The number of planned trainee places, number of intakes, average numbers of training hours and graduation rates of Employees Retraining Board's (ERB) courses, as well as ERB's overall expenditures in the past 3 years (2021-22 to 2023-24) are as follows:

	2021-22	2022-23	2023-24 (as at end-February 2024)
Number of Planned trainee places	140 000	150 000	150 000
Number of Intakes	149 697	150 325	136 444
Average number of training hours	90 hours	88 hours	85 hours
Graduation rate <sup>Note</sup>	96%	95%	96% (for the courses completed as at August 2023)
Overall expenditure	\$1.587 billion	\$1.605 billion	\$1.265 billion (as at end-January 2024)

Note: Graduation rate refers to the number of graduates as a percentage to the number of trainees who have completed the courses.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)124**

**(Question Serial No. 3281)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under this Programme that the Labour and Welfare Bureau implements the Continuing Education Fund (CEF) to encourage adults with learning aspirations to pursue continuing education and training. In this connection, please inform this Committee of the following:

- the numbers of trainee places provided under the CEF in the past 3 years;
- the enrolment rates under the CEF in the past 3 years; and
- the overall expenditures of the CEF in the past 3 years.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 43)

Reply:

There is no quota limit for learners under the Continuing Education Fund (CEF). The numbers of successful claims and the total expenditure under the CEF in the past 3 years are tabulated as follows -

<b>Year</b>	<b>Number of successful claims<sup>Note</sup></b>	<b>Total expenditure (\$ million)</b>
2021-22	57 790	479
2022-23	62 278	496
2023-24 (as at 31 January 2024)	50 389	406

Note: A person may claim for reimbursement of one or more CEF courses.

As the course providers are not required to provide records on the enrolment rates of CEF courses, the Government does not have such information.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)125**

**(Question Serial No. 3290)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour and Welfare Bureau stated in the Programme that it would formulate and implement targeted marketing programmes to promote various talent admission schemes and build Hong Kong's image as a key talent hub in the region to attract talents to come to Hong Kong. In this connection, would the Government inform this Committee of:

- a) the expenditure related to publicity and marketing in the past 3 years; and
- b) the estimated expenditure related to publicity and marketing in the next 3 years.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 44)

Reply:

a) and b):

The Hong Kong Talent Engage (HKTE) was established in October 2023. Prior to that, an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) has been launched since 28 December 2022 to offer information on employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. to talents interested in coming to Hong Kong. Talents can also make enquiries and request support services from designated partners on the platform. The relevant operating expenditure of the online platform since its launch in end-2022 up to end-March 2024 is about \$6 million, while the expenses on publicity and marketing for the same period is about \$6.5 million.

The HKTE has immediately started to assist talents in their long-term development in Hong Kong upon its establishment by providing them with comprehensive one-stop support services, formulate targeted recruitment and publicity strategies for different talent groups, and collaborate with partners from various sectors in carrying out proactive external promotions of Hong Kong's strengths and opportunities, with a view to attracting more talents to come to Hong Kong to pursue development. The annual expenditure for 2024-25 is estimated to be about \$90 million, of which about \$42 million will be used for payroll cost and the remaining for promotion and publicity, various talent attraction events, talent support services, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)126**

**(Question Serial No. 0155)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development, (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 40 of the Budget Speech that the Government has in recent years rolled out a number of measures, including the Top Talent Pass Scheme (TTPS), to trawl for talent. In the past year or so, more than 140 000 applications were approved under various talent admission schemes. About 100 000 of them have already arrived in Hong Kong. More than half of those who have been in Hong Kong for at least half a year are employed. In this connection, would the Government inform this Committee of:

1. the industries and fields where talents recruited under the TTPS are engaged in, and the supporting measures provided by the Government in respect of their children's education and social integration?

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 3)

Reply:

Persons admitted to Hong Kong under the Top Talent Pass Scheme (TTPS) will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the Immigration Department (ImmD) when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25%

of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

Dependent children aged 6 to 15 who are dependants of persons permitted to stay in Hong Kong under various talent admission schemes are eligible to enrol in public sector schools. The Education Bureau (EDB) provides school placement support services for them to receive free primary and secondary education. The 4 Regional Education Offices (REOs) under the EDB located in Hong Kong, Kowloon, New Territories East and New Territories West provide school placement services for eligible newly arrived children in need. Parents may approach the nearby REOs direct for placement assistance services or contact individual schools direct to apply for a place for their children.

In addition, the EDB helps newly arrived children adapt to the learning environment in Hong Kong and integrate into the local community by providing them with support services, including a six-month full-time Initiation Programme arranged by local schools and a 60-hour Induction Programme organised by non-governmental organisations. The contents of these programmes cover language education, learning skills, personal growth and development, and social adaptation. Moreover, the EDB provides public sector schools and schools under the Direct Subsidy Scheme admitting newly arrived children with a School-based Support Scheme Grant, so that they can flexibly provide school-based support services, such as after-school supplementary lessons and orientation activities/guidance programmes/extracurricular activities, according to the children's needs. Dependants permitted to stay in Hong Kong under different talent admission schemes can benefit from the above support services. The Hong Kong Talent Engage (HKTE) will also provide information including children's education to talents who intend to come to Hong Kong or have just arrived, and will refer related enquiries to relevant bureaux or departments for follow-up actions.

Besides, the HKTE is committed to providing comprehensive one-stop support services to incoming talents, including support for them to integrate into the community. The HKTE, in collaboration with working partners, organises a variety of online and offline activities to provide incoming talents with information on living and employment, etc. in order to make it easier for them to adapt to and integrate into the local community as early as possible. From March 2024 onwards, the HKTE, with its working partners, will organise no less than 36 online or physical seminars or workshops on a wide range of topics such as job seeking, business start-up, education, accommodation, household knowledge and Cantonese learning this year.



The HKTE's online platform also offers advice or necessary information to talents in areas like employment, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. in order to help them adapt to the life in Hong Kong. As at end February 2024, the online platform processed over 12 000 enquiries. The platform also features about 8 000 real-time quality job opportunities daily for which talents can apply directly through the platform. Connected with over 35 designated partners, the platform also provides talents with advice and services in respect of job seeking, accommodation, education, integrated settlement services as well as networking and community through electronic matching services. More than 3 300 referrals of service requests have been made so far.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)127**

**(Question Serial No. 1902)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under this Programme, the Labour and Welfare Bureau (LWB) aims to develop a well-trained and adaptable workforce and proactively attract the inflow of quality talents to meet the changing manpower demands of the economy and sustain the impetus for Hong Kong's economic development. In this connection, would the Government inform this Committee of the following:

1. It is mentioned in paragraph 199 of the Budget Speech that the Government attaches great importance to women's development, setting aside \$100 million last year to strengthen support for the relevant work. The Women Empowerment Fund, established in June 2023, has so far provided funding support to women's organisations and non-governmental organisations for launching over 140 projects for purposes such as helping women assume different roles in the job market and providing them with training on child and elderly care. Also, it is mentioned in paragraph 72 of the Budget Speech that the Government will reduce salaries tax and tax under personal assessment for the year of assessment 2023/24 by 100 per cent subject to a ceiling of \$3,000, benefitting 2.06 million taxpayers. A member of the public has relayed that his wife's intention to rejoin the workforce is deterred by the halving of salaries tax concessions for the new year and the possible influence on her claim for the married person's allowance. Will the Government consider conducting a holistic review of the planning, policies and supporting measures on human resources in Hong Kong and taking the lead in making concrete efforts to foster women's development, so as to unleash the labour force of local women? If yes, what are the details? If not, what are the reasons?
2. As mentioned in paragraph 10 under this Programme, the number of talents admitted through various talent admission schemes with an intended duration of stay of at least 12 months, which is the key performance indicator, is estimated to be 35 000. Will the Government consider re-examining the indicator and quantifying the contributions made by incoming talents to various industries in Hong Kong, so as to trawl for talents in a more precise manner to fill the local manpower shortfall? If yes, what are the details? If not, what are the reasons?

3. It is mentioned in paragraph 9 under this Programme that the LWB formulates and co-ordinates manpower policies and programmes to support the Human Resources Planning Commission in advising the Government on policies and measures on human resources and maintaining the manpower information portal (talent.gov.hk). Will the Government plan to optimise the existing resources by establishing or upgrading job-matching platforms for talents, so that talents can take up their jobs immediately upon arrival in Hong Kong to address the manpower needs of different enterprises, business associations and quasi-government organisations. If yes, what are the details? If not, what are the reasons?
4. It is mentioned in paragraph 11 under this Programme that the LWB will oversee the implementation of the pilot Vocational Professionals Admission Scheme to attract graduates of the eligible courses of the Vocational Training Council to stay and work in Hong Kong. The education sector has reflected that the existing problem of accreditation of local vocational and professional education and training (VPET) qualifications in the Mainland and overseas has not only discouraged the entry of non-local students to study in Hong Kong, but also hindered local students from capitalising on the opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area. Will the Government consider strengthening communication with relevant Mainland and overseas authorities to resolve the problem of accreditation of academic qualifications and promote the “one examination, two certificates” arrangement, so as to attract the flow of talents and maintain the momentum of economic development of Hong Kong. If yes, what are the details? If not, what are the reasons?

Asked by: Hon TAN Sunny (LegCo internal reference no.: 18)

Reply:

1. The Government has implemented various measures to encourage and support women’s employment and unleash female labour force. The Labour Department (LD) provides diversified and free employment services to job seekers (including women) to assist them in seeking employment or changing jobs. Job seekers may meet with employment officers to obtain personalised employment advisory service as necessary. Employment officers will also help job seekers participate in LD’s employment programmes, such as the Employment Programme for the Elderly and Middle-aged and the Work Trial Scheme, with a view to enhancing their employment opportunities. Meanwhile, LD organises job fairs for the elderly and middle-aged and on part-time jobs, and has set up dedicated webpages on the Interactive Employment Service website so as to cater for the different needs of job seekers and facilitate the dissemination of employment information. LD will launch a 3-year Re-employment Allowance Pilot Scheme in the third quarter of 2024, targeting persons aged 40 or above who have not been at paid employment for 3 consecutive months or more, to encourage these persons to re-join the workforce so as to unleash potential labour force. The Employees Retraining Board also provides eligible trainees (including women) with employment-oriented courses, assisting them to join or re-join the labour market.

