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### Replies to initial written questions raised by Legislative Council Members in examining the Estimates of Expenditure 2025-26

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

**Session No. : 10**

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)001**

**(Question Serial No. 3142)**

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:

Under Programme (4), the provision for 2025-26 is 55.1% higher than the revised estimate for 2024-25. This is mainly due to additional provision required for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement and a net increase of 23 posts. Please explain the reasons for the significant increase in the number of posts and provide information on the increase in total expenditure.

Asked by: Hon CHAN Chun-ying (LegCo internal reference no.: 30)

Reply:

In 2024, the Labour Department moved the posts responsible for implementing the abolition of MPF offsetting arrangement and related duties from Programme (1) to Programme (4), and at the same time some posts under Programme (4) were deleted after re-prioritisation of work. As a result, there is a net increase of 23 posts under Programme (4) in 2025-26. The above-mentioned movement of posts does not involve any additional expenditure.

In 2025-26, there are increases of around \$449.6 million in expenses under Programme (4), including additional expenses of around \$373.9 million for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement, as well as increases of around \$57.8 million in operating expenses and around \$17.9 million in salaries and personnel expenses.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)002**

**(Question Serial No. 3143)**

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 since this year relaxed the requirements for joining the Greater Bay Area Youth Employment Scheme to include young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance to \$12,000 per month per person. Please provide the following information:

- (a) The number of applications and those where allowance was granted in the past year, as well as the expenditure involved; and
- (b) The estimated number of applications for allowance and the estimated expenditure for 2025-26.

Asked by: Hon CHAN Chun-ying (LegCo internal reference no.: 31)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme. Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications.

The regularised scheme for 2024 recorded 417 employed young people. In 2024-25 (as at February 2025), the scheme disbursed HK\$49.99 million of allowance to enterprises.

- (b) In 2025, the estimated number of employed young people under the regularised scheme is 700. In 2025-26, the estimated expenditure on the allowance to be disbursed to enterprises under the scheme is HK\$72.92 million, which will cover disbursement of

allowance to subsidy applications from enterprises employing young people during 2023 to 2025.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)003**

**(Question Serial No. 0394)**

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 2025-26 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.: 20)

Reply:

- (a) From 2022 to 2024, there were 1 619, 1 746 and 1 826 employment agencies (EAs) each year respectively providing placement services for foreign domestic helpers (FDHs) (FDH-EAs).
- (b) From 2022 to 2024, the Employment Agencies Administration (EAA) of the Labour Department (LD) received 281, 267 and 255 complaints against FDH-EAs each year respectively, which mainly involved overcharging commission from FDHs, unlicensed operation, non-compliance with the Code of Practice for Employment Agencies (CoP), poor service quality, issues concerning refund of service fees and suspected misconduct

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

- (c) From 2022 to 2024, the numbers of inspections to FDH-EAs conducted by LD were 1 379, 1 688 and 1 656 each year respectively.

EAA’s staff establishment and expenditure from 2022-23 to 2024-25 are set out at Annex. The staff of EAA are responsible for performing licensing-related duties, conducting inspections to EAs, investigating complaints, and carrying out the related publicity and educational work, etc. Conducting inspections is an integral part of EAA’s work in regulating EAs, and the manpower involved cannot be separately identified.

EAA’s staff establishment for 2025-26 comprises 26 Labour Officer Grade and 9 Clerical Grade posts. The staff cost is \$25.57 million and the operating expenses are \$6.03 million. In 2025-26, EAA will continue to closely monitor the implementation of the CoP, and will, through licensing, inspection and complaint investigation, ensure that EAs comply with Part XII of the Employment Ordinance, the Employment Agency Regulations (EAR) and the requirements and standards as set out in the CoP.

- (d) From 2022 to 2024, 633, 883 and 747 inspections were conducted respectively each year. The irregularities detected from the inspections mainly included failure to comply with the requirements and standards as 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, failure to maintain proper records, etc. LD has issued verbal and/or written warnings to all EAs with detected irregularities to urge for rectification. LD will take out prosecution against an EA, or revoke or refuse to issue or renew its licence if there is sufficient evidence to prove that the EA has breached the law or failed to comply with the CoP.
- (e) From 2022 to 2024, LD prosecuted 2, 3 and 6 FDH-EAs respectively. The irregularities mainly involved overcharging 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 place of business within the statutory timeframe, etc. All the above 11 cases were convicted, with 1 case resulting in a person sentenced to a community service order by the court for unlicensed operation, while the remaining cases were fined by the court.

**Staff establishment and expenditure of EAA of LD from 2022-23 to 2024-25**

	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>
No. of Labour Officer Grade staff	26	26	26
No. of Clerical Grade staff	9	9	9
Staff cost (\$million)	23.26	23.84	24.82
Operating expenses (\$million)	6.75	7.59	9.63 (Revised estimate)

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)004**

**(Question Serial No. 0661)**

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 provision for 2025-26 is \$449.6 million (55.1%) higher than the revised estimate for 2024-25. This is mainly due to additional provision required for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement (SSA), increased operating expenses, salaries and personnel expenses. There will be a net increase of 23 posts in 2025-26. In this connection, please advise this Committee on the following:

- (a) Details of a breakdown of the estimated additional expenditure;
- (b) Details of the ranks of the net increase of 23 posts and the expenditure on salaries involved; and
- (c) Has LD considered deploying internal manpower to cope with the work for SSA? If yes, what are the details; if not, what are the reasons? Will technology be used to save manpower resources?

Asked by: Hon CHAN Kin-por (LegCo internal reference no.: 23)

Reply:

- (a) In 2025-26, there are increases of around \$449.6 million in expenses under Programme (4), including additional expenses of around \$373.9 million for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement (SSA), as well as increases of around \$57.8 million in operating expenses and around \$17.9 million in salaries and personnel expenses.
- (b) In 2024, the Labour Department (LD) moved the posts responsible for implementing the abolition of MPF offsetting arrangement and related duties from Programme (1) to Programme (4), and at the same time some posts under Programme (4) were deleted after re-prioritisation of work. As a result, there is a net increase of 23 posts under Programme (4) in 2025-26. The above-mentioned movement of posts does not involve any additional expenditure.

- (c) LD is developing the SSA System (the System), including setting up the TransitionEase Portal to facilitate employers' submission of applications, and establishing a back-end administration system to automate part of the workflow for processing applications and disbursing subsidies to employers. The System will commence operation on the same date as the rollout of SSA on 1 May this year. LD will ensure effective implementation of SSA through continual re-prioritisation of work, internal redeployment, streamlining of work processes and application of technology.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)005**

**(Question Serial No. 2070)**

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 regularly reviews the amounts of compensation payable under the Pneumoconiosis and Mesothelioma (Compensation) Ordinance. In this connection, would the Government advise this Committee of the following:

- (a) Please set out the numbers of new cases of pneumoconiosis (including silicosis, asbestosis and mesothelioma) in the past 3 years;
- (b) Please set out the amounts of compensation paid to persons suffering from pneumoconiosis by the Pneumoconiosis Compensation Fund (PCF) in each of the past 3 years, with a breakdown by type of compensation;
- (c) How much accumulated surplus is in PCF at the moment?
- (d) Although the number of infrastructure projects is expected to increase in future, the number of workers contracting the above occupational diseases may not increase significantly owing to the awareness of workers, publicity and education, and promotion of codes of practice. The Government will adjust the amounts of the relevant compensations in the light of the cumulative rate of price movement as reflected by the Consumer Price Index (A). How much balance will remain in PCF as expected by the Government after one year after calculation of the levy imposed on construction operations and deduction of the compensations paid?
- (e) It is reported that PCF is financially healthy. Has the Government considered amending the legislation so that PCF can be used not only for provision of compensation on the relevant diseases, but also for other construction industry related health funding schemes, support funds etc.? If not, what are the reasons?

Asked by: Hon CHAN Siu-hung (LegCo internal reference no.: 20)

Reply:

- (a) A breakdown of new cases of pneumoconiosis (including silicosis and asbestosis) and mesothelioma as determined according to the Pneumoconiosis and Mesothelioma (Compensation) Ordinance (PMCO) from 2022 to 2024 is at Annex 1.
- (b) A breakdown of the amounts of compensation paid by the Pneumoconiosis Compensation Fund (PCF) to eligible persons suffering from pneumoconiosis and mesothelioma or their family members from 2022 to 2024 by compensation item is at Annex 2.
- (c) As at January 2025, the accumulated balance in PCF is \$3.51 billion (the figure is subject to final auditing).
- (d) The Government regularly reviews the amounts of the compensation items under PMCO mainly in light of the movements as reflected by the Consumer Price Index (A), the Nominal Wage Index and the changes in other relevant factors. The monthly compensation for total incapacity is determined in light of the yearly statistical data on the average daily wages of persons engaged in Government building and construction works of the Census and Statistics Department.

After the calculation of the projected income and expenditure in 2025, the Pneumoconiosis Compensation Fund Board (PCFB) estimates that the accumulated balance in PCF will be \$3.53 billion at the end of 2025.

- (e) PMCO seeks to establish a compensation scheme for compensating persons or their family members in respect of incapacity or death resulting from pneumoconiosis and/or mesothelioma and for purposes connected therewith, while PCFB is responsible for administering PCF which is established under PMCO and vested in PCFB.

PMCO also specifies the purposes for which PCF can be used. PCFB is required to provide compensation to pneumoconiosis and mesothelioma persons; conduct and finance educational, publicity, research and other programmes to prevent pneumoconiosis and mesothelioma; and conduct and finance programmes for the rehabilitation of persons suffering from these diseases. PCFB is required to ensure that the use of PCF is in compliance with the purposes stipulated in PMCO.

The Government currently has no plan to amend PMCO so as to authorise PCF to be used for purposes other than those mentioned above.

**Number of new cases of pneumoconiosis and mesothelioma  
as determined according to PMCO from 2022 to 2024**

	No. of cases		
	2022	2023	2024
Silicosis	79	78	79
Asbestosis	3	3	3
Mesothelioma	21	17	8
<b>Total</b>	<b>103</b>	<b>98</b>	<b>90</b>



**Breakdown of amounts of compensation paid to  
eligible persons suffering from pneumoconiosis and mesothelioma or  
their family members by PCF from 2022 to 2024 by compensation item**

Compensation item	2022	2023	2024*
	Amount (\$'000)		
Compensation for death resulting from pneumoconiosis and/or mesothelioma	30,995	29,424	41,714
Compensation for bereavement	1,127	1,737	1,406
Monthly compensation for incapacity, pain, suffering and loss of amenities	175,938	173,427	181,108
Compensation for incapacity prior to date of diagnosis	3,945	4,375	4,047
Compensation for care and attention	868	830	1,540
Funeral expenses	5,408	6,534	6,440
Medical expenses	3,078	3,906	4,741
Expenses for medical appliances	1,371	976	1,349
<b>Total amount<sup>#</sup></b>	<b>220,518</b>	<b>220,982</b>	<b>242,346</b>

\* The figures are subject to final auditing.

# Individual figures of compensation do not add up to the total owing to reversal of provision and rounding.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)006**

**(Question Serial No. 2085)**

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 provision for 2025-26 under Programme (4) is \$449.6 million (55.1%) higher than the revised estimate for 2024-25. This is mainly due to the additional provision required for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement. There will also be a net increase of 23 posts in the staff establishment under Programme (4). In this connection, would the Government advise this Committee on the following:

- (a) A detailed breakdown of the increase in the revised estimate;
- (b) Details of duties, ranks and expenditure for the 23 net additional posts under Programme (4).

Asked by: Hon CHAN Siu-hung (LegCo internal reference no.: 35)

Reply:

- (a) In 2025-26, there are increases of around \$449.6 million in expenses under Programme (4), including additional expenses of around \$373.9 million for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement, as well as increases of around \$57.8 million in operating expenses and around \$17.9 million in salaries and personnel expenses.
- (b) In 2024, the Labour Department moved the posts responsible for implementing the abolition of MPF offsetting arrangement and related duties from Programme (1) to Programme (4), and at the same time some posts under Programme (4) were deleted after re-prioritisation of work. As a result, there is a net increase of 23 posts under Programme (4) in 2025-26. The above-mentioned movement of posts does not involve any additional expenditure.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)007**

**(Question Serial No. 2831)**

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:

Ensuring that risks to the safety and health of people at work are properly managed by legislation, as well as enforcement, education and publicity efforts is one of the purposes of the Government. In this connection, would the Government advise this Committee of the following:

- (a) What are the expenditure and manpower involved in assisting various small and medium enterprises (SMEs) and labour organisations in enhancing occupational safety and health (OSH) training in the past 3 years;
- (b) Whether the Government has considered allocating additional resources and manpower to assist various SMEs and labour organisations in enhancing OSH training in 2025-26; and
- (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 CHAN Wing-kwong (LegCo internal reference no.: 18)

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 in OSH talks organised by different organisations and bodies (including SMEs and labour organisations) to serve as speakers, 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 awareness and performance.

In 2025-26, LD will continue to flexibly deploy resources and manpower to assist in OSH education and training work conducted by SMEs and labour organisations and to promote OSH culture. 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.