In addition, the Government encourages employers to consider the needs of employees, offer them with employment benefits that are more favourable than statutory requirements having regard to the affordability of the organisations and implement

family-friendly employment practices, including flexible work arrangements, additional leave benefit to cater for family needs and offering living support, etc., to help employees balance their work and family life, and help encourage more people (including women) to enter the labour market.

Bureaux and departments also promote women's development under their respective purviews. For example, there are various themes under the general projects of the Women Empowerment Fund administered by the Home and Youth Affairs Bureau to promote women's development in Hong Kong, including assisting women in accomplishing transformations in the job market, motivating women to enhance their personal attributes, achieve full potential and reach out to help others in society, etc.

2. In the 2022 Policy Address, the Chief Executive set a three-year key performance indicator (KPI) on talent admission, i.e. to admit at least 35 000 talents annually with an intended duration of stay in Hong Kong of at least 12 months from 2023 to 2025, an increase of 40% over the average number in 2020 and 2021. The KPI for talent admission is merely a minimum benchmark for policy effectiveness. In fact, 91 631 talents arrived in Hong Kong in 2023, which has far exceeded the above target. The Government will continue to monitor the progress of talent admission, including the settlement and employment of incoming talents.
3. Established by the Human Resources Planning Commission, the manpower information portal ([www.talent.gov.hk](http://www.talent.gov.hk)) consolidates human resources information and data (e.g. local job vacancies, etc.) from different sources to provide information on career, training and development pathways to the local labour force. The monthly online magazine under the portal features trending topics in the job market. Local and incoming talents may obtain information from the portal.

To help incoming talents learn about job opportunities in Hong Kong, the Hong Kong Talent Engage (HKTE) established in October 2023 offers comprehensive one-stop support services through a variety of online and offline activities in collaboration with various working partners to provide information on jobs and children's education. The HKTE's online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) also provides a dedicated webpage of Job Search which features about 8 000 real-time quality job opportunities on various major online recruitment platforms daily. Talents can apply for jobs directly through the platform.

4. The Government attaches great importance to the development of vocational and professional education and training (VPET) and has been proactively promoting mutual recognition of academic qualifications between Hong Kong and Mainland institutions. As a major VPET provider in Hong Kong, the Vocational Training Council has been proactively exploring collaboration with Mainland and non-local VPET institutes in different areas. To tie in with the national policy of promoting high-quality development of modern vocational education, the Education Bureau (EDB) has been actively cooperating with the Mainland authorities in promoting mutual recognition of sub-degree qualifications. EDB completed the Review of Sub-degree Education in the first half of 2023 for a more distinct differentiation of the VPET and academic pathways. The updated programme guidelines were promulgated in July 2023. In November 2023, EDB also conducted a research tour to the Guangdong Province to meet and

exchange views with the Mainland authorities as well as institutions providing higher vocational education. EDB will continue to actively follow up on the matter.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)128**

**(Question Serial No. 2023)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Matters Requiring Special Attention in 2024-25 that the Hong Kong Talent Engage (HKTE) will formulate and implement targeted marketing programmes in 2024-25, and various measures to enhance online and offline publicity are set out. In this connection, would the Government inform this Committee of the following:

- (1) the operating expenditure, staff establishment and salary expenditure on promotion and publicity of the HKTE in 2024-25;
- (2) details of the targeted marketing programmes formulated by the HKTE for different countries and regions around the world; and
- (3) whether the HKTE has set any key performance indicators for its promotion and publicity programmes; if yes, what are the details; if not, what are the reasons?

Asked by: Hon TAN Yueheng (LegCo internal reference no.: 15)

Reply:

- (1) The Hong Kong Talent Engage (HKTE) has a staff establishment of 38, including 8 civil servants. Its annual expenditure is estimated to be about \$90 million, of which about \$42 million will be used for payroll cost and the remaining for local and overseas promotion and publicity, various talent attraction events, talent support services, etc.
- (2) The HKTE has drawn up promotion and publicity programmes for 2024-25, and the priority target markets include Mainland cities with eligible universities (e.g. Beijing, Shanghai, Wuhan, Guangzhou, Hangzhou, etc.), as well as Southeast Asian and ASEAN countries (e.g. Malaysia, Indonesia, etc.). It maintains close liaison with the Dedicated Teams for Attracting Businesses and Talents (Dedicated Teams) in the Mainland Offices and overseas Economic and Trade Offices, Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to jointly hold publicity events in the priority target markets, including visiting top-ranked local universities to reach out to their students and graduates, organising job fairs, exhibitions and conventions, introducing the

employment opportunities available in Hong Kong and the HKTE’s support services with a view to attracting talents to come here to pursue development.

Furthermore, the HKTE and the Dedicated Teams will regularly exchange information on talent attraction work and promote various talent admission schemes to proactively attract talents to pursue development in Hong Kong. The Dedicated Teams will also assist in promoting the activities organised by the HKTE and invite talents from all over the world for online participation. Looking forward, the HKTE plans to collaborate with the Dedicated Teams to visit top-ranked local universities to introduce to their students and graduates the employment opportunities available in Hong Kong and the HKTE’s support services.

The HKTE will stage a “Global Talent Summit · Hong Kong” on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong’s roles and advantages as an international talent hub and a gateway for national talents.

The HKTE provides a wide range of support services to prospective and new arrivals in Hong Kong. It provides an online platform (www.hkengage.gov.hk) to offer information on employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. to talents interested in coming to Hong Kong. Talents can also make enquiries and request support services from designated partners on the platform. Up to end-February 2024, the online platform has processed over 12 000 enquiries and made more than 3 300 referrals of support service requests. The HKTE will continue to enhance the information and services provided by its online platform. In addition, it is actively expanding its talent support network from the current 35 partners to 80 partners, with a view to increasing the types and choices of support services.

- (3) The key performance indicators (KPIs) on promotion and publicity set by the HTKE are as follows:

KPI	2023 (Actual)	2024 (Estimate)
<b>Awareness and Brand Building</b>		
- number of www.hkengage.gov.hk pageviews	2 227 260¶	6 000 000
- number of social media platforms	2β	5
- number of social media post impressions	7 876 141	25 000 000
- number of social media followers	16 453	50 000
<b>Engagement and Support Services</b>		
- number of industry and working partners	35λ	80
- number of outreach initiatives	6Λ	50
- number of themed workshops and seminars	N.A.	36
- percentage of online and in-person enquiry services to be responded within 48 hours	95%	95%

¶ Counting from the launch of website on 28 December 2022.

β LinkedIn with effect from 28 December 2022 and WeChat from 8 May 2023.

λ Since launch of supporting services at HKTE website on 28 July 2023.

Λ Counting from announcement of establishment of HKTE on 30 October 2023.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)129**

**(Question Serial No. 2137)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the existing talent admission schemes and labour importation schemes, would the Government inform this Committee of the following:

1. the respective numbers of applications received, approved and pending processing at the year-end together with the respective numbers of talents/workers involved, as well as the average and longest time required for the completion of the vetting and approving of applications in respect of the aforesaid schemes in the past 3 years;
2. the respective numbers of complaints received and applications/entry permits revoked, as well as the average and longest time required for the completion of the handling of complaints in respect of the aforesaid schemes in the past 3 years;
3. the respective staff establishment (including the departments and ranks of officers involved) and expenditures involved in respect of the aforesaid schemes in 2024-25;
4. whether there is any plan to increase manpower and streamline the vetting and approving/complaint handling procedures so as to expedite the processing/handling of applications/complaints; if yes, what is the plan; if not, what are the reasons;
5. whether the Government has reviewed the existing schemes/introduced other talent admission schemes and labour importation schemes in order to keep up with the latest manpower projection; if yes, what are the schemes; if not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 21)

Reply:

1. Talent admission schemes

A breakdown of the numbers of applications received, approved and pending processing under various talent admission schemes in the past 3 years is tabulated below:

Talent admission scheme		2021-22	2022-23	2023-24 (as at February 2024)
Top Talent Pass Scheme (TTPS)#	Number of applications received	Not applicable	21 406	51 102
	Number of applications approved		12 398	46 497
	Number of applications pending processing		10 748	4 566
General Employment Policy (GEP)	Number of applications received	14 479	19 102	28 042
	Number of applications approved	13 097	17 501	25 745
	Number of applications pending processing	1 010	1 111	1 312
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Number of applications received	11 462	13 282	22 837
	Number of applications approved	10 168	11 841	19 954
	Number of applications pending processing	1 666	1 860	2 506
Immigration Arrangements for Non-local Graduates (IANG)	Number of applications received	7 668	14 906	24 866
	Number of applications approved	7 156	14 189	23 685
	Number of applications pending processing	198	198	243
Technology Talent Admission Scheme (TechTAS)	Number of applications received	54	87	136
	Number of applications approved	53	82	119
	Number of applications pending processing	-	2	6
Quality Migrant Admission Scheme (QMAS)^	Number of applications received	6 218	28 732	76 985
	Number of applications approved	1 980	4 478	12 689
	Number of applications pending processing	6 882	27 364	76 729
Admission Scheme for the Second Generation of Chinese Hong	Number of applications received	65	115	133
	Number of applications approved	40	70	88

Talent admission scheme		2021-22	2022-23	2023-24 (as at February 2024)
Kong Permanent Residents (ASSG)	Number of applications pending processing	4	20	9

Note 1: Applications approved in a year may not all be received in the same year.

Note 2: The numbers of applications in the table are identical to the numbers of applicants involved.

# The TTPS has been launched from 28 December 2022.

^ The numbers of applications approved refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Assessments on the applications for visas/entry permits submitted under the TTPS, the GEP, the ASMTF, the IANG, the TechTAS and the ASSG will normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of the applications on the QMAS involves consultation with the Advisory Committee on Admission of Quality Migrants and Professionals, etc., thus the processing time will be slightly longer and vary based on individual circumstances.

### Enhanced Supplementary Labour Scheme (ESLS)

The ESLS was launched on 4 September 2023 to enhance the coverage and operation of the Supplementary Labour Scheme (SLS), including suspending the general exclusion of the 26 job categories (set out at Annex) as well as unskilled/low-skilled posts from labour importation for 2 years. The numbers of applications received and numbers of imported workers approved under the SLS/ESLS each year from 2021 to 2023 are tabulated below:

	2021	2022 <sup>&amp;</sup>	2023
Number of imported workers applied for	5 082	9 118	33 292 <sup>△</sup>
Number of imported workers approved	3 043	5 829	3 739

Note: Applications approved in a year may not all be received in the same year. The assessment of applications received towards year-end may be completed in the following year.

& Time-limited relaxation measures were implemented for the care sector under the SLS from March to May 2022, resulting in the increase in the total numbers of imported workers applied for and approved in that year.

△ Including the applications for the ESLS received between 4 September and 31 December 2023, which involved the importation of 25 220 workers.

As at 31 December 2023, the applications pending processing under the ESLS involved requests for importation of 26 234 workers.

The time required by the Labour Department (LD) for processing each SLS/ESLS application is affected by various factors. They include whether the applicant

employer has provided sufficient information or requested to change the application details during processing, etc. If the vacancies involve new job categories or special skills, the LD will need more time to seek advice from relevant bureaux and/or departments, training bodies, professional bodies, etc. for setting reasonable wages, entry requirements, scope of duties, etc. Upon receipt of all information and documents required for processing the applications and passing of screening, the LD can generally complete the processing of ESLS applications within 3 months. The processing of most of the SLS applications in the past took about 5 months to complete.

#### Other sector-specific labour importation schemes

The Labour and Welfare Bureau (LWB) launched the Special Scheme to Import Care Workers for Residential Care Homes in June 2023, whereas the Development Bureau (DEVB) and the Transport and Logistics Bureau (TLB) launched in July 2023 the Labour Importation Scheme for the Construction Sector, the Labour Importation Scheme for the Transport Sector - Aviation Industry and the Labour Importation Scheme for the Transport Sector - Public Light Bus/Coach Trade respectively. As at the end of 2023, there was no outstanding application under the aforesaid sector-specific labour importation schemes. The breakdown of the numbers of applications received and approved as well as the time required for processing the applications is tabulated below:

Sector-specific labour importation scheme	Number of applications received	Number of applications approved	Number of approved labour importation quota	Time required for processing@
Special Scheme to Import Care Workers for Residential Care Homes	849	614	2 896 §	about 2 months
Labour Importation Scheme for the Construction Sector	57	35	6 349 ▽	within 8 weeks
Labour Importation Scheme for the Transport Sector - Aviation Industry	29	28	2 841	about 2 weeks
Labour Importation Scheme for the Transport Sector - Public Light Bus/Coach Trade	118	98	969	about 7 weeks

@ Counted from the application deadline.

§ Including the quotas for contract renewal.

▽ Taking into account the 835 quotas previously approved under the SLS and counted towards this scheme, the DEVB has approved 7 184 labour importation quotas.

## 2. Talent admission schemes

The Immigration Department (ImmD) did not receive any complaint about various talent admission schemes in the past 3 years. The ImmD does not maintain the statistics on the applications/entry permits revoked under various talent admission schemes.

### ESLS

From 2021 to 2023, the LD received 32, 26 and 42 complaints about labour importation under the SLS/ESLS respectively. During the aforesaid period, the LD imposed administrative sanction on 4 SLS/ESLS employers/directors in contravention of the Immigration Ordinance, the Employees' Compensation Ordinance or the Employment Ordinance. All the valid approvals for these employers/directors to import workers were withdrawn, and the concerned employers/directors were debarred from participation in the SLS/ESLS for 2 years.

Some of the aforesaid complaints involved investigations conducted by various law enforcement agencies/organisations. The LD does not maintain either the statistics on the time required for completion of complaint handling, or the statistics on the applications/entry permits revoked under the schemes.

### Other sector-specific labour importation schemes

As at end-February 2024, the DEVB received 11 complaints about the Labour Importation Scheme for the Construction Sector, the handling of which have all been completed. The DEVB makes interim replies within 7 days upon receipt of the complaints or enquiries, and it takes an average of 14 days to handle the complaints and provide substantive replies. Some individual cases took longer handling time, with the longest period of 28 days.

On the Labour Importation Scheme for the Transport Sector - Public Light Bus/Coach Trade, the Transport Department (TD) received 3 complaints and provided substantive replies to them within 18 working days on average. The longest period taken to handle the complaints was within 21 working days.

The Government did not receive any complaint related to the Special Scheme to Import Care Workers for Residential Care Homes or the Labour Importation Scheme for the Transport Sector - Aviation Industry. It also does not maintain the statistics on the applications/entry permits revoked under the schemes.

## 3&4. Talent admission schemes

The staff establishment and salary costs of the ImmD (in terms of the notional annual mid-point salary) for processing applications under various talent admission schemes in 2024-25 are tabulated below:

Talent admission scheme	Post							Salary cost (\$'000)
	Chief Immigration Officer	Senior Immigration Officer	Immigration Officer	Chief Immigration Assistant	Assistant Clerical Officer	Clerical Assistant	Total	
TTPS	-	3	12	-	-	-	15	12,380
GEP	-	5	18	2	1	2	28	21,150
ASMTF	-	2	14	3	1	4	24	15,980
IANG	-	1	8	2	-	3	14	9,150
TechTAS	-	1	2	-	-	-	3	2,600
QMAS	1	19	68	23	-	3	114	88,710
ASSG	-	-	5	3	-	4	12	6,650

The ImmD will create 89 posts in 2024-25 for processing applications under various talent admission schemes, and the salary costs to be involved are \$70.34 million (in terms of the notional annual mid-point salary). The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

Apart from deploying manpower flexibly and streamlining the process to cope with the increasing applications, the ImmD has also utilised technology to enhance electronic services, in order to provide more convenient and efficient application channels to applicants. The ImmD extended the electronic services for visa application to all visa types at the end of 2022 for full adoption of electronic services for all visa applications. Applicants can submit applications, make payments and download electronic visas through online electronic platforms without having to visit an Immigration Office or a Chinese Diplomatic and Consular Mission in person. This can also save time for processing applications by post, which is both convenient and environmentally-friendly.

The ImmD will timely review staff arrangements and take corresponding measures as necessary to deploy resources flexibly and enhance the workflow of application processing, so as to facilitate the attraction of quality talents in all aspects to Hong Kong.

### ESLS

The ESLS is primarily administered by the Supplementary Labour Division (SLD) of the LD. The staff establishment of the SLD in 2024-25 comprises 56 staff members, including 2 Senior Labour Officers, 9 Labour Officers, 19 Assistant Labour Officers I, 11 Assistant Labour Officers II, 2 Clerical Officers, 7 Assistant Clerical Officers, 5 Clerical Assistants and 1 Workman II. The estimated expenditure, including staff costs, is \$43.32 million.

In 2024-25, the LD's SLD will create 12 posts under the Labour Officer grade, and employ non-civil service contract staff and post-retirement service contract staff to assist

in the implementation of the ESLS. In addition, the LD closely monitors the implementation of the ESLS and takes feasible measures to enhance the workflow of application processing. If necessary, the LD will apply for additional resources in accordance with the established mechanism.

#### Other sector-specific labour importation schemes

The Special Scheme to Import Care Workers for Residential Care Homes is primarily administered by the Social Welfare Department (SWD). The staff establishment involved in the implementation of this scheme by the SWD comprises 5 staff members, including 1 Senior Social Welfare Officer, 1 Social Welfare Officer, 1 Executive Officer II, 1 Assistant Clerical Officer and 1 Clerical Assistant. The staff expenditure incurred in the first 10 months of 2023-24 was about \$2.88 million. Apart from the aforesaid dedicated staff, the SWD deploys existing resources to assist in the implementation work. In addition, the procedures for residential care homes to apply for quotas to import care workers under the scheme have been streamlined with processing time shortened.

The Labour Importation Scheme for the Construction Sector is administered by the DEVB with applications processed by its existing manpower. A time-limited non-directorate professional grade post has also been created to take up processing and administrative work as well as handle related complaints and enquiries, which involves an additional annual expenditure of \$1.68 million. Since the launch of the scheme, the DEVB has conducted 2 rounds of updates on the application procedures and streamlined the application form. Meanwhile, an enquiry hotline has been set up for the scheme to handle complaints and enquiries from applicants.

Regarding the Labour Importation Scheme for the Transport Sector - Aviation Industry, the TLB handles matters relating to the scheme by its existing manpower. Therefore, the scheme does not involve any additional manpower or expenditure of the TLB. As for the Labour Importation Scheme for the Transport Sector - Public Light Bus/Coach Trade, the manpower and expenditure involved in the implementation of the scheme are absorbed within the overall provision and establishment of the TD.

In addition, the staff establishment of the ImmD involved in processing applications for visas/entry permits under the aforesaid labour importation schemes comprises 27 staff members, including 1 Chief Immigration Officer, 4 Senior Immigration Officers, 15 Immigration Officers, 4 Chief Immigration Assistants, 1 Executive Officer II, 1 Clerical Officer and 1 Clerical Assistant. The salary costs involved (in terms of the notional annual mid-point salary) are \$20.89 million.

The ImmD will create 16 posts in 2024-25 for processing applications under the ESLS and other sector-specific labour importation schemes. The salary costs to be involved are \$11.96 million. The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

5. The LWB commenced a new round of Manpower Projection (MP) in mid-2023 with an enhanced methodology to assess the manpower requirements and shortages between 2023 and 2028 for key industries driving Hong Kong's economic growth and essential services supporting the city's operation. Sectoral consultations for the MP exercise

have largely been completed. The LWB is consolidating data and information from various sources. Key findings of the MP are expected to be available in the third quarter of this year, while a detailed report is tentatively scheduled for promulgation in early 2025. The MP provides the relevant bureaux and stakeholders with data to gauge the future manpower and skill requirements of the industries, with a view to planning and formulating appropriate industry-based measures on development and training, employment and importation.

The LWB will review the TTPS and other enhanced talent admission arrangements in the middle of this year to ensure the competitiveness of relevant measures and their effectiveness in addressing Hong Kong's manpower demand.

On the ESLS, the LD will review the enhancement measures (including the suspension of the general exclusion of 26 job categories as well as unskilled/low-skilled posts from the SLS) prior to lapse of the two-year period of the enhancements.

As regards other sector-specific labour importation schemes, the relevant bureaux/responsible departments have indicated that they will closely monitor the implementation of the schemes, and have them timely reviewed and enhanced. Taking the aviation industry as an example, the Airport Authority Hong Kong will conduct a fresh round of airport manpower survey later this year to project the manpower demand more accurately after the commissioning of the airport's Three-runway System at the end of 2024.