- (c) The Government has been promoting the adoption of "Design for Safety" in public works projects. The Development Bureau has been systematically promoting the adoption of "Design for Safety" practices since 2006 and formulated guidance notes and worked examples on "Design for Safety", which were subsequently updated in 2016 to clearly demarcate the responsibilities of different stakeholders further at various stages of a works project in adopting "Design for Safety". At present, public works projects exceeding \$500 million are required to implement "Design for Safety". On private buildings, the Buildings Department formulated, pursuant to the Buildings Ordinance (Cap. 123) and relevant subsidiary legislation, the code of practice which stipulates that the design of new private buildings should provide adequate means of access to enable maintenance personnel to carry out maintenance and repair work outside the buildings safely.

To further promote the adoption of "Design for Safety" in private works projects in the construction industry, the Construction Industry Council (CIC) published reference materials on "Design for Safety" in November 2022 to provide the industry with guidance on incorporating safety elements during the design stage and the safety responsibilities of stakeholders during the construction stage, and offered training courses. CIC also rolled out a "Pilot Scheme on Design for Safety" last year with the aim of providing advice and assistance to developers interested in implementing Design for Safety.

LD will also encourage the construction industry to adopt Design for Safety through various channels, including working with different stakeholders (including CIC) in a timely manner to continue to promote the adoption of Design for Safety in the construction industry.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)008**

**(Question Serial No. 2842)**

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, would the Government advise this Committee of the following:

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

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 19)

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 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024. The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 417, 278 and 249 enterprises offering 3 494, 2 540 and 2 186 job vacancies, as well as 1 091, 718 and 417 employed young people. A breakdown of the number of employed young people by salary level is at Annex.
- (c) As at February 2025, the pilot scheme disbursed \$117.91 million of allowance to enterprises. In 2023-24 and 2024-25 (as at February 2025), the regularised scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises.

**Breakdown of the number of employed young people under  
the Greater Bay Area Youth Employment Scheme by salary level**

Salary level	Number of employed young people		
	Pilot scheme	2023	2024
\$18,000 - \$21,000	969	685	384
\$21,001 - \$24,000	79	18	22
\$24,001 - \$27,000	8	13	8
\$27,001 - \$30,000	6	1	2
\$30,001 or above	29	1	1
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)009**

**(Question Serial No. 3267)**

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 Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) targeting injured employees of the construction industry in September 2022, and widened the coverage of the Pilot Programme to include the “catering and hotel industry” and the “transportation and logistics industry” in the second quarter of 2024. In this connection, would the Government advise this Committee of the following:

- (a) The expenditure involved in the implementation of the Programme and the respective numbers of employees from various industry sectors benefitted from it;
- (b) The average time taken for processing each case; and
- (c) Whether the Government has reviewed the effectiveness of the Programme; if yes, what are the details?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 40)

Reply:

- (a) The estimated total expenditure on the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) from its launch to 2024-25 is about \$157 million, details of which are provided at Annex. As at the end of February 2025, a total of 1 803 injured employees participated in the Pilot Programme, including 1 177 from the construction industry, 305 from the catering and hotel industry, and 321 from the transportation and logistics industry.
- (b) Under the Pilot Programme, each participating injured employee is assigned with a case manager who will follow through the case and provide support until the employee’s injury has reached maximum medical improvement (i.e. recovered) and the employee has returned to work, or until two months after the employee has recovered, whichever is earlier. As at the end of February 2025, a total of 1 239 cases under the Pilot Programme had completed the above follow-up, and the average time taken by a case manager to follow through a case is 114 days.

- (c) LD has conducted a preliminary evaluation on the first two years of operation of the Pilot Programme, 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 Programme. The findings show that the participants had a higher rate of reaching maximum medical improvement upon treatment during the evaluation period and the median time required for recovery was also shorter, which met the objective of the Pilot Programme. Besides, the majority of the participants were satisfied with the case management and rehabilitation treatment services provided under the Pilot Programme.



**Estimated Expenditure of the Pilot Programme**

<b>Item</b>	<b>Estimated Expenditure of the Pilot Programme since its launch (up to 2024-25)</b>
Fixed costs (e.g. expenses on operation, publicity and related information technology)	Around \$75.5 million
Expenditure on rehabilitation treatment services	Around \$61.2 million
Expenditure on case management services	Around \$20.3 million
<b>Total expenditure</b>	Around \$157 million

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)010**

**(Question Serial No. 2223)**

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:

The Labour Department (LD)'s estimate on the establishment ceiling for 2025-26 is \$1,656.8 million, which is higher than \$1,607.2 million for 2024-25 irrespective of a reduction of 14 non-directorate posts. Would the Government inform this Committee of the following:

- (a) The reasons for the increase in the LD's estimate on the establishment ceiling for 2025-26 irrespective of the reduction of non-directorate posts, and on which areas the increased estimated provision will be used;
- (b) Please set out the posts to be deleted, the respective programmes under which the posts to be deleted and the reasons for deletion; and
- (c) What implications will the deletion of posts have on LD's services?

Asked by: Hon CHAN Wing-yan, Joephy (LegCo internal reference no.: 21)

Reply:

- (a) The establishment ceiling of the Labour Department (LD) for 2025-26 reflects the notional annual mid-point salary value calculated on the basis of pay scales in force on 31 December 2024, while the establishment ceiling of LD for 2024-25 is calculated on the basis of pay scales in force on 31 December 2023. Due to the adjustments in notional annual mid-point salary value and staff composition, the estimated expenditure on the establishment ceiling of LD for 2025-26 will increase slightly.
- (b) LD from time to time reviews its manpower resources and having regard to service needs, creates or deletes posts so as to provide services effectively. Changes in the number of LD posts under each Programme in 2025-26 are as follows\*:

Programme (1) – Labour Relations	: A net decrease of 32 posts;
Programme (2) – Employment Services	: A net increase of 5 posts;
Programme (3) – Safety and Health at Work	: A net decrease of 10 posts;
Programme (4) – Employees' Rights and Benefits	: A net increase of 23 posts.

- \* LD redeployed the posts responsible for implementing the abolition of Mandatory Provident Fund offsetting arrangement and the related duties from Programme (1) to Programme (4) in 2024, resulting in a decrease of posts under Programme (1) and an increase of posts under Programme (4). As for Programmes (2) and (3), some of the time-limited posts will lapse automatically upon expiry while some of the posts will be deleted as a result of re-prioritisation of work. At the same time, LD will create posts for handling the applications of the Enhanced Supplementary Labour Scheme.
- (c) LD will, as always, optimise the use of resources for delivering quality and pertinent services to the public.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)011**

**(Question Serial No. 2224)**

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:

The Labour Department (LD) provides voluntary conciliation service to help employers and employees resolve their labour disputes and claims. In this connection, would the Government inform this Committee of the following:

- (a) The respective expenditure and staff establishment involved in conciliation service in the past 3 years;
- (b) The respective number of claimants and amount of claims involved in the labour disputes and claims handled by LD in the past 3 years; and
- (c) Regarding the labour disputes and claims handled in 2024, what are the respective number of cases received, the number of cases with conciliation service rendered, and the number and percentage of cases that were resolved through conciliation, broken down by industry (please set out in table form)?

Asked by: Hon CHAN Wing-yan, Joephy (LegCo internal reference no.: 22)

Reply:

- (a) The Labour Relations Division (LRD) of LD is responsible for maintaining and fostering harmonious labour relations. Its main functions include providing voluntary conciliation service to help employers and employees settle labour disputes and claims; and providing employers and employees with consultation service on matters relating to requirements under the Employment Ordinance (EO) and conditions of employment. In addition, LRD is responsible for reviewing EO and carrying out legislative amendments, etc. As providing conciliation service is only one of the functions of LRD, the related expenditure and manpower cannot be separately identified.
- (b) From 2022 to 2024, the number of claimants and the total amount of claims involved in labour disputes (i.e. cases involving more than 20 employees) and claims (i.e. cases involving 20 or less employees) handled by LD are as follows:

	Labour Disputes		Claims	
	Total number of claimants involved	Total amount of claims (\$million)	Total number of claimants involved	Total amount of claims (\$million)
2022	15 901	169	14 166	838
2023	16 796	207	16 825	965
2024	18 257	498	19 662	1,272

- (c) In 2024, the numbers of labour disputes and claims handled by LD with a breakdown by industry are set out at Annex 1.

In 2024, the numbers of labour disputes and claims with conciliation service rendered by LD as well as the numbers and percentages of cases resolved through conciliation with a breakdown by industry are set out at Annex 2.

**Numbers of labour disputes and claims handled by LD  
in 2024 with a breakdown by industry<sup>#</sup>**

## (i) Labour disputes

Industry	Number of labour disputes
Manufacturing	1
Construction	71
Import/export, wholesale and retail trades	2
Transportation, storage, postal and courier services	2
Accommodation and food service activities	9
Information and communications	1
Financial and insurance activities	1
Education	1
Other service activities	1
Total	89

## (ii) Claims

Industry	Number of claims
Construction	3 414
Import/export, wholesale and retail trades	910
Transportation, storage, postal and courier services	679
Accommodation and food service activities	2 485
Administrative and support service activities	1 187
Other service activities	1 294
Work activities within domestic households	836
Others*	2 135
Total	12 940

- # Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0) of the Census and Statistics Department (C&SD) is adopted for industrial classification.
- \* Including individual industries that account for less than 5% of the total number of claims.

**Numbers of labour disputes and claims with conciliation service rendered by LD in 2024 with a breakdown by industry#**

## (i) Labour disputes

Industry	Number of cases with conciliation service rendered	Number of cases resolved through conciliation (%)
Manufacturing	-	-
Construction	64	39 (60.9%)
Import/export, wholesale and retail trades	-	-
Transportation, storage, postal and courier services	1	1 (100%)
Accommodation and food service activities	3	1 (33.3%)
Information and communications	1	-
Financial and insurance activities	-	-
Education	1	-
Other service activities	-	-
<b>Total</b>	<b>70</b>	<b>41 (58.6%)</b>

## (ii) Claims

Industry	Number of cases with conciliation service rendered	Number of cases resolved through conciliation (%)
Construction	3 197	2 462 (77.0%)
Import/export, wholesale and retail trades	795	610 (76.7%)
Transportation, storage, postal and courier services	622	456 (73.3%)
Accommodation and food service activities	2 074	1 602 (77.2%)
Administrative and support service activities	1 144	942 (82.3%)



Industry	Number of cases with conciliation service rendered	Number of cases resolved through conciliation (%)
Other service activities	1 182	864 (73.1%)
Work activities within domestic households	806	672 (83.4%)
Others*	1 857	1 439 (77.5%)
Total	11 677	9 047 (77.5%)

# HSIC V2.0 of C&SD is adopted for industrial classification.

\* Including individual industries that account for less than 5% of the total number of claims.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)012**

**(Question Serial No. 2791)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work, (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the work of the Labour Department (LD) on "Safety and Health at Work" and "Employees' Rights and Benefits", would the Government advise this Committee of the following:

- (a) LD has planned to organise 1 940 talks, lectures and seminars in 2025, which is lower than the target of 2 040 and the actual number of 2 379 in 2024. What are the reasons for the Government to expect that the target cannot be met;
- (b) The number of workplaces currently recorded in the "workplace database" maintained by the Labour Inspection Division of LD, and, among them, the number of workplaces which have not been inspected for more than 3 years or above; and
- (c) In 2024, a total of 15 885 workplaces were found locked, removed or not in operation during the inspections conducted by LD under the Factories and Industrial Undertakings Ordinance and the Occupational Safety and Health Ordinance and a total of 28 304 workplaces were found locked, removed or not in operation during the inspections conducted in relation to matters of "Employees' Rights and Benefits" respectively. In this connection, will the Government consider enhancing the updating mechanism of the "workplace database" for greater efficiency in inspections; if yes, what are the details; if not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 1)

Reply:

- (a) The number of talks, lectures and seminars planned to be organised by the Labour Department (LD) in 2025 will be less than that in 2024. Having taken into account an increasing demand for online talks in recent years, LD expects an increase in the proportion of online talks among the applications for occupational safety and health (OSH) talks in 2025. As online talks allow staff from different locations and divisions to attend at the same time, it is not necessary for organisations to apply for organising multiple on-site talks, and thus the overall number of talks to be organised is expected

to decrease. In addition, the number of talks, lectures and seminars is subject to change depending on various factors, including public demand for the themes of relevant activities and venue arrangements, etc.

- (b) The Labour Inspection Division (LID) of LD maintains a workplace database from which workplaces are selected for inspections based on a risk-based approach. As at 28 February 2025, 382 290 workplaces were included in the database, 156 762 of which had not been inspected for more than 3 years or above.
- (c) Pursuant to the risk-based principle and keeping close tabs on the OSH risk levels of various industries and their changes, LD has been formulating and adjusting corresponding inspection strategies in a timely manner to prevent accidents. As the occupational safety inspections conducted by LD are surprise inspections, the operational conditions of workplaces during such inspections are unforeseeable. Nevertheless, LD will enhance the inspection mechanism from time to time for greater efficiency of inspections.

In addition, LID from time to time updates the workplace database through information obtained from various channels, such as workplaces identified during enforcement actions, public complaints, and information from shopping malls' websites, etc. Furthermore, LID conducts territory-wide and district-based enforcement campaigns every year to ascertain new workplaces and update the database. LD will continue to strive to maintain a comprehensive and up-to-date workplace database in Hong Kong so as to facilitate inspection work.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)013**

**(Question Serial No. 2809)**

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 Imported Workers Support Scheme (the Support Scheme) on 2 January 2025 to provide support services for imported workers. In this connection, would the Government advise this Committee of the following:

- (a) The estimated annual expenditure involved for the Government's implementation of the Support Scheme;
- (b) The type and details of the support services provided for imported workers under the Support Scheme; and
- (c) Whether the Government has set any performance indicators for the Support Scheme; if yes, what are the details; if not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 7)

Reply:

- (a) The estimated expenditure for the implementation of the Imported Workers Support Scheme (the Support Scheme) in 2025-26 is \$3.47 million, including the cost of engaging an organisation to provide the services mentioned under item (b) below and the allowances to be disbursed to imported workers dismissed by their employers.
- (b) The services provided for imported workers under the Support Scheme mainly include case consultation, follow-up and counselling, providing assistance in arranging temporary accommodation and applying for relevant allowances for imported workers dismissed by their employers, as well as organising talks on workplace-related information, labour rights or occupational safety, etc.
- (c) The service provider of the Support Scheme is required to attend all the briefings organised by the Labour Department (LD) on employment rights of imported workers under the Enhanced Supplementary Labour Scheme (ESLS) during the 2-year service period, so as to explain the details of the Support Scheme and provide relevant

information to all imported workers who have arrived to work in Hong Kong under ESLs. The service provider is also required to organise at least 6 talks on workplace-related information, labour rights or occupational safety during the service period. LD will closely monitor the operation of the Support Scheme to ensure that imported workers are provided with appropriate support services.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)014**

**(Question Serial No. 2816)**

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:

According Programme (3), it is mentioned that the Labour Department (LD) will take forward the use of small unmanned aircraft (drones) to inspect workplaces and investigate accidents for law enforcement purposes in 2025-26. In this connection, would the Government advise this Committee of the following:

- (a) The specific measures taken by LD for promoting the use of drones in law enforcement;
- (b) The current number of law enforcement officers in LD, and, among them, the number of officers who have received professional training on drone operation or are holders of the relevant certificates, as well as their percentage in the total number of officers; and
- (c) What are the respective numbers of drone operation training programmes and training hours provided by LD to law enforcement officers since 2024?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 8)

Reply:

- (a) The Labour Department (LD) has planned to start using small unmanned aircraft (drones) to assist in inspections and law enforcement work on a trial basis in the second half of 2025. Drones will be mainly used for aerial photography and videography and generating three-dimensional photo-realistic models from the images captured to assist in occupational safety and health inspections, accident investigation and evidence collection, etc. At present, LD is procuring drones and related equipment, drawing up work procedures and conducting staff training, etc.
- (b) As at the end of 2024, there were 326 law enforcement officers in the Occupational Safety - Operations Divisions of LD. At present, 20 officers have received professional training for remote drone pilot and are holders of the relevant certificates. In addition, another 20 officers are undergoing relevant training, and are expected to complete training and receive the relevant certificates by June 2025. By then, the

officers with the relevant operation certificates will account for about 12% of the total number of officers in the law enforcement team.

- (c) Since 2024 to date, LD has provided 2 training programmes to each law enforcement officer who has to operate drones. The details are as follows:

	Programme	No. of courses	No. of training hours
1	Practical Drone Flight Training	3	3 hours
2	Advanced Training Course for Drone Pilot	2	47 hours

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)015**

**(Question Serial No. 2850)**

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 enforcement against wage offences, would the Government inform this Committee of the following:

- (a) The respective staff establishment and strength of the Labour Inspection Division, Employment Claims Investigation Division, Prosecutions Division and Labour Relations Division of the Labour Department (LD) in each of the past 3 years and this year so far, with a breakdown by grade;
- (b) The number of prosecutions taken out by LD against employers suspected of committing the wage offences under the Employment Ordinance (Cap. 57) in each of the past 3 years and this year so far, with a breakdown by industry; and
- (c) The number of cases where employers were convicted of wage offences in the past 3 years and this year so far; the average fine for such cases, the number of employees who are owed wages and the amount of wages in arrears involved.

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

Reply:

- (a) The respective staff establishment and strength of the Labour Inspection Division, Employment Claims Investigation Division, Prosecutions Division and Labour Relations Division of LD from 2022 to 2025 (as at February) with a breakdown by grade are at Annexes 1 to 4.
- (b)&(c) The numbers of summonses heard and the numbers of summonses convicted in respect of wage offences under the Employment Ordinance prosecuted by LD in each year from 2022 to 2025 (as at February) with a breakdown by industry are at Annex 5. The relevant average fine is at Annex 6.

LD in general issues more than 1 summons depending on the number of wage periods involving wage default in respect of each employee, and the amount of wages in arrears is specified on each summons to facilitate the court's



understanding of the wage default situation. As far as prosecution work is concerned, LD does not keep the number of employees who are owed wages and the amount of wages in arrears.

**The staff establishment and strength of the Labour Inspection Division of LD  
with a breakdown by grade from 2022 to 2025 (as at February)**

	2022		2023		2024		2025 (as at February)	
	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength
Labour Officer Grade	8	8	8	8	8	7	8	7
Labour Inspector Grade	259	242	259	239	254	225	254	221
Clerical Grade	56	51	56	51	55	50	55	47
<b>Total</b>	<b>323</b>	<b>301</b>	<b>323</b>	<b>298</b>	<b>317</b>	<b>282</b>	<b>317</b>	<b>275</b>

**The staff establishment and strength of the Employment Claims Investigation Division of LD with a breakdown by grade from 2022 to 2025 (as at February)**

	2022		2023		2024		2025 (as at February)	
	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength
Labour Officer Grade	30	26	29	28	30	28	30	28
Clerical Grade	9	8	9	9	9	9	9	9
<b>Total</b>	<b>39</b>	<b>34</b>	<b>38</b>	<b>37</b>	<b>39</b>	<b>37</b>	<b>39</b>	<b>37</b>

**The staff establishment and strength of the Prosecutions Division of LD  
with a breakdown by grade from 2022 to 2025 (as at February)**

	2022		2023		2024		2025 (as at February)	
	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength
Labour Officer Grade	31	31	31	31	31	31	31	31
Labour Inspector Grade	8	8	8	8	8	8	8	8
Clerical Grade	7	7	7	7	7	7	7	7
<b>Total</b>	<b>46</b>	<b>46</b>	<b>46</b>	<b>46</b>	<b>46</b>	<b>46</b>	<b>46</b>	<b>46</b>

**The staff establishment and strength of the Labour Relations Division of LD  
with a breakdown by grade from 2022 to 2025 (as at February)**

	2022		2023		2024		2025 (as at February)	
	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength
Labour Officer Grade	93	88	93	85	92	87	92	87
Clerical Grade	51	50	51	49	51	50	51	51
<b>Total</b>	<b>144</b>	<b>138</b>	<b>144</b>	<b>134</b>	<b>143</b>	<b>137</b>	<b>143</b>	<b>138</b>

**Numbers of summonses heard and summonses convicted in respect of wage offences prosecuted by LD from 2022 to 2025 (as at February) with a breakdown by industry**

Industry	No. of summonses heard				No. of summonses convicted			
	2022	2023	2024	2025 (as at February)	2022	2023	2024	2025 (as at February)
Catering	72	262	294	26	60	219	219	25
Financing, insurance, real estate and business services	139	222	259	40	106	152	196	23
Construction	133	203	153	19	110	142	137	17
Community, social and personal services	42	110	283	17	27	61	189	4
Transport, storage and communica- tions	23	114	175	4	21	105	121	3
Wholesale/ retail	88	133	58	14	83	82	47	11
Import and export trades	33	39	100	5	25	29	43	2
Manufactur- ing	76	12	13	0	22	12	13	0
Hotels	0	2	1	0	0	2	1	0
Others	0	15	30	2	0	15	30	2
<b>Total</b>	<b>606</b>	<b>1 112</b>	<b>1 366</b>	<b>127</b>	<b>454</b>	<b>819</b>	<b>996</b>	<b>87</b>

**Average fine for the convicted summonses prosecuted by LD  
in respect of wage offences from 2022 to 2025 (as at February)**

	2022	2023	2024	2025 (as at February)
Average fine imposed (per summons)	\$3,480	\$3,732	\$2,865	\$3,028

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)016**

**(Question Serial No. 2859)**

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) launched by the Government on 4 September 2023, would the Government advise this Committee of the following:

- (a) The establishment and strength of staff responsible for vetting ESLS applications, as well as the manpower expenditure involved since the launch of ESLS;
- (b) For each month since the launch of ESLS,
  - (i) the number of applications received (and the number of imported workers involved);
  - (ii) the number of applications approved (and the number of imported workers involved);
  - (iii) the number of applications rejected (and the number of imported workers involved); and
  - (iv) the respective numbers of imported workers who have arrived to work in Hong Kong, with breakdowns by
    - (1) the 26 job categories;
    - (2) unskilled or low-skilled posts (including cleaner, security guard, room attendant, etc.); and
    - (3) other posts; the average processing time for each of the applications received; the respective reasons for rejecting the applications;
- (c) Since the launch of ESLS, whether the Government has received complaints about “bogus recruitment” (e.g. employers refusing to employ local job seekers who meet the requirements of the posts applied for on the pretext of their failure to meet the job requirements, in order to apply to the Government for importation of labour), and whether the Government has discovered any “bogus recruitment” cases by employers after taking initiative to investigate; if so, what are the details, including the number and nature of such cases, as well as how the Government followed up;



- (d) It is learnt that the Government will, taking into account the risk of non-compliance, carry out inspections of workplaces of imported workers and the accommodations provided by their employers, and conduct interviews with imported workers individually without the interference of any third parties (including employers) to ensure that the imported workers can lodge complaints about employment issues. Please set out the following since the launch of ESLS
- (i) the manpower deployed for inspections;
  - (ii) the number of inspections conducted each month; and
  - (iii) breakdowns of the numbers of workplaces and accommodations inspected; whether views or complaints from imported workers about their labour rights being undermined were received during inspection; if yes, what are the details, including the number and nature of such cases, as well as the follow-up actions taken by the Government;
- (e) Whether the Government has received complaints at other times from imported workers who have already been working in Hong Kong about their labour rights being undermined, apart from those received during inspection as mentioned in (d); if yes, what are the details, including the number and nature of such cases, as well as how the Government followed up;
- (f) Will the Government consider conducting a detailed survey on the impact of ESLS on local workers engaged in the job categories approved for labour importation (especially the job categories approved for importation of more workers), including their salaries and benefits as well as employment situation; if yes, what are the details; if not, what are the reasons; and
- (g) Whether the Government has any plan to suspend the arrangement for the importation of labour for the 26 job categories as well as unskilled or low-skilled posts under ESLS; if yes, what are the details; if not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 17)

Reply:

- (a) The Enhanced Supplementary Labour Scheme (ESLS) is mainly administered by the Supplementary Labour Division (SLD) of the Labour Department (LD). In 2024-25, the staff establishment of SLD comprises 41 Labour Officer Grade posts, 14 Clerical Grade posts and 1 Workman II post (excluding staff temporarily deployed by LD). SLD also employs non-civil service contract staff and post-retirement service contract staff to assist in implementing ESLS. The revised estimated expenditure for SLD in 2024-25 is \$80.71 million (including staff cost). As some of the staff responsible for vetting ESLS applications also undertake other duties, the staff expenditure involved cannot be separately identified.
- (b) LD has implemented ESLS since 4 September 2023 to suspend the general exclusion of the 26 job categories as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years. As at 28 February 2025, ESLS received 11 342 applications seeking to import 98 065 workers. During the period, 7 380 applications involving 51 051 imported workers were approved, while 35 applications involving 216 imported workers were rejected.

Applications were rejected mainly because they failed to meet the requirements of ESLS, such as the ratio of imported workers to local employees. Breakdowns of the numbers of imported workers involved in the applications by the 26 job categories, unskilled or low-skilled posts and other posts are set out at Annex.

Employers approved to import workers under ESLS are required to arrange for their prospective imported workers to submit visa/entry permit applications to the Immigration Department within the periods specified in the approval-in-principle letters (generally within 6 months from the issue dates of the said letters). The time of imported workers arriving in Hong Kong depends on the progress of employers' handling of relevant procedures. LD does not maintain the number of imported workers who have arrived to work in Hong Kong under ESLS.

The time required by LD for processing each application is affected by various factors, which include whether the post under application is a common post (for example, waiter/waitress, junior cook, sales assistant, etc.), whether the applicant employer has provided sufficient information, whether the application details have changed during processing, and the time taken by the employer to respond to LD's enquiry or suggestion, etc. In general, upon receipt of all information and documents required for processing and after screening-in of applications, LD can complete the vetting of applications within 3 months, including the time taken by applicant employers to conduct the 4-week local recruitment under ESLS.