**List of job categories normally excluded from the SLS**

1. Sales Representative	14. Presser
2. Sales Assistant	15. Hair Stylist
3. Waiter/Waitress	16. Warehouse Keeper
4. Receptionist	17. Cutter
5. Cashier	18. Cutting Room Operative
6. Junior Cook	19. Inspection Operative
7. Food Processing Worker	20. Delivery Worker
8. Clerical Worker	21. Driver
9. Teller	22. Demolition Worker
10. Computer/Key Punch Operator	23. Mason
11. Telephone Operator	24. Spray Paint Worker
12. Linen Attendant	25. Drain Layer
13. Washer	26. Leakage Worker

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)130**

**(Question Serial No. 2138)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

In view of the demographic movements involving Hong Kong emigrants as well as the entry of overseas talents and One-way Permit holders into the city in recent years, will the Bureau conduct a systematic survey on the local supply of and demand for labour so as to keep tabs on the current situation of the labour market? If it will, when and how will such a survey be conducted and what is the estimated expenditure on it? If it won't, what is the reason?

Asked by: Hon TANG Fei (LegCo internal reference no.: 22)

Reply:

The Labour and Welfare Bureau (LWB) commenced the Manpower Projection (MP) in mid-2023 with an enhanced methodology to assess the manpower requirements and shortages for key industries driving Hong Kong's economic growth and essential services supporting the city's operation in 5 years (i.e. 2023-2028), and to provide an empirical basis for the Government and various stakeholders to grasp the situations of manpower and skills shortages in key industries and trades in Hong Kong, so as to formulate appropriate strategies on manpower development, training and employment.

Sectoral consultations for the MP have largely been completed. We are consolidating data and information from various sources (including stakeholders' views from the sectoral consultations) and constructing projection models for analysing the overall trends of manpower demand, supply and shortages and the manpower situations of various key industries in Hong Kong in the future. Key findings of the MP are expected to be available in the third quarter of this year, while a detailed report is tentatively scheduled for promulgation in early 2025. Excluding the expenditure on salaries of the relevant government staff, the expenditure involved in the new round of projection is estimated to be around \$6.1 million.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)131**

**(Question Serial No. 2139)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Employees Retraining Board (ERB) provides different types of training courses for people aged 15 or above with an educational attainment at sub-degree level or below in Hong Kong. Please inform this Committee of the following:

1. the number of the various training courses offered by the ERB, the number of enrolment and the age distribution of trainees in the past 3 years;
2. the expenditure such as those on the various courses offered by the ERB and the allowance to trainees in the past 3 years;
3. how the Government assesses the effectiveness of the ERB's courses and what key performance indicators (KPIs) are involved; and
4. whether the Government regularly reviews if the various courses and entry requirements match the prevailing manpower resource requirements in Hong Kong; if so, of the details; if not, the reasons for that.

Asked by: Hon TANG Fei (LegCo internal reference no.: 23)

Reply:

1. The number of training courses offered by training bodies and approved by the Employees Retraining Board (ERB) and the number of intakes in the past 3 years (i.e. 2021-22 to 2023-24) by age group are tabulated as follows:

Course Type	Number of Training Courses Approved		
	2021-22	2022-23	2023-24 (as at 29 February 2024)
Placement-tied	213	206	216
Skills Upgrading	446	437	445
Generic Skills	130	124	109
Total	789	767	770

### Placement-tied courses

Age Group	Number of Intakes		
	2021-22	2022-23	2023-24 (as at 29 February 2024)
15 - 19	870	758	1 046
20 - 29	5 815	4 905	3 973
30 - 39	8 936	8 092	6 454
40 - 49	13 596	13 202	11 034
50 - 59	17 813	17 511	13 909
60 or above	13 673	16 721	16 512
Total	60 703	61 189	52 928

### Skills upgrading courses

Age Group	Number of Intakes		
	2021-22	2022-23	2023-24 (as at 29 February 2024)
15 - 19	209	163	232
20 - 29	3 110	2 546	1 932
30 - 39	7 704	7 273	5 958
40 - 49	13 742	13 185	12 209
50 - 59	22 200	21 962	20 388
60 or above	21 517	26 142	27 623
Total	68 482	71 271	68 342

### Generic skills courses

Age Group	Number of Intakes		
	2021-22	2022-23	2023-24 (as at 29 February 2024)
15 - 19	158	97	177
20 - 29	1 312	1 125	1 090
30 - 39	3 215	2 815	2 481
40 - 49	4 348	3 857	3 254
50 - 59	5 361	4 283	3 542
60 or above	6 118	5 688	4 630
Total	20 512	17 865	15 174

2. The expenditures on various types of courses offered by the ERB and the allowances to trainees in the past 3 years (i.e. 2021-22 to 2023-24) up to 31 January 2024 are tabulated as follows:

Course Type	Expenditure on Courses		
	2021-22 (million)	2022-23 (million)	2023-24 (as at 31 January 2024) (million)
Placement-tied	\$915.3	\$936.1	\$731.0
Skills Upgrading	\$146.1	\$161.8	\$138.4
Generic Skills	\$70.8	\$57.1	\$38.0
<b>Total</b>	<b>\$1,132.2</b>	<b>\$1,155.0</b>	<b>\$907.4</b>

Course Type	Expenditure on Allowances		
	2021-22 (million)	2022-23 (million)	2023-24 (as at 31 January 2024) (million)
Placement-tied	\$239.7	\$238.7	\$219.7
Skills Upgrading <sup>Note</sup>	\$27.8	\$28.4	\$1.3
Generic Skills <sup>Note</sup>	\$11.7	\$9.0	\$0.6
<b>Total</b>	<b>\$279.2</b>	<b>\$276.1</b>	<b>\$221.6</b>

Note: Under the Love Upgrading Special Scheme launched from 2019-20 to 2022-23, special allowances were disbursed to eligible trainees enrolled in skills upgrading courses and generic skills courses upon completion of the courses.

3. The ERB has set performance indicators to evaluate the performance of training bodies, and the cost-effectiveness of training courses. The current performance indicators include capacity utilisation rate, attendance rate, graduation rate, placement rate and satisfaction rate, which measure the utilisation of approved training places, the number of trainees completing the courses, the number of trainees passing the course assessment, the placement of trainees of placement-tied courses in the placement follow-up period, as well as reflecting the trainees' views on the training courses respectively. The target levels of various performance indicators are tabulated as follows:

Performance Indicator	Target Level
Capacity utilisation rate <sup>Note 1</sup>	85%
Attendance rate <sup>Note 2</sup>	80%
Graduation rate <sup>Note 3</sup>	80%
Placement rate <sup>Note 4</sup>	70%
Satisfaction rate <sup>Note 5</sup>	80%

Note 1: Capacity utilisation rate refers to the number of intakes as a percentage to the number of training places where classes are held.

Note 2: Attendance rate refers to the number of intakes who have completed the courses as a percentage to the number of intakes in the courses.

Note 3: Graduation rate refers to the number of graduates as a percentage to the number of intakes who have completed the courses.

Note 4: Placement rate refers to the number of intakes who have been placed into employment in the placement follow-up period as a percentage to the number of intakes who have completed placement-tied courses.

Note 5: Satisfaction rate refers to the percentage of trainees expressing satisfaction with the course design and arrangement, teaching quality of instructors, facilities and services of training centres, etc. in trainees' opinion surveys.

In the past 3 years (i.e. 2021-22 to 2023-24), all of the performance indicators for ERB courses exceeded the target levels.

4. ERB courses are market-driven and employment-oriented. The ERB has been closely tracking the latest development in different industries, including the occupations, skills and training needs emerged in tandem with economic development. The ERB has also set up 20 Industry Consultative Networks (“ICNs”) to advise the ERB on the design of its existing courses and the development of new courses, so that it can align with market changes in a timely manner and ensure that the courses on offer could meet the industry needs. Members of the ICNs are representatives from chambers, employer associations, trade unions, professional bodies and organisations relevant to vocational training and manpower planning, as well as industry veterans. The relevant information enables the ERB to understand the manpower and skills demand in different areas so that it can review and adjust its training courses and services from time to time.

The ERB is currently undertaking a comprehensive review of its service targets and scope, training strategies, operation mode, etc., and a report is expected to be submitted to the Government in the third quarter of 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)132**

**(Question Serial No. 2140)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget Speech that the Hong Kong Talent Engage (HKTE) is committed to attracting talent from the Mainland and overseas, and providing one-stop support services. Would the Government inform this Committee of the following:

1. the specific work of the HKTE in attracting talents from the Mainland and overseas, as well as the expenditure and staffing arrangements involved since its establishment in 2023;
2. the specific services provided by the HKTE for talents who have stayed in Hong Kong, as well as the expenditure and staffing arrangements involved since its establishment in 2023;
3. how does the HKTE ensure that the qualifications of overseas talents coming to Hong Kong can meet the needs of the local market?

Asked by: Hon TANG Fei (LegCo internal reference no.: 24)

Reply:

- 1 & 2. Established in end-October 2023, the Hong Kong Talent Engage (HKTE) is dedicated to providing support for incoming talents, formulating talent attraction strategies and following up on their development and needs after arrival.

Publicity and promotion on talent attraction is one of the major tasks of the HKTE. It maintains close liaison with the Dedicated Teams for Attracting Businesses and Talents (Dedicated Teams) in the Mainland Offices and overseas Economic and Trade Offices, Office for Attracting Strategic Enterprises, Invest Hong Kong, etc. to hold publicity events around the globe together, with a view to attracting talent directly by participating in job fairs, exhibitions and conventions as well as staging events and fora in priority target markets. In 2024-25, the priority target markets include Mainland cities with eligible universities (e.g. Beijing, Shanghai, Wuhan, Guangzhou, Hangzhou, etc.), as well as Southeast Asian and ASEAN countries (e.g. Malaysia, Indonesia, etc.).

Furthermore, the HKTE and the Dedicated Teams will regularly exchange information on talent attraction work and promote various talent admission schemes to proactively attract talents to pursue development in Hong Kong. The Dedicated Teams will also assist in promoting the activities organised by the HKTE and invite talents from all over the world for online participation. Looking forward, the HKTE plans to collaborate with the Dedicated Teams to visit top-ranked local universities to introduce to their students and graduates the employment opportunities available in Hong Kong and the HKTE's support services.

The HKTE is actively preparing for the "Global Talent Summit · Hong Kong" to be staged on 7 and 8 May 2024 at the Hong Kong Convention and Exhibition Centre to bring together leaders from the political, academic, commercial and other sectors around the world and the Mainland for knowledge exchanges on talent development trends and learnings, so as to promote Hong Kong's roles and advantages as an international talent hub and a gateway for national talents.