- (c) To safeguard the employment priority for local workers, applicant employers of ESLS must undertake local open recruitment and give priority to employing qualified local workers to fill the vacancies. As required under ESLS, the employment terms of local workers recruited through all channels during the local recruitment period for the posts applied (including the entry requirements, monthly salary, hours of work, etc.) must be no less favourable than the recruitment terms agreed by LD. Upon completion of the local recruitment, employers shall report the results to LD. LD will contact each of the local job seekers who is not employed by the employers, and assess whether the employers have sincerity in recruiting local workers. Since the implementation of ESLS, LD has not found any employer suspected of conducting "bogus recruitment" or received any relevant complaint.
- (d) Inspections related to imported workers are mainly conducted by 7 Senior Labour Inspectors and 25 Labour Inspector Is. From September 2023 to February 2025, LD carried out 4 611 workplace inspections and 3 615 accommodation inspections for imported workers. Should suspected deprivation of imported workers' rights and benefits be detected during inspection, the Labour Inspectors will promptly conduct follow-up investigation. LD does not keep the number of complaint cases received during inspection.
- (e) Since the implementation of ESLS on 4 September 2023 and as at 28 February 2025, LD received 111 complaint cases involving imported workers. The complaint items mainly involve wages (including wage rebate and underpayment of wages) and work arrangements. Upon receipt of a complaint case, LD will follow up and conduct investigation immediately, and refer the case to the relevant enforcement department/organisation as appropriate. If sufficient evidence is found during

investigation to substantiate an employer's violation of labour law and the concerned imported worker is willing to act as prosecution witness, prosecution will be taken out by LD. Besides, if the employer has violated labour or immigration laws, requirements of ESLS or the Standard Employment Contract, LD will consider imposing administration sanction including refusal to process applications for labour importation under ESLS and withdrawal of approvals for importation of labour previously granted, etc.

- (f) The Census and Statistics Department regularly conducts different surveys, such as the General Household Survey, the Labour Earnings Survey, and the Annual Earnings and Hours Survey, to gather and analyse statistics about the employment situation and earnings overview of local employees. LD closely monitors the employment market situation and the relevant statistics.
- (g) LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.

**Numbers of imported workers applied for, approved and rejected  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by job category**

<b>(I) 26 job categories generally excluded from SLS<sup>@</sup></b>	<b>No. of imported workers applied for*</b>	<b>No. of imported workers approved*</b>	<b>No. of imported workers rejected*</b>
1. Waiter/Waitress	14 595	8 590	-
2. Junior Cook	11 068	5 773	-
3. Sales Assistant	6 964	3 745	3
4. Warehouse Keeper	4 564	2 138	-
5. Food Processing Worker	2 315	1 421	-
6. Clerical Worker	2 097	1 100	-
7. Receptionist	1 751	950	-
8. Driver	1 741	597	-
9. Sales Representative	799	266	-
10. Delivery Worker	700	297	-
11. Washer	595	390	-
12. Cashier	451	225	-
13. Telephone Operator	431	241	-
14. Hair Stylist	311	96	-
15. Presser	246	129	-
16. Spray Paint Worker	172	26	-
17. Demolition Worker	132	36	-
18. Inspection Operative	46	25	-
19. Computer/Key Punch Operator	35	4	-
20. Leakage Worker	27	2	-
21. Linen Attendant	27	2	-
22. Drain Layer	25	23	-
23. Teller	24	0	-
24. Mason	14	5	-
25. Cutter	13	6	-
26. Cutting Room Operative	8	0	-

<b>(II) Unskilled or low-skilled posts<sup>@</sup></b>	<b>No. of imported workers applied for<sup>*</sup></b>	<b>No. of imported workers approved<sup>*</sup></b>	<b>No. of imported workers rejected<sup>*</sup></b>
1. Security Guard	8 036	2 267	-
2. Cleaner	7 680	2 486	-
3. Dish Washer	4 692	2 572	-
4. Room Attendant	815	561	-
5. Others	1 249	366	-
<b>(III) Other posts<sup>@</sup></b>			
1. Cook	8 011	5 052	9
2. Bartender/Soda Fountain Captain	1 764	854	-
3. Delivery Gangleader	1 487	652	-
4. Fitter/Mechanical Fitter	1 441	987	-
5. Gardening Worker	1 365	1 174	-
6. Vehicle Mechanic	560	404	10
7. Fish Farm Worker	387	317	2
8. Machine Operator	361	328	13
9. Asphalter	25	20	26
10. Care Worker (Elderly Service) <sup>^</sup>	9	254	124
11. Care Worker (Disabled Service)	-	9	3
12. Others	11 032	6 661	26
<b>Total</b>	<b>98 065</b>	<b>51 051</b>	<b>216</b>

<sup>@</sup> The classification of job categories may be subject to revisions upon verification of information from employers.

<sup>\*</sup> LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, 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 numbers of imported workers approved and rejected do 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 Special Scheme to Import Care Workers for Residential Care Homes.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)017**

**(Question Serial No. 2862)**

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 launched the Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July last year to encourage persons aged 40 or above to re-join the employment market and help unleash the potential labour force. In this connection, would the Government advise this Committee of the following:

- (a) Please set out the manpower and posts arranged by the Labour Department (LD) for implementing the REA Scheme in 2025-26, the expenditure involved in the REA Scheme, and the estimated expenditure for the disbursement of re-employment allowance;
- (b) Please set out the number of registrations received by LD since the launch of the REA Scheme, and the number of successful placements among these registrations, with breakdowns by
  - (i) gender;
  - (ii) age group (i.e. 40-44, 45-49, 50-54, 55-59, 60-64, 65 or above);
  - (iii) industry;
  - (iv) occupation in which the participants were engaged;
  - (v) mode of employment (i.e. full-time or part-time);
  - (vi) monthly salary level; and
  - (vii) educational attainment;
- (c) It is learnt that participants of the REA Scheme who have worked full-time or part-time for 6 consecutive months may apply for the first phase of re-employment allowance. Since the launch of the REA Scheme, what are the numbers of applications for the allowance and approved applications so far? Please provide breakdowns of these approved applications by
  - (i) gender;
  - (ii) age group (i.e., 40-44, 45-49, 50-54, 55-59, 60-64, 65 or above);
  - (iii) industry;
  - (iv) occupation in which the participants were engaged;
  - (v) mode of employment (i.e. full-time or part-time);

- (vi) monthly salary level; and
  - (vii) educational attainment; the amount of allowance involved in these approved applications; and
- (d) It is learnt that employers who employ participants of the REA Scheme may apply for on-the-job training (OJT) allowance under the Employment Programme for the Elderly and Middle-aged. What are the number of preliminary applications for OJT submitted by these employers and the number of these applications with approvals-in-principle issued so far since the launch of the REA Scheme? Among the applications with approvals-in-principle issued, what are the respective numbers and percentages of applications approved and rejected for the above OJT allowance?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 18)

Reply:

- (a) The Labour Department (LD) launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant who has worked full-time for 6 consecutive months will be provided with a re-employment allowance (REA) of \$10,000, while those who have worked full-time for 12 consecutive months will be given an additional allowance of \$10,000. Half-rate REA will be given to those who have worked part-time. Each participant can be provided with a maximum allowance of \$20,000 during the implementation of the REA Scheme. LD has coped with the workload for the implementation of the REA Scheme through re-prioritisation of work, streamlining of work procedures, application of technology and employment of contract staff. As the staff concerned also have to undertake other duties at the same time, the manpower involved in the REA Scheme cannot be separately identified. In 2025-26, the estimated expenditure for the REA Scheme is \$186 million, including an estimated expenditure of \$169 million for the disbursement of REA.
- (b) As at February 2025, the REA Scheme already recorded 35 203 participants and 13 670 placements. A breakdown of the number of placements by gender, age, educational attainment of the employed persons, industry and occupation in which they were engaged and their mode of employment is at Annex 1. As participants are not required to report their salary to LD, LD does not keep relevant statistics.
- (c) As at February 2025, LD received 1 425 applications for REA submitted by participants after their 6 months' employment and already processed 591 applications involving \$5.68 million of REA. A breakdown of the number of approved applications for REA by gender, age, educational attainment of the applicants, industry and occupation in which they were engaged and their mode of employment is at Annex 2. As applicants are not required to report their salary to LD, LD does not keep relevant statistics.
- (d) From 15 July 2024 to February 2025, employers of the participants of the REA Scheme submitted a total of 857 preliminary applications for on-the-job training (OJT) allowance under the Employment Programme for the Elderly and Middle-aged, of which a total of 820 cases were given approvals-in-principle. As employees in most of the

cases are undergoing OJT, LD will compile relevant data on the approved applications for OJT allowance in due course.



**Breakdown of the number of placements under the REA Scheme  
by gender, age, educational attainment of the employed persons,  
industry and occupation in which they were engaged and their mode of employment  
from July 2024 to February 2025**

(i) By gender

<b>Gender</b>	<b>No. of placements</b>
Male	5 548
Female	8 122
<b>Total</b>	<b>13 670</b>

(ii) By age

<b>Age</b>	<b>No. of placements</b>
40 - 44	2 735
45 - 49	2 568
50 - 54	2 691
55 - 59	2 423
60 - 64	2 159
65 or above	1 094
<b>Total</b>	<b>13 670</b>

(iii) By educational attainment

<b>Educational attainment</b>	<b>No. of placements</b>
Secondary 3 or below	4 480
Secondary 4-7	5 771
Diploma and Certificate	1 387
Sub-degree	213
Bachelor's Degree	1 280
Master's Degree or above	539
<b>Total</b>	<b>13 670</b>

(iv) By industry

<b>Industry</b>	<b>No. of placements</b>
Real estate and business services	4 210
Community, social and personal services	3 852
Construction	878
Wholesale and retail trades	1 288
Import and export trade	295
Restaurants and hotels	1 805
Manufacturing	326
Transport, storage and communications	753
Others	263
<b>Total</b>	<b>13 670</b>

(v) By occupation

<b>Occupation</b>	<b>No. of placements</b>
Managers and administrators	897
Professionals and associate professionals	1 066
Clerical support workers	2 059
Service workers	3 404
Shop sales workers	892
Skilled agricultural and fishery workers	36
Craft and related workers	436
Plant and machine operators and assemblers	709
Elementary occupations	4 160
Others	11
<b>Total</b>	<b>13 670</b>

(vi) By mode of employment

<b>Mode of employment</b>	<b>No. of placements</b>
Full-time	11 295
Part-time	1 855
Qualified casual work	520
<b>Total</b>	<b>13 670</b>

**Breakdown of the number of approved applications for REA  
under the REA Scheme by gender, age, educational attainment of the applicants,  
industry and occupation in which they were engaged and their mode of employment  
from July 2024 to February 2025**

(i) By gender

<b>Gender</b>	<b>No. of approved applications for REA</b>
Male	257
Female	334
<b>Total</b>	<b>591</b>

(ii) By age

<b>Age</b>	<b>No. of approved applications for REA</b>
40 - 44	132
45 - 49	112
50 - 54	114
55 - 59	99
60 - 64	89
65 or above	45
<b>Total</b>	<b>591</b>

(iii) By educational attainment

<b>Educational attainment</b>	<b>No. of approved applications for REA</b>
Secondary 3 or below	183
Secondary 4-7	222
Diploma and Certificate	61
Sub-degree	9
Bachelor's Degree	88
Master's Degree or above	28
<b>Total</b>	<b>591</b>

(iv) By industry

<b>Industry</b>	<b>No. of placements involved in the approved applications for REA*</b>
Real estate and business services	163
Community, social and personal services	203
Construction	47
Wholesale and retail trades	58
Import and export trade	17
Restaurants and hotels	47
Manufacturing	23
Transport, storage and communications	46
Others	30
<b>Total</b>	<b>634</b>

(v) By occupation

<b>Occupation</b>	<b>No. of placements involved in the approved applications for REA*</b>
Managers and administrators	59
Professionals and associate professionals	63
Clerical support workers	135
Service workers	123
Shop sales workers	19
Skilled agricultural and fishery workers	1
Craft and related workers	23
Plant and machine operators and assemblers	43
Elementary occupations	168
<b>Total</b>	<b>634</b>

(vi) By mode of employment

<b>Mode of employment</b>	<b>No. of placements involved in the approved applications for REA*</b>
Full-time	558
Part-time	47
Qualified casual work	29
<b>Total</b>	<b>634</b>

\* Individual approved applications for REA involved more than 1 placement.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)018**

**(Question Serial No. 2865)**

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 work safety involving operations of tower cranes and tail lifts, would the Government advise this Committee of the following:

- (a) The number of industrial fatalities involving tower cranes and the number of casualties involved in such accidents recorded by the Government in each of the past 10 years and this year to date, together with breakdowns by
  - (i) type of works (i.e. public works and non-public works); and
  - (ii) type of cases (i.e. fatal cases (the number of fatalities) and non-fatal cases (the number of injuries));
  
- (b) Regarding the fatal cases mentioned under item (a), the following information on each convicted case arising from contraventions of requirements of the occupational safety and health legislations (including but not limited to the Factories and Industrial Undertakings (Lifting Appliances and Lifting Gear) Regulations (Cap. 59J), Factories and Industrial Undertakings Ordinance (Cap. 59) and Occupational Safety and Health Ordinance (Cap. 509)) by employers or contractors:
  - (i) date of accidents;
  - (ii) location of accidents;
  - (iii) number of fatalities;
  - (iv) details of non-compliances involved and relevant legislations breached;
  - (v) date of judgment; and
  - (vi) penalties imposed;
  