In terms of talent support, the HKTE provides a wide range of support services to prospective and new arrivals in Hong Kong. It provides an online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) to offer information on employment, local job vacancies, accommodation, education, healthcare, banking, insurance, taxation, transportation, etc. to talents interested in coming to Hong Kong. Talents can also make enquiries and request support services from designated partners on the platform. Up to end-February 2024, the online platform has processed over 12 000 enquiries and made more than 3 300 referrals of support service requests. The HKTE will continue to enhance the information and services provided by its online platform. In addition, it is actively expanding its talent support network from the current 35 partners to 80 partners, with a view to increasing the types and choices of support services. Moreover, from March 2024 onwards, the HKTE, together with its working partners, will organise no less than 36 online or physical seminars or workshops within this year on a wide range of topics such as job seeking, business start-up, education, accommodation, household knowledge and Cantonese learning.

The HKTE has a staff establishment of 38, including 8 civil servants. Since its establishment on 30 October 2023 and up to end-February 2024, the actual operating expenditure of the HKTE was about \$13 million, of which about \$6 million were used for payroll cost and the remaining for local and overseas promotion and publicity, various talent attraction events, talent support services, etc.

3. Given the relatively tight labour market and low unemployment rate in Hong Kong now, the admission of quality talents can help fill local labour gaps. Some of the incoming talents have already secured employment with local employers at the time of entry application, thereby filling job vacancies in the market. Others are not required to secure employment prior to entry application and may look for job opportunities after they have arrived in Hong Kong. Many of them have joined key industries here after arrival. Taking applicants under the Top Talent Pass Scheme (TTPS) as an example, the Government conducted follow-up surveys in November 2023 with persons who had arrived in Hong Kong for more than 6



months with the TTPS visas to understand their settling here, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional posts with a median monthly employment earnings of about \$50,000. Around 25% of the incoming talents have monthly employment earnings of \$100,000 or above, while some 10% have even up to \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

- End -

b

**CONTROLLING OFFICER'S REPLY**

**LWB(L)133**

**(Question Serial No. 1217)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

One of the duties of the Labour and Welfare Bureau is to put in place a regime on the admission of outside talents and professionals through various admission schemes administered by the Immigration Department and updating of the Talent List. In this connection, would the Government inform this Committee of:

- (a) the breakdown of the numbers of applicants and approved applicants by month; as well as the respective cumulative numbers by month in tabular form since the implementation of the Top Talent Pass Scheme;

	Jan 2023	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Number of applicants												
Cumulative number of applicants												
Number of approved applicants												
Cumulative number of approved applicants												

- (b) the distribution of the length of time (in months) from the arrival of the above approved applicants in Hong Kong to their receipt of job offers;
- (c) the highest, lowest, median and average monthly income of the above applicants with job offers.

Asked by: Hon TIEN Puk-sun, Michael (LegCo internal reference no.: 28)

Reply:

- (a) The numbers of applications received and approved under the Top Talent Pass Scheme (TTPS) by month in 2023, as well as the respective cumulative numbers are tabulated below:

	Number of applications received	Cumulative number of applications received	Number of applications approved	Cumulative number of applications approved
Jan 2023	6 266	8 213	5 263	6 138
Feb 2023	6 027	14 240	2 659	8 797
Mar 2023	7 166	21 406	3 601	12 398
Apr 2023	5 464	26 870	4 643	17 041
May 2023	5 170	32 040	4 453	21 494
Jun 2023	4 490	36 530	4 467	25 961
Jul 2023	4 513	41 043	4 222	30 183
Aug 2023	4 515	45 558	4 443	34 626
Sep 2023	4 535	50 093	4 395	39 021
Oct 2023	4 679	54 772	4 047	43 068
Nov 2023	5 725	60 497	4 613	47 681
Dec 2023	4 323	64 820	2 931	50 612

- (b) & (c) Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the Immigration Department (ImmD) when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 7% and 25% of the incoming talents are less than \$20,000 and \$100,000 or above respectively, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)134**

**(Question Serial No. 1082)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has approved more than 140 000 applications under various talent admission schemes, of which about 100 000 talents have already arrived in Hong Kong.

1. What are the nationalities, job titles, wages and recruiting companies of the 100 000 talents?
2. What is the average number of family members brought in by the 100 000 talents?
3. Among the 100 000 talents, what is the number of applications for bringing in same-sex partners as dependants? What is the number of such applications approved?
4. What is the expenditure on the welfare of the 100 000 talents?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 10)

Reply:

1. The breakdowns of the numbers of approved applicants under various talent admission schemes by region, industry/sector and monthly remuneration in 2023 are tabulated below:

General Employment Policy

Region	Number of persons
Taiwan, China	2 632
Japan	2 492
The United Kingdom	2 205
South Korea	2 144
The United States	1 891
The Philippines	1 813
India	1 464
France	1 027
Australia	814
Canada	539
Others	9 249
Total	26 270

Industry/Sector	Number of persons
Academic research and education	2 770
Arts/Culture	2 748
Commerce and trade	2 440
Financial services	2 001
Engineering and construction	1 559
Recreation and sports	1 451
Tourism	1 066
Information technology	576
Catering services	536
Medical and healthcare services	310
Legal services	168
Manufacturing industries	96
Telecommunications	52
Architecture/Surveying	24
Biotechnology	15
Traditional Chinese medicine	-
Others	10 458
Total	26 270

Monthly remuneration	Number of persons
Below \$20,000	12 233
\$20,000 - \$39,999	7 160
\$40,000 - \$79,999	4 070
\$80,000 or above	2 807
Total	26 270

Admission Scheme for Mainland Talents and Professionals (ASMTP)

The ASMTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents.

Industry/Sector	Number of persons
Academic research and education	3 842
Commerce and trade	3 279
Financial services	3 223
Arts/Culture	2 496
Engineering and construction	2 379
Information technology	1 200
Recreation and sports	859
Telecommunications	218
Medical and healthcare services	201
Tourism	148
Manufacturing industries	144
Legal services	132
Catering services	89
Architecture/Surveying	65
Biotechnology	59
Traditional Chinese medicine	5
Others	1 418
Total	19 757

Monthly remuneration	Number of persons
Below \$20,000	5 843
\$20,000 - \$39,999	7 645
\$40,000 - \$79,999	4 549
\$80,000 or above	1 720
Total	19 757

## Technology Talent Admission Scheme

Region	Number of persons
Mainland China	114
Malaysia	3
The United States	2
India	1
France	1
Others	9
Total	130

Industry/Sector	Number of persons
Biotechnology	32
Artificial intelligence	28
Data analytics	14
Financial technologies	13
Green technology	9
Digital entertainment	8
Material science	7
Robotics	5
The Internet-of-Things	5
Cybersecurity	3
Microelectronics	3
Integrated circuit design	2
Advanced communication technologies	1
Quantum technology	-
Total	130

Monthly remuneration	Number of persons
Below \$20,000	2
\$20,000 - \$39,999	74
\$40,000 - \$79,999	39
\$80,000 or above	15
Total	130



### Quality Migrant Admission Scheme (QMAS)

Region	Number of persons
Mainland China	12 775
Canada	41
Australia	34
The United States	34
Others	85
Total	12 969

Note: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Industry/Sector	Number of persons
Financial and accounting services	4 162
Information technology and telecommunications	2 974
Business support and human resources	968
Commerce and trade	879
Manufacturing industries	752
Academic research and education	635
Architecture, surveying, engineering and construction	563
Human health and veterinary services	526
Legal services	513
Logistics and transportation	167
Broadcasting and entertainment	129
Arts and culture	95
Catering and tourism	41
Sports	35
Others	530
Total	12 969

Note 1: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Note 2: The industry/sector under the QMAS is as classified by the Immigration Department (ImmD) and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

Successful applicants under the QMAS are not required to have secured offers of employment before coming to Hong Kong. The ImmD does not maintain the statistics on the average remuneration of successful applicants.

### Immigration Arrangements for Non-local Graduates (IANG)

Region	Number of persons
Mainland China	24 650
South Korea	212
India	197
Taiwan, China	107
Malaysia	99
Macao Special Administrative Region	63
Pakistan	57
Canada	44
The United States	36
France	7
Others	617
Total	26 089

At present, over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

### Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)

Region	Number of persons
Canada	25
The United States	21
The United Kingdom	18
Australia	10
The Philippines	5
The Netherlands	4
Singapore	3
Others	11
Total	97

Applicants under the ASSG are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

### Top Talent Pass Scheme (TTPS)

Region	Number of persons
Mainland China	47 021
Canada	549
The United States	536
Australia	370
Singapore	191
Others	1 070
Total	49 737

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

The ImmD does not maintain breakdowns of the numbers of arrivals mentioned in the above question.

2. In 2023, a total of 91 631 talents and their 77 950 dependants arrived in Hong Kong under various talent admission schemes. Each incoming talent on average brings along approximately 0.85 dependant to Hong Kong.
3. In 2023, a total of 121 dependants admitted to Hong Kong under various talent admission schemes are the other parties to same-sex civil partnerships, same-sex civil unions or “same-sex marriage” of their sponsors.
4. Approved applicants under various talent admission schemes may apply to bring in their spouses and their unmarried dependent children under the age of 18 to Hong Kong under the prevailing dependant policy. Incoming talents and their dependants, like other local residents, are eligible for public healthcare services. Their school-age children may choose to study in aided schools and receive free primary and secondary education. Given the low proportion of incoming talents and their dependants among the overall population of Hong Kong, the Government has not made any estimation on the expenditure incurred by them on using related services.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)135**

**(Question Serial No. 1254)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

What are the respective numbers of cases approved, currently under vetting and ineligible for application under the Top Talent Pass Scheme (TTPS)?

What are the staff establishment and the total payroll cost of the department responsible for operating the TTPS in the new financial year?

Given the recent widespread concern in society over a case in which the applicant is suspected of committing offences such as making false declaration on academic qualifications and using false instruments when applying for entry to Hong Kong under the TTPS, will the Government verify the authenticity of the information provided and confirm that no criminal conviction is involved in the approved cases, so as to ensure that the "top talent" is true to its name? If yes, how will it be implemented?

Asked by: Hon TSE Wai-chun, Paul (LegCo internal reference no.: 31)

Reply:

Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 29 February 2024, the numbers of applications received and approved are as follows:

	Category A	Category B	Category C	Total
Number of applications received #	20 197	37 451	14 860	72 508
Number of applications approved	13 794	32 440	12 661	58 895
Number of applications refused	1 541	1 405	698	3 644
Number of outstanding applications	2 195	1 812	559	4 566

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities (eligible universities/institutions) with at least three years of work experience over the past five years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past five years immediately preceding the date of application with less than three years of work experience.

# The total number of applications received includes the number of applications withdrawn or with no follow-up action required.

A staff establishment of 15 posts in the Immigration Department (ImmD) will be involved in processing TTPS applications in 2024-25. Calculated based on the notional annual mid-point salary, the corresponding salary cost is \$12.38 million. The cost has been reflected in the estimates of expenditure under Head (70) of the ImmD.

TTPS applicants are required to provide accurate, complete and true information in their applications, including making declarations of their income, academic qualifications and/or working experience according to the application categories, as well as any criminal conviction records, with relevant supporting documents. Any person who knowingly and willfully makes a statement or gives information that he knows to be false or does not believe to be true when applying for entry into Hong Kong commits an offence. If such cases are detected, apart from rejecting such applications, the ImmD will also initiate criminal investigations into the cases concerned. Should any person be found to have illegally obtained his/her visa or entry permit, the visa or entry permit granted will be invalidated according to the laws of Hong Kong, and the person concerned will be subject to removal back to his/her places of origin. Even if the person has obtained the right of abode in Hong Kong, it will be declared invalid according to the law, and he will be subject to removal back to his place of origin.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)136**

**(Question Serial No. 2812)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Top Talent Pass Scheme (TTPS), would the Government inform this Committee of the following:

1. Please provide a breakdown by category of the respective numbers of applicants, approved applicants, arrivals in Hong Kong, talents employed by local companies and talents establishing businesses in Hong Kong since the implementation of the TTPS;
2. Please provide a breakdown by industry of the respective numbers of the talents who are employed and who have established businesses in Hong Kong.

Asked by: Hon WONG Chun-sek, Edmund (LegCo internal reference no.: 25)

Reply:

1. Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 29 February 2024, the numbers of applications received and approved, and the numbers of arrivals in Hong Kong are as follows:

	Category A	Category B	Category C	Total
Number of applications received	20 197	37 451	14 860	72 508
Number of applications approved	13 794	32 440	12 661	58 895
Number of arrivals in Hong Kong	11 295	24 112	8 537	43 944

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities (eligible

universities/institutions) with at least three years of work experience over the past five years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past five years immediately preceding the date of application with less than three years of work experience.

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the Immigration Department (ImmD) when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the number of incoming talents who have successfully secured an offer of employment or established/joined in business in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs. Among them, 65% are employed, with 22% self-employed and another 13% started their business in Hong Kong.

2. According to the results of the above surveys, the distribution by industry of talents employed, self-employed or having started their businesses is as follows:

#### Employees

Industry	Percentage
Financial services	37%
Innovation and technology/Information and communication technology services	16%
Commerce and trade	12%
Insurance/Brokerage services	6%
Academic research and education	5%
Others	24%



Self-employed persons

Industry	Percentage
Commerce and trade	25%
Financial services	22%
Insurance/Brokerage services	18%
Innovation and technology/Information and communication technology services	16%
Arts and culture/Creative industries and performing arts	5%
Others	14%

Entrepreneurs

Industry	Percentage
Commerce and Trade	33%
Innovation and technology/Information and communication technology services	30%
Financial services	11%
Arts and culture/Creative industries and performing arts	6%
Marketing/Public relations	3%
Others	17%

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)137**

**(Question Serial No. 0722)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 39 of the Budget Speech that in the past year or so, more than 140 000 applications were approved under various talent admission schemes in Hong Kong, among which about 100 000 talents have already arrived. In this connection, would the Government inform this Committee of the following information on various talent admission schemes in the past 3 years:

1. please list the number of applications and number of persons who eventually arrived in Hong Kong by sex, age and nationality;
2. the industries in which the talents were employed, their positions and salary levels; and
3. please list the number of dependants coming to Hong Kong by sex, age and nationality.

Asked by: Hon WONG Kam-fai, William (LegCo internal reference no.: 2)

Reply:

1. Since the launch of the Top Talent Pass Scheme (TTPS) on 28 December 2022, the breakdowns of the numbers of applications received and approved under TTPS by region, gender and age of the applicants in the past 2 years are tabulated below:

Region	2022-23		2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved
Mainland China	20 215	11 729	48 099	43 992
The United States	198	104	593	524
Canada	199	128	556	512
Australia	167	105	373	322
Singapore	103	57	195	166
Others	524	275	1 286	981
Total	21 406	12 398	51 102	46 497

Note: Applications approved in a year may not all be received in the same year.

Gender	2022-23		2023-24 (as at February 2024)	
	Number of applications approved		Number of applications approved	
Male	7 340		29 138	
Female	5 058		17 359	
Total	12 398		46 497	

Age	2022-23		2023-24 (as at February 2024)	
	Number of applications approved		Number of applications approved	
18 to 30	5 813		13 899	
31 to 40	4 054		16 893	
41 to 50	1 994		12 148	
51 to 60	495		3 288	
61 or above	42		269	
Total	12 398		46 497	

The Immigration Department (ImmD) does not maintain breakdowns by applicants' gender and age of the numbers of applications received and approved under some talent admission schemes. The breakdowns of the numbers of applications received and approved under various talent admission schemes by region, gender (if available) and age (if available) of the applicants in the past 3 years are tabulated below:

### General Employment Policy (GEP)

Region	2021-22		2022-23		2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved
South Korea	861	788	1 374	1 317	3 150	2 903
Japan	1 326	1 276	1 527	1 488	2 526	2 373
Taiwan, China	520	423	1 426	1 272	2 427	2 283
The United Kingdom	1 366	1 292	1 486	1 437	2 250	2 125
The United States	1 139	1 046	1 254	1 199	1 817	1 713
India	1 174	1 037	1 562	1 377	1 817	1 576
The Philippines	457	389	1 053	951	1 714	1 567
France	940	884	936	895	1 055	1 023
Australia	462	414	577	548	810	768
Canada	459	366	427	395	521	500
Others	5 775	5 182	7 480	6 622	9 955	8 914
Total	14 479	13 097	19 102	17 501	28 042	25 745

Note: Applications approved in a year may not all be received in the same year.

### Admission Scheme for Mainland Talents and Professionals (ASMTP)

The ASMTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents.

2021-22		2022-23		2023-24 (as at February 2024)	
Number of applications received	Number of applications approved	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved
11 462	10 168	13 282	11 841	22 837	19 954

Note: Applications approved in a year may not all be received in the same year.

### Immigration Arrangements for Non-local Graduates (IANG)

Region	2021-22		2022-23		2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved
Mainland China	6 439	5 995	13 566	12 892	23 436	22 301
South Korea	136	129	169	166	191	203
India	194	185	190	186	198	192
Taiwan, China	124	118	106	100	136	105
Malaysia	110	104	85	83	100	95
Macao Special Administrative Region	41	39	51	47	63	62
Pakistan	49	48	63	61	52	50
Canada	33	27	46	39	32	36
The United States	37	33	38	37	34	30
France	14	13	18	17	7	7
Others	491	465	574	561	617	604
Total	7 668	7 156	14 906	14 189	24 866	23 685

Note: Applications approved in a year may not all be received in the same year.

### Technology Talent Admission Scheme (TechTAS)

Region	2021-22		2022-23		2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved
Mainland China	38	35	68	64	128	110
Malaysia	-	-	2	2	1	1
The United States	6	7	2	2	2	2
Taiwan, China	-	-	2	2	-	-
The United Kingdom	2	1	1	1	-	-
Australia	1	1	1	1	-	-
South Korea	3	5	1	1	-	-
Others	4	4	10	9	5	6
Total	54	53	87	82	136	119

### Quality Migrant Admission Scheme (QMAS)

Region	2021-22		2022-23		2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved
Mainland China	5 692	1 840	27 784	4 303	75 357	12 509
Canada	69	31	110	44	241	39
Australia	51	26	102	38	206	38
The United States	46	25	98	28	177	34
Others	360	58	638	65	1 004	69
Total	6 218	1 980	28 732	4 478	76 985	12 689

Note: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals. Applications approved in a year may not all be received in the same year.

Gender	2021-22		2022-23		2023-24 (as at February 2024)	
	Number of applications approved		Number of applications approved		Number of applications approved	
	General Points Test	Achievement-based Points Test	General Points Test	Achievement-based Points Test	General Points Test	Achievement-based Points Test
Male	1 371	14	2 913	13	8 059	26
Female	590	5	1 546	6	4 584	20
Sub-total	1 961	19	4 459	19	12 643	46
Total	1 980		4 478		12 689	

Age	2021-22		2022-23		2023-24 (as at February 2024)	
	Number of applications approved		Number of applications approved		Number of applications approved	
	General Points Test	Achievement-based Points Test	General Points Test	Achievement-based Points Test	General Points Test	Achievement-based Points Test
18 to 39	1 396	9	2 996	8	8 132	23
40 to 44	356	1	937	5	3 000	10
45 to 50	171	4	435	3	1 354	7
51 or above	38	5	91	3	157	6
Sub-total	1 961	19	4 459	19	12 643	46
Total	1 980		4 478		12 689	

## Second Generation of Chinese Hong Kong Permanent Residents (ASSG)

Region	2021-22		2022-23		2023-24 (as at February 2024)	
	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved	Number of applications received	Number of applications approved
The United States	20	11	20	13	33	22
Canada	11	8	27	18	24	20
The United Kingdom	10	8	26	16	24	15
Australia	7	4	9	6	9	8
The Philippines	-	-	7	3	8	4
The Netherlands	3	1	3	4	3	3
Singapore	3	3	7	5	-	2
Others	11	5	16	5	32	14
Total	65	40	115	70	133	88

Note: Applications approved in a year may not all be received in the same year.

Gender	2021-22	2022-23	2023-24 (as at February 2024)
	Number of applications approved	Number of applications approved	Number of applications approved
Male	22	24	50
Female	18	46	38
Total	40	70	88

In addition, persons permitted to come to Hong Kong under the ASSG must be aged between 18 and 40 at the time of application.