- (c) The numbers of inspections conducted by the Government targeting workplaces involving tower crane operations and the following information on the actions taken against employers or contractors involved in non-compliant operations of tower cranes in each of the past 10 years and this year to date:
  - (i) numbers of improvement notices issued;
  - (ii) numbers of suspension notices issued;
  - (iii) numbers of warnings issued; and

- (iv) numbers of prosecutions taken out; of these, the number of convicted cases, details of non-compliances involved, relevant legislations breached and average penalties imposed;
- (d) What measures are in place to strengthen the promotion of the further use of technologies in the construction industry so as to improve work safety related to the operation of tower cranes;
- (e) The number of industrial fatalities involving the operation of tail lifts of goods vehicles recorded by the Government in each of the past 10 years and this year to date, as well as the resultant casualties, with a breakdown by case type (i.e., fatal cases (number of fatalities) and non-fatal cases (number of injuries));
- (f) Regarding the fatal cases mentioned under item (e), the following information on each case in which the employer or contractor was convicted of breaches of the occupational safety and health legislation (including Cap. 59 and Cap. 509, etc.):
  - (i) date of accidents;
  - (ii) location of accidents;
  - (iii) number of fatalities;
  - (iv) details of the non-compliances and relevant legislations breached;
  - (v) date of judgment; and
  - (vi) penalties imposed;
- (g) The numbers of inspections and enforcement actions conducted by the Government targeting the operation of tail lifts of goods vehicles and the following information on the actions taken against employers or contractors involved in unsafe operations of tail lifts of goods vehicles in each of the past 10 years and this year to date:
  - (i) numbers of improvement notices issued;
  - (ii) numbers of suspension notices issued;
  - (iii) numbers of warnings issued; and
  - (iv) numbers of prosecutions taken out; of these, the number of convicted cases, details of the non-compliances involved, relevant legislations breached and average penalties imposed;
- (h) What measures are in place to strengthen the promotion of the further use of technologies (including Artificial Intelligence Tripping Devices) in the transport industry so as to improve work safety involving the operation of tail lifts of goods vehicles; and
- (i) It is mentioned under the “Matters Requiring Special Attention in 2025-26” that the Government will continue to revise the “Code of Practice for Safe Use of Tower Cranes” and the “Guidance Notes on Prevention of Trapping Hazard of Tail Lifts”. How is the progress of the revision and what is the timetable?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 19)

Reply:

- (a) (i) The number of industrial fatalities involving tower cranes from 2015 to 2024 and in 2025 (as at 10 March) is at Annex 1. The Labour Department (LD) does not keep statistics on non-fatal industrial accidents involving tower cranes.
- (a) (ii) A breakdown of industrial fatalities involving tower cranes from 2015 to 2024 and in 2025 (as at 10 March) by type of accident is at Annex 2.
- (b) Information on the convicted cases involving industrial fatalities mentioned under item (a) is at Annex 3.
- (c) LD does not specifically keep the enforcement-related data on tower crane operations. Nevertheless, LD launched a territory-wide special enforcement operation in 2022 targeting the construction sites using tower cranes. A total of 183 construction sites were inspected, with 127 written warnings and 8 improvement notices issued, and 8 prosecutions taken out under the Factories and Industrial Undertakings (Lifting Appliances and Lifting Gear) Regulations, of which, 4 summonses were convicted, with an average fine of \$5,500.
- (d) LD is revising the “Code of Practice for Safe Use of Tower Cranes”. In addition to enhancing the safety requirements and inspections of metal welding operations, anchorage and foundation, the industry will be required to install video devices and install/use the “Tower Crane Alert System” to enhance work safety involving tower crane operations. LD will provide advice on occupational safety and health legislation for the technological products on tower crane developed by industries to facilitate the introduction and application of such products, thereby reducing workers’ exposure to high-risk work and eliminating or controlling risks at source.
- (e) A breakdown of industrial fatalities involving the operation of tail lifts of goods vehicles from 2015 to 2024 and in 2025 (as at 10 March) by type of accident is at Annex 4. LD does not keep statistics on non-fatal industrial accidents involving the operation of tail lifts of goods vehicles.
- (f) As the cases set out at Annex 4 happened in 2023 and 2024, the legal proceedings of which have not been completed.
- (g) LD does not specifically keep the number of inspections on workplaces involving the operation of tail lifts of goods vehicles and the figures on the relevant enforcement actions.
- (h) To prevent trapping injuries caused by tail lifts of goods vehicles, LD is promoting the installation of tripping device on the tail lifts of goods vehicles in the industry, and Artificial Intelligence (AI) Tripping Device is the newest tripping device developed by the industry spearheaded by LD. LD published the revised “Guidance Notes on Prevention of Trapping Hazard of Tail Lifts” in March 2025 and has included AI Tripping Device as one of the acceptable tripping devices. LD has in tandem written to inform all owners of goods vehicles with tail lifts across the territory of the compliance arrangements for the installation of tripping device. A brief description of various types of tripping devices and information on the suppliers/contractors are provided for the reference of the industry.

- (i) LD is actively revising the “Code of Practice for Safe Use of Tower Cranes”. Consultation will commence upon completion of the drafting work in an effort to publish the revised Code of Practice as early as possible.

As mentioned above, the updated revised edition of the “Guidance Notes on Prevention of Trapping Hazard of Tail Lifts” was published in mid-March 2025.



**Industrial fatalities involving tower cranes from 2015 to 2025**

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Public works	-	-	-	-	-	-	-	-	-	-	-
Non-public works	-	-	1	1	-	-	-	3	-	-	-
<b>Total</b>	-	-	<b>1</b>	<b>1</b>	-	-	-	<b>3</b>	-	-	-

## Notes:

1. Public works refer to construction sites under Architectural Services Department, Drainage Services Department, Electrical and Mechanical Services Department, Highways Department, Water Supplies Department, and Civil Engineering and Development Department.
2. Industrial fatalities refer to deaths arising from industrial activities in industrial undertakings in Hong Kong as defined under the Factories and Industrial Undertakings Ordinance.
3. The number of industrial accidents is based on the number of casualties.
4. The numbers of industrial fatalities for 2024 and 2025 (as at 10 March) are provisional figures.

**Industrial fatalities involving tower cranes  
from 2015 to 2025 – analysed by type of accident**

<b>Type of accident</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Fall of person from height	-	-	-	1	-	-	-	-	-	-	-
Striking against or struck by moving object	-	-	1	-	-	-	-	-	-	-	-
Trapped by collapsing or overturning object	-	-	-	-	-	-	-	3	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>

## Notes:

1. Industrial fatalities refer to deaths arising from industrial activities in industrial undertakings in Hong Kong as defined under the Factories and Industrial Undertakings Ordinance.
2. The number of industrial accidents is based on the number of casualties.
3. The numbers of industrial fatalities in 2024 and 2025 (as at 10 March) are provisional figures.

**Conviction records of cases of industrial fatalities  
involving operations of tower cranes  
after completion of court procedures from 2015 to date**

<b>Serial no.</b>	<b>Date of accident</b>	<b>Location of accident</b>	<b>No. of fatalities</b>	<b>Offence involved (legislation breached)</b>	<b>Date of judgment</b>	<b>Penalties (fine)</b>
1.	9 December 2017	Shek Kip Mei	1	Factories and Industrial Undertakings Ordinance	9 August 2019	1 summons with a fine of \$15,000
2.	20 August 2018	Lai Chi Kok	1	Factories and Industrial Undertakings Ordinance	22 January 2020	2 summonses with a fine of \$30,000 and \$60,000 respectively, making a total fine of \$90,000

Note:

1. The legal proceeding of a case happened on 7 September 2022 is still ongoing.

**Industrial fatalities involving tail lift operations by goods vehicles  
from 2015 to 2025 – analysed by type of accident**

Type of accident	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Fall of person from height	-	-	-	-	-	-	-	-	1	1	-
Striking against or struck by moving object	-	-	-	-	-	-	-	-	-	1	-
<b>Total</b>	-	-	-	-	-	-	-	-	<b>1</b>	<b>2</b>	-

## Notes:

1. Industrial fatalities refer to deaths arising from industrial activities in industrial undertakings in Hong Kong as defined under the Factories and Industrial Undertakings Ordinance.
2. The number of industrial accidents is based on the number of casualties.
3. The numbers of industrial fatalities in 2024 and 2025 (as at 10 March) are provisional figures.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)019**

**(Question Serial No. 2867)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work, (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the prevention of heat stroke of employees at work in Hong Kong, would the Government advise this Committee of the following:

- (a) The respective numbers of heat stroke-related work injury and fatal cases registered to the Labour Department (LD) in each of the past 5 years, with a breakdown by industry sector;
- (b) It is learnt that if an employee sustains an injury as a result of an accident caused by heat stroke at work in the course of employment, the employer shall be liable to pay compensation under the Employees' Compensation Ordinance (Cap. 282) (the Ordinance). Please provide for each of the past 5 years: the number of employees' compensation claims received by LD involving heat stroke-related work injuries, and, among them, the number of claims resolved as well as the amount of compensation involved; the number of cases in which the employees sustaining heart-stroke related work injuries complained about their employers' failure or delay in paying the compensation in accordance with the Ordinance; the number of prosecutions taken out by the Government against the employers involved in these complaint cases; and, among those prosecuted cases, the number of convicted cases and the average penalty involved;
- (c) The number of complaints received by LD relating to employers' failure to take necessary preventive measures against heat stroke for their employees, with a breakdown by type of workplaces (including but not limited to construction sites and outdoor cleansing workplaces) in each of the past 5 years; how the Government followed up on these complaints;
- (d) In each of the past 5 years, as regards the outdoor workplaces with a higher risk of heat stroke inspected by LD,
  - (i) the number of operations;
  - (ii) the number of workplaces inspected;
  - (iii) and the number of warning letters issued during inspection;

- (iv) the number of improvement notices issued; and
  - (v) the number of suspension notices issued, with a breakdown by type of workplaces (including but not limited to construction sites and outdoor cleansing workplaces); the respective irregularities and compliance status mainly involved in those warning letters or notices, and how the Government followed up on whether the employers or duty holders concerned have taken necessary preventive measures against heat stroke for their employees after the issuance of warning letters or notices;
- (e) As there are views pointing out that the current threshold for triggering the Heat Stress at Work Warning (HSWW) is too high, which makes it difficult to safeguard the work safety of frontline workers when they work in a hot environment, whether the Government can explain in detail the respective scientific basis for formulating the existing three levels of HSWW, and whether the Government will consider lowering the threshold for triggering HSWW; and
- (f) Whether the Government will consider enacting legislation on the Guidance Notes on Prevention of Heat Stroke at Work to require employers to formulate necessary preventive measures against heat stroke for their employees so as to strengthen the occupational safety and health protection for frontline workers; if so, what are the details; if not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 20)

Reply:

- (a) The numbers of heat stress-related work injury cases registered by the Labour Department (LD) from 2020 to 2024 are tabulated below:

Year	2020	2021	2022	2023	2024
No. of cases	12(0)	23(0)	16(1)	31(0)	29*(0)

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

\* As some suspected cases are still under investigation, the number of cases in 2024 is provisional and the final figure is subject to change based on the investigation outcome.

- (b) Of the heat stress-related work injury cases mentioned above, a total of 99 were already resolved before February 2025, involving a total amount of compensation of about \$1.206 million. The remaining cases are being followed up by LD.

LD did not receive any cases from 2020 to 2024 in which the employees sustaining heat stroke-related work injuries complained about their employers for non-payment or late payment of compensation in accordance with the Employees' Compensation Ordinance (Cap. 282), and no prosecution was made in this regard.

- (c) The numbers of complaints received by LD relating to the preventive measures against heat stroke from 2020 to 2024 are tabulated below:

Year	2020	2021	2022	2023	2024
No. of cases	48	101	83	169	243

Upon receipt of complaints, LD will deploy staff to conduct surprise inspections at the workplaces concerned as early as possible, and take necessary follow-up actions depending on the investigation outcome. LD will keep the complaints confidential during the course of investigation.

The distribution ratio of the type of workplaces at which surprise inspections targeting complaints related to the preventive measures against heat stroke were conducted in 2024 is as follows:

Type of workplaces	Percentage (%)
Construction sites	35%
Security	15%
Food and beverage services	12%
Outdoor cleansing	3%
Horticulture	1%
Others (e.g. factories or airport, etc.)	34%

- (d) The relevant figures on inspections and enforcement actions targeting workplaces with a higher risk of heat stroke (e.g., construction sites, cleansing workplaces) conducted by LD in summer from 2020 to 2024 are as follows:

Year	2020	2021	2022	2023	2024
No. of inspections <sup>#</sup>	21 960	26 561	26 094	21 493	23 620
No. of warning letters	11	14	97	993	1 031
No. of improvement notices (INs)	2	2	-	-	-
No. of suspension notices	-	-	-	-	-

<sup>#</sup> Counted on an officer-times basis. LD has started keeping records of the number of workplaces inspected from 2023 onwards, and the numbers for 2023 and 2024 were 15 537 and 17 309 respectively.