The ImmD has been keeping the statistics of talents admitted to Hong Kong under various talent admission schemes since 2023. A breakdown of the relevant number is tabulated below:

Talent admission scheme	Number of talents admitted to Hong Kong
TTPS	35 583
GEP#	7 953
ASMTP#	11 705
IANG	23 905
TechTAS	128
QMAS	12 276
ASSG	81
Total	91 631

# The numbers do not include cases of short-term employment.

2. The breakdowns of the numbers of approved applicants under various talent admission schemes by industry/sector and their monthly remuneration in the past 3 years are tabulated below:

GEP

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Academic research and education	1 879	2 353	2 642
Commerce and trade	2 028	1 651	2 268
Arts/Culture	118	1 252	2 260
Financial services	2 542	2 517	1 740
Tourism	162	300	1 529
Engineering and construction	1 300	1 368	1 435
Recreation and sports	920	1 524	1 061
Information technology	549	580	491
Catering services	354	403	486
Medical and healthcare services	165	173	303
Legal services	185	137	163
Manufacturing industries	94	66	93
Telecommunications	42	89	52
Architecture/Surveying	44	45	22
Biotechnology	10	10	12
Traditional Chinese medicine	-	-	-
Others	2 705	5 033	11 188
Total	13 097	17 501	25 745

Monthly remuneration	2021-22	2022-23	2023-24 (as at February 2024)
Below \$20,000	1 477	4 863	12 540
\$20,000 - \$39,999	4 891	5 896	7 171
\$40,000 - \$79,999	3 885	4 107	3 592
\$80,000 or above	2 844	2 635	2 442
Total	13 097	17 501	25 745



ASMTF

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Academic research and education	2 126	2 522	3 783
Arts/Culture	192	399	3 233
Commerce and trade	1 011	1 902	3 194
Financial services	2 179	2 812	2 837
Engineering and construction	1 304	1 396	2 332
Information technology	579	1 024	1 091
Recreation and sports	119	128	908
Telecommunications	149	289	172
Medical and healthcare services	1 689	527	156
Tourism	10	16	155
Manufacturing industries	72	84	149
Architecture/Surveying	37	28	147
Legal services	109	115	117
Catering services	31	41	94
Biotechnology	302	78	55
Traditional Chinese medicine	-	2	4
Others	259	478	1 527
Total	10 168	11 841	19 954

Monthly remuneration	2021-22	2022-23	2023-24 (as at February 2024)
Below \$20,000	2 664	2 491	6 608
\$20,000 - \$39,999	4 206	4 748	7 528
\$40,000 - \$79,999	2 232	3 082	4 349
\$80,000 or above	1 066	1 520	1 469
Total	10 168	11 841	19 954

TechTAS

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Artificial intelligence	17	11	33
Biotechnology	8	21	24
Data analytics	6	5	14
Financial technologies	3	18	8
Robotics	3	-	7
Green technology	2	3	7
Material science	5	14	5
Digital entertainment	-	7	5
Cybersecurity	1	1	4
The Internet-of-Things	1	1	4
Microelectronics	-	-	4
Integrated circuit design	3	1	3
Advanced communication technologies	4	-	1
Quantum technology	Not applicable	-	-
Total	53	82	119

Monthly remuneration	2021-22	2022-23	2023-24 (as at February 2024)
Below \$20,000	1	-	2
\$20,000 - \$39,999	26	44	71
\$40,000 - \$79,999	19	27	35
\$80,000 or above	7	11	11
Total	53	82	119

## QMAS

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Financial and accounting services	539	1 446	4 026
Information technology and telecommunications	557	1 018	3 085
Business support and human resources	87	250	925
Commerce and trade	100	232	892
Manufacturing industries	112	279	745
Architecture, surveying, engineering and construction	166	246	581
Human health and veterinary services	81	175	500
Academic research and education	136	311	486
Legal services	72	191	473
Logistics and transportation	28	69	160
Broadcasting and entertainment	18	46	113
Arts and culture	18	36	95
Catering and tourism	6	19	46
Sports	8	13	31
Others	52	147	531
Total	1 980	4 478	12 689

Note 1: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Note 2: The industry/sector under the QMAS is as classified by the ImmD and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

Successful applicants under the QMAS are not required to have secured offers of employment before coming to Hong Kong. The ImmD does not maintain the statistics on the average remuneration of successful applicants.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

### ASSG

Applicants under the ASSG are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

### TTPS

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics on the employment situation of incoming talents in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
Financial services	31%
Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

The ImmD does not maintain other statistical breakdowns mentioned in the question.

3. The breakdown by region of the numbers of persons permitted to come to Hong Kong as dependants in the past 3 years are tabulated below:

Region	2021-22	2022-23	2023-24 (as at February 2024)
Mainland China	7 300	28 827	92 956
The United States	1 391	2 148	3 296
India	1 939	2 833	2 264
Canada	475	762	1 135
The Philippines	469	915	1 131
Pakistan	803	1 085	1 128
Australia	549	789	943
Nepal	604	833	932
The United Kingdom	899	824	886
Taiwan, China	475	553	886
Japan	684	789	609
South Korea	574	569	509
Others	4 055	4 622	4 809
Total	20 217	45 549	111 484

The ImmD does not maintain other statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)138**

**(Question Serial No. 1534)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 39 of the Budget Speech that “in recent years, a number of measures have been rolled out, including the Top Talent Pass Scheme, to trawl for talent. In the past year or so, more than 140 000 applications were approved under various talent admission schemes. About 100 000 of them have already arrived in Hong Kong. The Labour and Welfare Bureau will review the relevant arrangements in the middle of this year to ensure the competitiveness of these measures and their effectiveness in addressing our manpower demand.” Regarding the various talent admission schemes, would the Government inform this Committee of the following:

1. the respective numbers of applications received and approved under the above talent admission schemes, the numbers of talents who have come to Hong Kong upon visa approval and those who have stayed in Hong Kong after visa issuance in the past 3 years;
2. the statistics on occupation and industry distribution and on median wages, as well as the average duration of stay for work in Hong Kong for talents admitted under the talent admission schemes;
3. the estimated expenditure involved in processing visa/entry permit applications or handling related matters in 2024-25;
4. as excessive talent admission would affect the opportunities for upward mobility of local employees, particularly young people, would the Government set a quota for the number of talents to be admitted under various talent admission schemes?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 26)

Reply:

1. The numbers of applications received and approved under various talent admission schemes in the past 3 years are tabulated below:

Talent admission scheme		2021-22	2022-23	2023-24 (as at February 2024)
Top Talent Pass Scheme (TTPS)#	Number of applications received	Not applicable	21 406	51 102
	Number of applications approved		12 398	46 497
General Employment Policy (GEP)	Number of applications received	14 479	19 102	28 042
	Number of applications approved	13 097	17 501	25 745
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Number of applications received	11 462	13 282	22 837
	Number of applications approved	10 168	11 841	19 954
Immigration Arrangements for Non-local Graduates (IANG)	Number of applications received	7 668	14 906	24 866
	Number of applications approved	7 156	14 189	23 685
Technology Talent Admission Scheme (TechTAS)	Number of applications received	54	87	136
	Number of applications approved	53	82	119
Quality Migrant Admission Scheme (QMAS)@	Number of applications received	6 218	28 732	76 985
	Number of applications approved	1 980	4 478	12 689
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	Number of applications received	65	115	133
	Number of applications approved	40	70	88

Note: Applications approved in a year may not all be received in the same year.

# The TTPS has been launched from 28 December 2022.

@ The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

The Immigration Department (ImmD) has been keeping the statistics of talents admitted to Hong Kong under various talent admission schemes since 2023. A breakdown of the relevant number in 2023 is tabulated below:

Talent admission scheme	Number of incoming talents
TTPS	35 583
GEP#	7 953
ASMTTP#	11 705
IANG	23 905
TechTAS	128
QMAS	12 276
ASSG	81
Total	91 631

# The numbers do not include cases of short-term employment.

2. In the past 3 years, the breakdowns of the numbers of approved applicants under various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

GEP

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Academic research and education	1 879	2 353	2 642
Commerce and trade	2 028	1 651	2 268
Arts/Culture	118	1 252	2 260
Financial services	2 542	2 517	1 740
Tourism	162	300	1 529
Engineering and construction	1 300	1 368	1 435
Recreation and sports	920	1 524	1 061
Information technology	549	580	491
Catering services	354	403	486
Medical and healthcare services	165	173	303
Legal services	185	137	163
Manufacturing industries	94	66	93
Telecommunications	42	89	52
Architecture/Surveying	44	45	22
Biotechnology	10	10	12
Traditional Chinese medicine	-	-	-
Others	2 705	5 033	11 188
Total	13 097	17 501	25 745



Monthly remuneration	2021-22	2022-23	2023-24 (as at February 2024)
Below \$20,000	1 477	4 863	12 540
\$20,000 to \$39,999	4 891	5 896	7 171
\$40,000 to \$79,999	3 885	4 107	3 592
\$80,000 or above	2 844	2 635	2 442
Total	13 097	17 501	25 745

#### ASMTF

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Academic research and education	2 126	2 522	3 783
Arts/Culture	192	399	3 233
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Legal services	109	115	117
Catering services	31	41	94
Biotechnology	302	78	55
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Others	259	478	1 527
Total	10 168	11 841	19 954

Monthly remuneration	2021-22	2022-23	2023-24 (as at February 2024)
Below \$20,000	2 664	2 491	6 608
\$20,000 to \$39,999	4 206	4 748	7 528
\$40,000 to \$79,999	2 232	3 082	4 349
\$80,000 or above	1 066	1 520	1 469
Total	10 168	11 841	19 954

TechTAS

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Artificial intelligence	17	11	33
Biotechnology	8	21	24
Data analytics	6	5	14
Financial technologies	3	18	8
Robotics	3	-	7
Green technology	2	3	7
Material science	5	14	5
Digital entertainment	-	7	5
Cybersecurity	1	1	4
The Internet-of-Things	1	1	4
Microelectronics	-	-	4
Integrated circuit design	3	1	3
Advanced communication technologies	4	-	1
Quantum technology	Not applicable	-	-
Total	53	82	119

Monthly remuneration	2021-22	2022-23	2023-24 (as at February 2024)
Below \$20,000	1	0	2
\$20,000 to \$39,999	26	44	71
\$40,000 to \$79,999	19	27	35
\$80,000 or above	7	11	11
Total	53	82	119

QMAS

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
Financial and accounting services	539	1 446	4 026
Information technology and telecommunications	557	1 018	3 085
Business support and human resources	87	250	925
Commerce and trade	100	232	892
Manufacturing industries	112	279	745
Architecture, surveying, engineering and construction	166	246	581
Human health and veterinary	81	175	500

Industry/Sector	2021-22	2022-23	2023-24 (as at February 2024)
services			
Academic research and education	136	311	486
Legal services	72	191	473
Logistics and transportation	28	69	160
Broadcasting and entertainment	18	46	113
Arts and culture	18	36	95
Catering and tourism	6	19	46
Sports	8	13	31
Others	52	147	531
Total	1 980	4 478	12 689

Note 1: The figures refer to the numbers of successful cases selected by the Advisory Committee on Admission of Quality Migrants and Professionals.