The warning letters issued by LD mainly involved failure to conduct appropriate risk assessments for employees on heat stress at work, failure to keep records of such

assessments, or failure to take corresponding preventive measures, etc. The irregularities for which INs were issued involved failure to provide sufficient potable water for employees at workplaces. The issuance of INs require duty holders to take remedial measures in response to the irregularities within a specified period of time, and LD will deploy staff to conduct follow-up inspections as early as possible after the expiry of the period to ensure the duty holders' compliance with the relevant requirements. Under section 9(5) of the Occupational Safety and Health Ordinance (OSHO), an employer or occupier who, without reasonable excuse, fails to comply with a requirement of an IN commits an offence and is liable on conviction to a fine of \$400,000 and to imprisonment for 12 months.

- (e) To raise the awareness among employers and employees of the hazards of heat stress under very hot weather, LD introduced the "Heat Stress at Work Warning" (HSWW) (coded Amber, Red and Black) based on the Hong Kong Heat Index (HKHI) in 2023 to remind employers and employees to take necessary heat stroke preventive measures with respect to different warning levels. HKHI is a heat stress index jointly developed by the Hong Kong Observatory (HKO) and the Faculty of Medicine of the Chinese University of Hong Kong. The calculation formula for HKHI is similar to that for the Wet Bulb Globe Temperature (WBGT). It includes meteorological data such as environmental temperature, humidity, airflow and solar radiation levels, and is derived from association analysis with the overall hospital admission data in Hong Kong. Therefore, HKHI can appropriately reflect the heat stress and health risks posed by the weather to the general public in Hong Kong.

In response to the comments by various stakeholders, LD enhanced the HSWW system last year, which included the linking of HSWW with HKO's "Extremely Hot Weather" Special Alert. If HKO issues the "Extremely Hot Weather" Special Alert, LD will issue an Amber HSWW even if HKHI has not reached the level for issuing HSWW, so as to remind employers and employees to prevent heat stroke.

- (f) According to the general duty provisions of OSHO, every employer must, so far as reasonably practicable, ensure the safety and health at work of all his/her employees. To assist employers in fulfilling their responsibilities, LD has issued the "Guidance Notes on Prevention of Heat Stroke at Work" (GN) for reference by employers of related industry sectors, so that they can implement appropriate heat stroke preventive measures to safeguard the occupational safety and health (OSH) of employees. If employers are found to have failed to implement the necessary OSH measures in accordance with GN during inspections, LD officers will follow up based on the general duty provisions of the OSH legislation and demand improvements. Corresponding enforcement actions will also be taken depending on the seriousness of the cases and the evidence collected. LD will continue to step up inspections and enforcement actions in summer targeting workplaces with a higher risk of heat stroke to ensure that employers adopt appropriate preventive measures against heat stroke.

In addition, LD encourages stakeholders of different industry sectors to refer to the principles and recommendations provided in its GN 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 effective measures against heat stroke. LD will monitor the



implementation of GN and conduct inspections at various workplaces so as to ensure that employers adopt appropriate preventive measures against heat stroke to reduce the risks of employees suffering from heat stroke at work.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)020**

**(Question Serial No. 0185)**

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:

- (a) Please set out in table form the top 3 industries that accounted for the largest numbers of applications to the Protection of Wages on Insolvency Fund (PWIF) in each of the past 3 years (i.e. 2022, 2023 and 2024) 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 2025-26?
- (b) Please provide details on the specific strategies and measures, implementation timetable, manpower required and expenditure involved in taking forward the proposal to improve the coverage of ex gratia payment of severance payment under PWIF.

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 26)

Reply:

- (a) In each year from 2022 to 2024, the 3 industry sectors that accounted for the largest amount of payment made by the Protection of Wages on Insolvency Fund (PWIF) and the 3 industry sectors that accounted for the largest numbers of applications to PWIF are set out at Annex 1 and Annex 2 respectively. PWIF's financial position from 2022-23 to 2024-25 and its estimated financial position for 2025-26 are set out at Annex 3.
- (b) After reviewing the coverage of ex gratia payment of severance payment (SP) under PWIF, the PWIF Board proposed raising the maximum amount of ex gratia payment on SP from \$100,000 plus 50% of excess entitlement to \$200,000 plus 50% of excess entitlement. Both the Labour Advisory Board and the Legislative Council Panel on Manpower supported the proposal. The Secretary for Labour and Welfare moved the relevant resolution under the Protection of Wages on Insolvency Ordinance at the Legislative Council meeting on 20 March 2025. The resolution was passed at the meeting, and the revised maximum amount of ex gratia payment on SP took effect on 21 March 2025.

As the staff of the Labour Department responsible for taking forward the above proposal also have to undertake other duties at the same time, the manpower and expenditure involved cannot be separately identified.

**The 3 industry sectors that accounted for the largest amount of payment  
made by PWIF from 2022 to 2024**

Year	Industry sector	Amount of payment (\$million)
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
2024	Food and beverage service activities	45.5
	Construction	43.6
	Publishing activities	31.5

**The 3 industry sectors that accounted for the largest numbers of applications to PWIF from 2022 to 2024**

Year	Industry sector	Number of applications
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
2024	Food and beverage service activities	1 195
	Construction	909
	Sports and other entertainment activities	763

**PWIF's financial position from 2022-23 to 2024-25  
and estimated financial position for 2025-26**

Year	Income (\$million)	Expenditure (\$million)	Surplus/(Deficit) (\$million)
2022-23	462.1	164.2	297.9
2023-24	568.4	219.1	349.3
2024-25 <sup>#</sup>	296.9*	321.0*	(24.1)*
2025-26(Estimates) <sup>#</sup>	213.7	326.8	(113.1)

<sup>#</sup> To relieve the impact on business due to the increase of business registration (BR) fee as announced in the 2024-25 Budget, the Government waives the BR levy of \$150 payable to PWIF by enterprises for 2 years starting from 1 April 2024.

\* Figures as at February 2025.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)021**

**(Question Serial No. 3227)**

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 estimated expenditure of the Labour Department (LD) on the education and publicity efforts under Safety and Health at Work in 2025-26 is 4.5% higher than that in 2024-25. Would the Government advise the reasons for the decrease, rather than increase, in the number of promotional visits to workplaces by LD officers from 6 704 in 2024-25 to 5 530 in 2025-26?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 30)

Reply:

The overall estimated expenditure of the Labour Department (LD) on Safety and Health at Work in 2025-26 is \$913.7 million, representing an increase of 4.5% in the overall revised estimated expenditure of \$874 million in 2024-25. This is mainly due to increased operating expenses, salaries, personnel expenses and cash flow requirement for the Pilot Rehabilitation Programme for Employees Injured at Work.

LD planned to arrange officers to conduct 5 730 promotional visits to workplaces in 2024, and the actual number of such visits reached 6 704 which was more than planned. The number of visits planned to be conducted in 2025 is 5 550, which is largely comparable to the original plan for 2024. The slight fine-tuning is a corresponding adjustment in light of staff establishment.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)022**

**(Question Serial No. 3228)**

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 estimated expenditure of the Labour Department (LD) on the education and publicity efforts under Safety and Health at Work in 2025-26 is 4.5% higher than that in 2024-25. Would the Government advise the reasons why the number of talks, lectures and seminars organised by LD will decrease from 2 379 in 2024-25 to 1 940 in 2025-26?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 31)

Reply:

The overall estimated expenditure of the Labour Department (LD) under Safety and Health at Work in 2025-26 is \$913.7 million, which is 4.5% higher than the revised estimate of \$874 million in 2024-25. This is mainly due to increased operating expenses, salaries, personnel expenses and cash flow requirement for the Pilot Rehabilitation Programme for Employees Injured at Work.

LD expects an increase in the proportion of online talks among this year's applications for occupational safety and health talks due to an increasing demand for online talks in recent years. As online talks allow staff from different locations and divisions to attend at the same time, it is not necessary for organisations to apply for organising multiple on-site talks, hence the number of talks, lectures and seminars planned to be organised in 2025 is expected to be less than that the actual number in 2024. In addition, the number of talks, lectures and seminars is subject to change depending on various factors, including public demand for the themes of relevant activities and venue arrangements, etc.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)023**

**(Question Serial No. 1475)**

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:

Since the passage of the newly-amended Occupational Safety and Health Ordinance (the Ordinance) in 2023, the maximum fine has been raised to HK\$10 million. However, fatal industrial accidents still happen frequently in the construction industry in recent years. To facilitate the understanding of the implementation and effectiveness of the existing occupational safety and health (OSH) measures, would the Government advise this Committee of the following:

- (a) What are the numbers of inspections of construction sites conducted by the Government, construction sites involved, and prosecutions taken out, as well as the major details of the prosecutions taken out in each of the past 3 financial years?
- (b) What are the staff establishment, strength, salary cost, and total expenditure involved in the inspections of construction sites in each of the past 3 financial years?
- (c) What are the numbers of prosecutions taken out and convicted cases, as well as the average amount of fine imposed for industrial fatalities in each of the past 3 financial years?
- (d) What are the number of cases for which the Government lodged an appeal on the ground that the penalty imposed by the court was too lenient or on other grounds, the number of successful appeals, and the main reasons for unsuccessful appeals in each of the past 3 financial years?
- (e) Does the Government have any plan to step up inspection and safety regulation efforts on construction sites? If yes, what are the specific measures and estimated expenditure? If not, what are the reasons?
- (f) Does the Government have any plan to allocate additional resources and manpower to assist small and medium enterprises and labour organisations in enhancing OSH-related training? If yes, what are the details and estimated expenditure? If not, what are the reasons?

Asked by: Hon HO King-hong, Adrian Pedro (LegCo internal reference no.: 34)

Reply:

The required information is as follows:

- (a) The numbers of inspections of construction sites conducted by the Labour Department (LD), construction sites involved and prosecutions taken out in the 3 financial years from 2021-22 to 2023-24 are tabulated as follows:

	Financial Year		
	2021-22	2022-23	2023-24
No. of inspections <sup>1</sup>	63 702	76 965	70 060
No. of inspections counted by construction sites <sup>2</sup>	Not applicable	Not applicable	43 274
No. of prosecutions	1 891	2 362	2 097

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 since January 2023.

A breakdown of the details of the prosecutions taken out is tabulated as follows:

Details of the prosecutions taken out	Financial Year		
	2021-22	2022-23	2023-24
Unsafe hoists, lifting appliances/gear, goods lifts and lifting operations	257	324	216
Unsafe machinery	18	23	23
Unsafe working at height	751	869	774
Unsafe excavation	6	4	3
Not provision /not wearing of personal protective equipment	356	489	433
Non-conformity with fire safety requirements	0	3	3
Electrical hazards	15	19	47
Hazards caused by chemical/gas/dust	3	7	14
Non-compliance with general duties provisions	373	449	400
Ventilation/housekeeping/noise/lighting/manual handling issues	33	47	53
Others	79	128	131
<b>Total</b>	<b>1 891</b>	<b>2 362</b>	<b>2 097</b>

- (b) The staff establishment and strength of Occupational Safety – Operations Divisions under the Occupational Safety and Health Branch of LD for carrying out the inspections of construction sites in the past 3 financial years are tabulated as follows :

Rank	Financial Year					
	2021-22		2022-23		2023-24	
	Staff establishment	Strength	Staff establishment	Strength	Staff establishment	Strength
Divisional Occupational Safety Officer	37	34	37	37	37	37
Occupational Safety Officer I	78	76	78	78	78	76
Occupational Safety Officer II	97	64	97	83	98	74
<b>Total</b>	<b>212</b>	<b>174</b>	<b>212</b>	<b>198</b>	<b>213</b>	<b>187</b>

As these staff are also required to undertake other duties, separate breakdowns of the salary cost and the total expenditure relating to the inspections of construction sites cannot be provided.

- (c) A breakdown of the number of prosecutions taken out by LD, the number of summonses convicted and the average amount of fine imposed for industrial fatalities in the past 3 financial years are as follows:

Financial Year	No. of prosecutions	No. of summonses convicted	Average amount of fine imposed (per summons)
<b>2021-22</b>	187	166 <sup>1</sup>	\$23,117
<b>2022-23</b>	252	119	\$21,332
<b>2023-24</b>	146	115	\$24,007

Notes:

- Including one defendant who was sentenced to imprisonment for 2 weeks.

- (d) Information on the numbers of cases for which LD lodged a review/appeal on the ground that the penalty by the court was too lenient or on other grounds in the past 3 financial years is as follows:

Financial Year	No. of reviews/appeals	No. of successful reviews/appeals	Main reason for unsuccessful review/appeal
<b>2021-22</b>	1	1	-
<b>2022-23</b>	0	0	-
<b>2023-24</b>	2 <sup>1</sup>	0	-

Notes:

1. The legal proceedings of these two cases are still in progress.

- (e) 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 a timely manner to prevent accidents.

In addition to routine inspections and special enforcement operations, LD also launches special inspection operations, safety audit inspections and in-depth surprise inspections targeted at high-risk processes and work sites with poor safety performance. Apart from that, in respect of small-scale repair, maintenance, alteration and addition works, LD conducts area patrols to identify work sites with poor performance and takes enforcement actions against irregularities to curb unsafe work practices.