Note 2: The industry/sector under the QMAS is as classified by the ImmD and the Advisory Committee on Admission of Quality Migrants and Professionals during the selection exercise.

Successful applicants are not required to have secured offers of employment before coming to Hong Kong. The ImmD does not maintain the statistics on the average remuneration of successful applicants.

### IANG

At present, over 90% of those coming to or staying in Hong Kong under the IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. The ImmD does not maintain the statistics on the industry engaged by successful applicants and their average remuneration after their arrivals in Hong Kong.

### ASSG

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### TTPS

Persons admitted to Hong Kong under the TTPS will normally be granted an initial stay of 2 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide the ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The TTPS was launched in end-2022, and the first visas granted to all approved applicants have not yet expired. The ImmD has not yet kept statistics

on the industry engaged by the incoming talents and their average remuneration after their arrivals in Hong Kong.

In November last year, the Government conducted follow-up surveys with persons who had arrived in Hong Kong for more than 6 months with the TTPS visas to understand the situation of their settling in Hong Kong, including employment, accommodation and children's education in Hong Kong. The survey results show that 54% of the incoming talents have been in employment, mainly taking up managerial and professional jobs with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents are \$100,000 or above, while those of some 10% are even \$200,000 or above. The distribution of employed talents by industry is as follows:

Industry	Percentage of employed talents
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Innovation and technology/Information and communication technology services	18%
Commerce and trade	17%
Insurance/Brokerage services	8%
Academic research and education	4%
Others	22%

The ImmD does not maintain other statistics mentioned in the question.

3. The staff establishment and salary costs of the ImmD for processing applications under various immigration policies/schemes in 2024-25 are tabulated below:

Talent admission scheme		2024-25
TTPS	Staff establishment (Number of posts)	15
	Salary costs* (\$'000)	12,380
GEP&	Staff establishment (Number of posts)	28
	Salary costs* (\$'000)	21,150
ASMTTP	Staff establishment (Number of posts)	24
	Salary costs* (\$'000)	15,980
IANG	Staff establishment (Number of posts)	14
	Salary costs* (\$'000)	9,150

Talent admission scheme		2024-25
TechTAS	Staff establishment (Number of posts)	3
	Salary costs* (\$'000)	2,600
QMAS	Staff establishment (Number of posts)	114
	Salary costs* (\$'000)	88,710
ASSG	Staff establishment (Number of posts)	12
	Salary costs* (\$'000)	6,650

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

- The main thrust of the Government's manpower policy is to nurture local talents, complemented by attraction of outside talents, to enrich the local talent pool for meeting the needs in social and economic developments. Since the shortage of local workforce is acute and measures to nurture local talents take time to bear fruit, there is a need for admission of talents. To this end, the Government implemented an array of measures at the end of 2022 to trawl for talents in a bolder, proactive and more targeted manner. In drawing up these initiatives, the Government was mindful of the need to protect the employment opportunities of local talents, particularly the young people. In this connection, companies employing outside talents under employment-tied talent admission schemes (including the GEP, the ASMTP, etc.) are generally required to prove difficulties in local recruitment when such talents submit their applications for employment in Hong Kong, except for jobs falling under the professions on the Talent List in shortage of local talents. In addition, applications under Category C of the TTPS are applicable to full-time bachelor's degree graduates of eligible universities/institutions in the past 5 years immediately preceding the date of application with less than 3 years of work experience. An annual quota of 10 000 is set for this category with an aim to minimise direct competition with fresh graduates of local universities.

The Labour and Welfare Bureau will review the TTPS and other enhanced talent admission arrangements in the middle of this year to ensure the competitiveness of relevant measures and their effectiveness in addressing Hong Kong's manpower demand.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)139****(Question Serial No. 1943)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

To maintain the receiving capacity of Hong Kong's tourism industry, would the Government inform this Committee of the numbers of hospitality and tourism-related training courses offered by the Vocational Training Council, the numbers of places available, the numbers of enrolments, the ratios of local to non-local students, and the proportion of graduates who have joined the tourism industry after completing the courses in the past 3 years.

Asked by: Hon YIU Pak-leung (LegCo internal reference no.: 8)

Reply:

The Labour and Welfare Bureau provides subvention to the Vocational Training Council (VTC) to offer in-service training courses to upgrade skills and knowledge of the training targets who are in-service personnel. Therefore, VTC does not compile the statistics on the proportion of trainees who joined the industry after completing the courses. The numbers of in-service training courses relating to hospitality and tourism offered by VTC, the numbers of places available and the numbers of enrolments in the past 3 academic years are as follows:

Academic year	Number of courses	Number of places reserved	Actual number of enrolments
2020/21	18	473	683
2021/22	14	357	908
2022/23	18	415	900

Note: Since enrolments for individual courses exceeded the anticipated level, VTC adjusted the number of places under relevant course places. Therefore, the numbers of enrolments outnumbered the places reserved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)140**

**(Question Serial No. 1425)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Top Talent Pass Scheme (TTPS), would the Government inform this Committee of:

1. the numbers of applicants, successful applicants, confirmed arrivals; the highest, lowest and average age of the arrivals; and their length of stay under the TTPS in the past 5 years;
2. the numbers of arrivals to Hong Kong under the TTPS, broken down by Categories A, B and C of the scheme;
3. the numbers of arrivals to Hong Kong under the TTPS, broken down by nationality;
4. the number, establishment, ranking and related expenses of the staff responsible for the TTPS.

Asked by: Hon YUNG Hoi-yan (LegCo internal reference no.: 27)

Reply:

- 1 to 3. Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 29 February 2024, the numbers of applications received and approved, and arrivals in Hong Kong are as follows:

	Category A	Category B	Category C	Total
Number of applications received	20 197	37 451	14 860	72 508
Number of applications approved	13 794	32 440	12 661	58 895
Number of arrivals in Hong Kong	11 295	24 112	8 537	43 944

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities

(eligible universities/institutions) with at least three years of work experience over the past five years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past five years immediately preceding the date of application with less than three years of work experience.

The breakdown of the number of approved applicants by age and region is as follows:

Age	Number of applications approved			
	Category A	Category B	Category C	Total
18 to 30	404	6 723	12 585	19 712
31 to 40	4 660	16 213	74	20 947
41 to 50	6 329	7 811	2	14 142
51 to 60	2 181	1 602	-	3 783
61 or above	220	91	-	311

Region	Number of applications approved			
	Category A	Category B	Category C	Total
Mainland China	13 380	30 581	11 760	55 721
Canada	45	397	198	640
United States	138	360	130	628
Australia	35	283	109	427
Singapore	32	160	31	223
Others	164	659	433	1 256

Persons admitted to Hong Kong under the TTPS are not required to have secured offers of employment in Hong Kong before their applications for two-year visas through the TTPS to explore opportunities in Hong Kong. They will normally be granted an initial stay of 2 years without other conditions of stay upon entry. As such, there is no requirement imposed by the Government on the duration of stay for persons admitted to Hong Kong under the TTPS. The Immigration Department (ImmD) does not maintain statistics on the length of stay of persons admitted to Hong Kong under the TTPS and the statistics of other items mentioned in the question.

4. The staff establishment and salary costs of the ImmD involved/to be involved in processing the TTPS applications in the past year and in 2024-25 are tabulated below:

Talent Admission Scheme		2023-24	2024-25
TTPS	Staff establishment (Number of posts)	10	15
	Salary costs* (\$'000)	7,920	12,380

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)141**

**(Question Serial No. 2907)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding manpower development matters, please inform this Committee of the following:

1. The estimate for manpower development in the 2024 Budget is \$10.8 million (22.2%) higher than the revised estimate for 2023. The increase is analysed to be mainly due to the employment of a consultant for undertaking the Manpower Projection. Please advise whether the employment of the consultant has gone through open tender/recruitment, and provide a breakdown of the relevant expenditure, the consultant's job duties, terms of reference and expected effectiveness of the work.
2. Regarding the performance indicator for manpower development, i.e. the number of talents admitted through various talent admission schemes with an intended duration of stay of at least 12 months, the estimated number of such talents for 2024 is still set at 35 000, which represents a decrease of 61.8% as compared with the actual number of 91 631 in 2023. Given the possibility of under-estimation, what is the basis for setting this estimated number?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 22)

Reply:

1. Under Programme (3) Manpower Development of the Labour and Welfare Bureau (LWB), the estimate for 2024-25 is \$10.8 million (22.2%) higher than the revised estimate for 2023-24, of which about \$2.8 million is provided for the creation of a new post of Head (Research Unit). The creation of such post, a time-limited position equivalent to Directorate Pay Scale Point 2, was approved by the Finance Committee of the Legislative Council on 28 April 2023.

The LWB conducted an open recruitment exercise in June 2023 in accordance with established procedures, and the appointee assumed office in December 2023.

The Head (Research Unit), leading a team of 7 professional officers, is mainly responsible for handling the new round of Manpower Projection by consolidating and analysing data and information collected through various channels, developing a

framework for making projection analyses on industries and trades, liaising and negotiating with bureaux on the analyses and projections, as well as preparing projection reports, etc. The post also assists the LWB in its talent attraction efforts, including updating the list of eligible universities under the Top Talent Pass Scheme (TTPS), conducting follow-up surveys with talents admitted to Hong Kong under the TTPS and relevant policy reviews, etc.

2. In the 2022 Policy Address, the Chief Executive set a three-year key performance indicator (KPI) on talent admission, i.e. to admit at least 35 000 talents annually with an intended duration of stay in Hong Kong of at least 12 months from 2023 to 2025, an increase of 40% over the average number in 2020 and 2021. The KPI for talent admission is merely a minimum benchmark for policy effectiveness. In fact, 91 631 talents arrived in Hong Kong in 2023, which has far exceeded the above target.

- End -