In addition, LD will enhance the application of technology and use small unmanned aircraft for aerial photography and generating three-dimensional photo-realistic models from the images captured to assist in evidence collection and law enforcement operation, etc. The programme is expected to be launched in the second half of 2025.

As the above preventive and enforcement efforts in respect of occupational safety in the construction industry are an integral part of LD's ongoing efforts, the relevant expenditures cannot be separately identified.

- (f) LD has all along been attaching great importance to the education and training work on OSH and actively assisting various organisations (including small and medium enterprises (SMEs) and labour organisations) in raising the OSH level.

In the past 3 financial years, LD, in light of the changes in OSH risks, organised OSH talks with different themes and various free training courses related to OSH legislation, and deployed its staff to participate in OSH talks organised by different organisations and bodies (including SMEs and labour organisations) by serving as speakers, 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 awareness and performance.

In 2025-26, 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, and hence the expenditure and manpower involved cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)024**

**(Question Serial No. 1634)**

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:

Paragraph 161 of the Budget Speech mentioned that the Labour Department has since this year relaxed the requirements for joining the Greater Bay Area (GBA) Youth Employment Scheme (the scheme) to include young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person for up to 18 months. Would the Government advise this Committee of the following:

- (a) The amount of allowance, administrative expenditure and total expenditure for the scheme in the past 3 years;
- (b) The number of participants with a breakdown by age and income level in the past 3 years;
- (c) The number of participants with a breakdown by industry sector and occupation in the past 3 years;
- (d) The numbers of participating enterprises and job vacancies they offered with a breakdown by industry sector in the past 3 years;
- (e) Has the Government compiled statistics on the number of young people who stay in the Mainland cities of the GBA for work upon completion of the scheme?

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.: 39)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme. The expenditures of the scheme in 2023-24 and 2024-25 (as at February 2025) are at Annex.

- (b) to (d) In 2023 and 2024, the regularised scheme respectively recorded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 young people. A breakdown of the number of job vacancies and relevant enterprises by industry, and breakdowns of the numbers of employed young people by age, salary level, industry and occupational group are at Annex.
- (e) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Enterprises can flexibly deploy young people who have completed on-the-job training to work in Hong Kong or in the Mainland cities according to their business development and needs, and the young people can choose to develop their careers either in Hong Kong or in the Mainland based on their career aspirations. The Labour Department (LD) does not have information on the working locations of young people after completing the scheme. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, LD will compile the relevant data in due course.

**Scheme expenditures;  
breakdown of the number of job vacancies and relevant enterprises by industry; and  
breakdowns of the numbers of employed young people by age, salary level,  
industry and occupational group  
under the Greater Bay Area Youth Employment Scheme**

## (i) Scheme expenditures

	<b>Expenditure (\$million)</b>	
	<b>2023-24</b>	<b>2024-25 (as at February 2025)</b>
Expenditure on allowance	\$15.07	\$49.99
Expenditure on promotion and operation	\$6.66	\$10.93
Staff cost	\$10.25	\$10.66
<b>Total expenditure</b>	<b>\$31.98</b>	<b>\$71.58</b>

## (ii) Breakdown of the number of job vacancies and relevant enterprises by industry

<b>Industry</b>	<b>Number of job vacancies</b>	
	<b>2023</b>	<b>2024</b>
Business services	680 (64)	405 (48)
Finance	250 (19)	182 (13)
Educational services	318 (18)	414 (19)
Import and export trades	133 (28)	127 (25)
Real estate	80 (10)	30 (5)
Communication	59 (8)	31 (8)
Other manufacturing industry	120 (23)	98 (16)
Manufacture of electronic parts	75 (12)	117 (17)
Others	825 (96)	782 (98)
<b>Total</b>	<b>2 540 (278)</b>	<b>2 186 (249)</b>

\* The number in brackets represents the number of enterprises offering job vacancies.

(iii) Breakdown of the number of employed young people by age

Age	Number of employed young people	
	2023	2024
20-24	474	257
25-29	237	151
30 or above	7	9
<b>Total</b>	<b>718</b>	<b>417</b>

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

Salary level	Number of employed young people	
	2023	2024
\$18,000 - \$21,000	685	384
\$21,001 - \$24,000	18	22
\$24,001 - \$27,000	13	8
\$27,001 - \$30,000	1	2
\$30,001 or above	1	1
<b>Total</b>	<b>718</b>	<b>417</b>



(v) Breakdown of the number of employed young people by industry

Industry	Number of employed young people	
	2023	2024
Business services	275	112
Finance	184	87
Educational services	39	36
Import and export trade	28	20
Real estate	19	17
Communication	19	5
Other manufacturing industry	18	16
Manufacture of electronic parts	13	20
Others	123	104
<b>Total</b>	<b>718</b>	<b>417</b>

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

Occupational group	Number of employed young people	
	2023	2024
Managers and administrators	247	119
Professionals	227	110
Associate professionals	146	120
Clerical support workers	92	61
Skilled agricultural and fishery workers	4	1
Others	2	6
<b>Total</b>	<b>718</b>	<b>417</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)025**

**(Question Serial No. 2950)**

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 occupational safety and health protection of workers, please advise this Committee of the following:

- (a) The numbers of fatal and non-fatal cases of industrial accidents in each of the past 5 years (2020-21 to 2024-25), with the causes of accidents, names of contractors involved and the penalty scheme imposed on relevant contractors set out in detail; and
- (b) The accident rates of fatal and non-fatal industrial accidents (per 1 000 workers) in each of the past 5 years (2020-21 to 2024-25);

Asked by: Hon KAN Wai-mun, Carmen (LegCo internal reference no.: 34)

Reply:

- (a) A breakdown of the numbers of fatal and non-fatal cases of industrial accidents from 2020 to the first 3 quarters of 2024 by type of accidents is at Annex 1.

Subsequent to the investigations into fatal and serious industrial accidents under the Factories and Industrial Undertakings Ordinance (FIUO), the Occupational Safety and Health Ordinance (OSHO) and their subsidiary regulations, Occupational Safety Officers of the Labour Department (LD) will issue written warnings to duty holders who are required to improve the occupational safety and health (OSH) measures at their workplaces, urging them to make improvement as soon as possible. Rigorous enforcement action will be taken if breaches of the OSH legislation are detected.

The relevant information of convicted cases involving fatal industrial accidents from 2020 to 2024 is at Annex 2. LD does not keep statistics on the contractors involved in non-fatal industrial accidents.

- (b) The fatal and non-fatal industrial accident rates per 1 000 workers from 2020 to the first 3 quarters of 2024 are at Annex 3.

**Fatal and non-fatal cases of industrial accidents  
from 2020 to the first 3 quarters of 2024 - analysed by type of accidents**

Type of accident	2020		2021		2022		2023		First 3 quarters of 2024	
	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	221	2	311	2	287	1	212	2	151	2
Injured whilst lifting or carrying	1 282	-	1 545	-	1 280	-	1 404	-	966	-
Slip, trip or fall on same level	1 679	-	2 145	-	2 050	-	2 149	1	1 535	-
Fall of person from height	283	9	335	10	290	11	327	11	202	2
Striking against fixed or stationary object	716	-	775	1	662	-	711	-	506	-
Striking against or struck by moving object	704	2	660	3	624	2	731	2	481	4
Stepping on object	20	-	38	-	37	-	62	-	27	-
Exposure to or contact with harmful substance	48	-	73	-	54	-	53	2	56	2
Contact with electricity or electric discharge	12	1	10	-	12	-	12	3	9	-
Trapped by collapsing or overturning object	28	4	14	3	18	8	9	1	11	-
Struck by falling object	137	1	291	2	333	-	242	1	107	3
Struck by moving vehicle	26	-	51	-	35	-	42	-	29	1
Contact with moving machinery or object being machined	381	1	428	-	338	2	393	-	259	-
Drowning	1	1	-	-	-	-	-	-	-	-
Exposure to fire	11	-	6	-	17	-	12	-	8	-
Exposure to explosion	1	-	2	-	3	1	10	-	5	-
Injured by hand tool	721	-	969	-	790	-	781	1	492	-
Asphyxiation	-	-	1	4	-	-	-	-	-	-
Contact with hot surface or substance	854	-	1 015	-	806	-	866	-	596	-
Injured by animal	17	-	24	-	27	-	24	-	11	-
Injured in workplace violence	1	-	-	-	-	-	-	-	-	-
Others	38	-	147	-	74	-	70	-	66	-
<b>Total</b>	<b>7 181</b>	<b>21</b>	<b>8 840</b>	<b>25</b>	<b>7 737</b>	<b>25</b>	<b>8 110</b>	<b>24</b>	<b>5 517</b>	<b>14</b>

## Notes:

1. Industrial accidents refer to non-fatal or fatal cases arising from industrial activities in industrial undertakings in Hong Kong as defined under FIUO.
2. The number of cases 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 2024. The industrial accident statistics for the full year of 2024 will be released in April 2025.

**Conviction records of cases of fatal industrial accident  
after completion of court procedures from 2020 to 2024**

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	11 January 2020	Tseung Kwan O	1	SHEUNG MOON CONSTRUCTION LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Safety Management) Regulation (FIU(SM)R)</li> </ul>	12 May 2021	\$30,000
2	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
3	23 March 2020	Kowloon Tong	1	GEOTECH ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● Construction Sites (Safety) Regulations (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
4	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
5	13 May 2020	Central	1	MTR CORPORATION LIMITED	<ul style="list-style-type: none"> <li>● 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
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>	11 June 2021	\$30,000
6	1 June 2020	Yuen Long	1	INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>	23 February 2021	\$60,000
7	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

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)
8	30 June 2020	Tung Chung	1	ZHEN HUA ENGINEERING COMPANY LIMITED	● FIUO	24 June 2021	\$53,000
				CHINA COMMUNICATIONS CONSTRUCTION COMPANY LIMITED	● FIUO	24 June 2021	\$53,000
				PENSTONE HONG KONG LIMITED	● FIUO	24 June 2021	\$33,000
				DONG-AH GEOLOGICAL ENGINEERING COMPANY LTD	● FIUO	11 March 2021	\$32,000
				KONE ENGINEERING & CONSTRUCTION COMPANY LIMITED	● OSHO	24 June 2021	\$18,000
				BM HUMAN RESOURCES & CONSTRUCTIONS LIMITED	● OSHO	13 May 2021	\$14,000
9	20 July 2020	Kowloon Bay	1	AGGRESSIVE CONSTRUCTION COMPANY LIMITED	● Factories and Industrial Undertakings (Electricity) Regulations (FIU(E)R) ● FIU(SM)R	15 April 2021	\$13,000
				AGGRESSIVE CIVIL & FOUNDATION ENGINEERING LIMITED	● FIUO ● FIU(E)R	15 April 2021	\$69,000
				LEUNG KAI CONSTRUCTION COMPANY LIMITED	● FIUO ● FIU(E)R	15 April 2021	\$59,000
				WING WAI CONSTRUCTION COMPANY LIMITED	● FIUO	15 April 2021	\$30,000
10	21 July 2020	Kowloon City	1	GAMMON CONSTRUCTION LIMITED	● FIUO ● CSSR ● FIU(SM)R	8 November 2021	\$181,000
				LEUNG KAI ENGINEERING COMPANY LIMITED	● FIUO ● CSSR ● FIU(SM)R	11 October 2021	\$80,000
				WELL TECH ENGINEERING & CONSTRUCTION COMPANY LIMITED	● FIUO ● FIU(SM)R	10 May 2021	\$85,000
11	23 July 2020	Kai Tak	1	K. H. FOUNDATIONS LIMITED	● FIUO	21 December 2022	\$100,000
				RICH MEGA ENGINEERING LIMITED	● FIUO	21 December 2022	\$60,000
				CHUN HUNG ENGINEERING LIMITED	● FIUO	21 December 2022	\$80,000
12	12 October 2020	Yau Tong	1	CHINA CONCRETE COMPANY LIMITED	● FIUO	30 July 2021	\$90,000
13	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 &	● FIUO ● CSSR	6 April 2023	\$130,000

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)
				PIPING COMPANY LIMITED	● FIUR		
14	8 December 2020	Tai Po	1	INDIVIDUAL	● CSSR	6 August 2021	\$72,000
				INDIVIDUAL	● CSSR	6 August 2021	\$45,000
15	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
16	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
17	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
18	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
19	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
20	20 March 2021	Tai Po	1	POINT LIVING DESIGN LIMITED	● FIUO ● CSSR	9 December 2022	\$122,000
21	3 April 2021	Kwun Tong	1	MEI WAH ENGINEERING CO., LIMITED	● CSSR	23 December 2021	\$97,000
22	14 April 2021	Kai Tak	1	KWONG LUEN ENGINEERING LIMITED	● FIUO ● FIU(LALG)R ● FIU(SM)R	22 February 2023	\$120,000
				YOUNG GENERATION ENGINEERING LIMITED	● FIUO ● FIU(LALG)R	22 February 2023	\$128,000
23	21 April 2021	Ngau Tau Kok	1	BOUYGUES TRAVAUX PUBLICS	● FIUO	17 January 2024	\$36,000
				KAM LEE CONSTRUCTION DECORATION ENGINEERING CO., LIMITED	● FIUO ● FIU(LALG)R	17 January 2024	\$87,000
				CHAN HARK TRANSPORTATION	● FIU(LALG)R	17 January 2024	\$28,000

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)
				ENGINEERING LIMITED			
24	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 (FIU(LM)R)</li> </ul>	8 May 2023	\$118,850
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LM)R</li> </ul>	29 April 2022	\$37,000
25	25 May 2021	Yuen Long	1	HONG CHANG CONSTRUCTION FOUNDATIONS (HOLDINGS) LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Gas Welding and Flame Cutting) Regulation (FIU(GWFC)R)</li> </ul>	7 June 2022	\$45,000
26	4 June 2021	Fo Tan	1	INDIVIDUAL	<ul style="list-style-type: none"> <li>● CSSR</li> </ul>	11 February 2022	\$56,000
27	8 June 2021	Tseung Kwan O	1	KINTONE ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIU(SM)R</li> </ul>	31 December 2021	\$6,500
28	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
29	22 July 2021	Yuen Long	1	GOOD PRAISE LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	23 June 2022	\$60,000
				CHICARDO INVESTMENT LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	23 June 2022	\$60,000
30	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
31	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
32	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
33	19 October 2021	Ma On Shan	1	TYSAN FOUNDATION GEOTECHNICAL LIMITED	<ul style="list-style-type: none"> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>	24 June 2022	\$37,000
34	24 October 2021	Tseung 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

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)
				TSUN FAI CONSTRUCTION ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	24 April 2023	\$30,000
35	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 (FIU(CS)R)</li> </ul>	7 September 2023	\$90,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIU(CS)R</li> <li>● CSSR</li> </ul>	8 November 2023	\$150,000
36	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
37	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>● FIU(GWFC)R</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>● FIU(GWFC)R</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
38	22 December 2021	Chek Lap Kok	2	INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	11 December 2024	Two months' imprisonment (granted release on \$10,000 cash bail pending appeal) \$2,500
39	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
40	24 January 2022	West Kowloon Cultural District	1	TYSAN FOUNDATION LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	10 March 2023	\$314,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	16 December 2022	\$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)
41	18 April 2022	Kai Tak	1	HIP HING CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	5 June 2023	\$130,000
				INNOVATIVE CONSTRUCTION (SINO) LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	5 June 2023	\$80,000
				CHI KAN WOODWORKS COMPANY LIMITED	<ul style="list-style-type: none"> <li>● CSSR</li> </ul>	5 June 2023	\$6,000
				TUNG SHAN CONSTRUCTION COMPANY LIMITED	<ul style="list-style-type: none"> <li>● CSSR</li> </ul>	5 June 2023	\$3,000
42	27 April 2022	Tai Po	1	LIBERAL ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	25 November 2022	\$99,000
				LEONDA INTERIOR DESIGN COMPANY LIMITED	<ul style="list-style-type: none"> <li>● CSSR</li> </ul>	28 March 2024	\$25,000
43	7 May 2022	Yau Ma Tei	1	INDIVIDUAL	<ul style="list-style-type: none"> <li>● CSSR</li> </ul>	8 November 2024	\$90,000
44	12 May 2022	Tai Po	1	AMOY FOOD LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	2 December 2022	\$78,500
45	26 May 2022	Tseung Kwan O	1	HIP HING ENGINEERING COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	18 May 2023	\$130,000
				CHI KAN WOODWORKS COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> <li>● Factories and Industrial Undertakings (Safety Officers and Safety Supervisors) Regulations</li> </ul>	20 April 2023	\$255,000
46	30 May 2022	Yuen Long	1	HANKANG RECYCLING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LM)R</li> <li>● Factories and Industrial Undertakings (Guarding and Operation of Machinery) Regulations</li> </ul>	20 April 2023	\$131,000
47	4 July 2022	Tai Hang	1	INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	3 February 2023	\$33,000
48	7 July 2022	Mid-Levels, Hong Kong	1	INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	21 July 2023	\$124,000
49	26 October 2022	Sheung Shui	1	POLY SKY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	23 May 2023	\$70,000
50	3 November 2022	Yuen Long	1	HOP CHING MARBLE COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	25 July 2023	\$43,000
51	8 November 2022	Tai Po	1	YAU HING MACHINERY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	19 September 2024	\$79,000
52	8 December 2022	Tuen Mun	1	SURE ABLE LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	5 December 2024	\$83,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIU(LALG)R</li> </ul>	5 December 2024	\$80,000
53	13 December 2022	Ho Man Tin	1	PRIME ASSET DEVELOPMENT LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	16 October 2023	\$87,000

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)
				CHUN WAH BAMBOO SCAFFOLDING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	25 September 2023	\$115,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	25 September 2023	\$80,000
54	14 December 2022	Yau Tong	1	AGGRESSIVE CONSTRUCTION ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>	31 October 2024	\$36,000
				HIGH GRADE ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	31 October 2024	\$43,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>	31 October 2024	\$35,000
55	15 December 2022	Kwai Chung	1	SMART GRAND ENGINEERING LIMITED	<ul style="list-style-type: none"> <li>● OSHO</li> </ul>	4 July 2024	\$25,000
56	16 May 2023	To Kwa Wan	1	BOUYGUES TRAVAUX PUBLICS	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>	6 January 2025	\$180,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	15 January 2024	\$30,000
57	17 May 2023	Tsing Yi	1	ESSENTIAL WIN LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	11 April 2024	\$50,000
				THE HONG KONG SHIPYARD LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	11 April 2024	\$50,000
58	21 November 2023	Tsim Sha Tsui	1	ICARE YOU ALL DESIGN PROJECT AND CONTRACTING COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIUR</li> <li>● CSSR</li> </ul>	31 October 2024	\$25,000
59	28 December 2023	Yuen Long	1	YAU SANG GALVANIZING (HOT-DIP) COMPANY LIMITED	<ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>	26 November 2024	\$195,000
				INDIVIDUAL	<ul style="list-style-type: none"> <li>● FIUO</li> </ul>	21 January 2025	\$20,000

**Accident rate of fatal and non-fatal industrial accidents per 1 000 workers  
from 2020 to the first 3 quarters of 2024**

	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>First 3 quarters of 2024</b>
Accident rate of fatal industrial accidents	0.036	0.043	0.043	0.041	0.031
Accident rate of non-fatal industrial accidents	12.4	15.1	13.4	13.7	12.3

## Notes:

1. Industrial accidents refer to non-fatal or fatal cases arising from industrial activities in industrial undertakings in Hong Kong 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 2024. The industrial accident statistics for the full year of 2024 will be released in April 2025.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)026**

**(Question Serial No. 2288)**

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) regulates employment agencies (EAs) in Hong Kong through licensing, inspection, complaint investigation and prosecution. Would the Government advise this Committee of the following:

- (a) Details of the handling of the complaints against unscrupulous EAs for placement of foreign domestic helpers in the past 3 years, with the numbers of complaints received and cases opened for investigation set out in table form;
- (b) The number of non-compliant EAs against which enforcement and prosecution actions were taken by LD in the past 3 years, with a tabulated breakdown by type of breaches, such as “overcharging commission from job seekers”;
- (c) The financial expenditure and staff establishment allocated by LD for investigating complaints and prosecuting EAs in Hong Kong in the past 3 years.

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 11)

Reply:

- (a) From 2022 to 2024, the Employment Agencies Administration (EAA) of the Labour Department (LD) received 281, 267 and 255 complaints each year respectively against employment agencies (EAs) providing placement services for foreign domestic helpers. EAA investigated all the complaints received. LD will take out prosecution if there is sufficient evidence to prove that an EA has breached Part XII of the Employment Ordinance and the Employment Agency Regulations (EAR). If an EA fails to comply with the Code of Practice for Employment Agencies (CoP), LD may revoke or refuse to issue or renew its licence, or issue warnings to urge for rectification.
- (b) From 2022 to 2024, the figures on enforcement actions taken by LD against non-compliant EAs, with a breakdown by type of breaches, are set out at Annex.

- (c) LD, through licensing, inspection, complaint investigation and prosecution, ensures that EAs comply with the law and the CoP. Investigating complaints against EAs and prosecuting non-compliant EAs are an integral part of LD's work in regulating EAs, and the staff responsible for prosecution work are also required to handle cases involving breaches of other labour legislation, hence the expenditure and manpower involved cannot be separately identified.

**Figures on enforcement actions taken by LD against non-compliant EAs:  
Breakdown by type of breaches**

	<b>Type of breaches</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
No. of EAs successfully prosecuted	Overcharging commission from job seekers	-	-	1
	Unlicensed operation	-	2	6
	Other offences*	3	2	4
No. of licences revoked or refused to be issued or renewed	Overcharging commission from job seekers	-	-	1
	Unlicensed operation	-	-	1
	Non-compliance with the CoP	1	1	1
	Other types <sup>@</sup>	-	1	-
No. of written warnings issued	Non-compliance with the CoP	49	13	7

\* Including failure to notify LD of changes in the management or place of business within the statutory timeframe, furnishing to the Commissioner for Labour with information which is known or reasonably ought to be known to be false or misleading in the 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.

@ Including a related person of a licensee who has, within the preceding 5 years, been convicted of an offence involving dishonesty.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)027**

**(Question Serial No. 2289)**

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 work safety and health inspections of sites, would the Government provide the following information:

- (a) The number of surprise inspections conducted by the Labour Department (LD), as well as the number of non-compliance cases identified and followed up on in the past 3 years;
- (b) The number of non-surprise inspections conducted by LD, as well as the number of non-compliance cases identified and followed up on in the past 3 years;
- (c) The expenditure and staff establishment of LD for conducting work safety and health inspections of sites in the past 3 years;
- (d) Please set out the number of special enforcement operations conducted at sites, the number of statutory suspension notices issued and the number of prosecutions taken out by LD in the past 3 years, with breakdowns by various areas of inspection (including new construction works; renovation, maintenance, alteration and addition works, etc.).

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 12)

Reply:

- (a)&(b) The numbers of inspections of and prosecutions against construction sites by the Labour Department (LD) from 2022 to 2024 are tabulated below:

<b>Construction industry</b>	2022	2023	2024
No. of inspections	65 571	71 235	74 410
No. of prosecutions	2 034	2 322	2 388

All the occupational safety inspections of construction sites conducted by LD are surprise inspections.

- (c) The staff establishment of Occupational Safety - Operations Division under the Occupational Safety and Health Branch of LD for inspections of construction sites in the past 3 years is at Annex 1.

As these officers are also required to undertake other duties, separate breakdown of the expenditure cannot be provided.

- (d) The numbers of special enforcement operations on new construction works and repair, maintenance, alteration and addition (RMAA) works conducted by LD and the relevant enforcement figures from 2022 to 2024 are tabulated below:

<b>New construction works</b>	2022	2023	2024
No. of special enforcement operations	2	2	2
No. of suspension notices	6	20	12
No. of prosecutions	279	76	52

<b>RMAA works</b>	2022	2023	2024
No. of special enforcement operations	2	2	2
No. of suspension notices	30	8	12
No. of prosecutions	232	194	190



Staff establishment of LD  
for inspection of construction sites in the past 3 years

Staff establishment Rank	<b>2022</b>	<b>2023</b>	<b>2024</b>
Divisional Occupational Safety Officer	37	37	37
Occupational Safety Officer I	78	78	78
Occupational Safety Officer II	97	98	99
<b>Total</b>	<b>212</b>	<b>213</b>	<b>214</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)028**

**(Question Serial No. 2290)**

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 Pilot Rehabilitation Programme for Employees Injured at Work (the Programme), would the Government provide the following information:

- (a) Please set out the number of participants in the Programme from the construction industry, their proportion to the total number of work injuries in the industry, and the proportion of those who returned to work after rehabilitation treatment in each year since the launch of the Programme in September 2022;
- (b) Please set out the numbers of participants in the Programme from the “catering and hotel industry” and the “transportation and logistics industry” so far, their proportions to the total number of work injuries in the industries, and the proportions of those who returned to work after rehabilitation treatment after the extension of the Programme to cover the two industries in May 2024;
- (c) Please set out the details of the expenditure and staff establishment of the Programme since its launch by industry sector;
- (d) Given that the three-year Programme will come to an end in September 2025, will the Government extend the Programme and further expand the coverage of rehabilitation treatment services for work injuries (such as serious work injury) and its coverage among industry sectors?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 13)

Reply:

- (a)&(b) The Labour Department (LD) and the Work Injury Rehabilitation Office (WIRO) 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 employees who are suitable for the Pilot Programme and proactively invite them to participate in the Programme. Starting from 9 May 2024, the industry coverage of the Pilot Programme has been

expanded to the “catering and hotel industry” and the “transportation and logistics industry” in addition to the original construction industry.

As at the end of February 2025, a total of 1 803 injured employees participated in the Pilot Programme, and the details are as follows:

	Construction industry	Catering and hotel industry	Transportation and logistics industry
(i) Cases preliminarily identified as suitable for the Pilot Programme	5 060	707	758
(ii) Participating cases and their percentages (ii/i)	1 177 (23%)	305 (43%)	321 (42%)
(iii) Cases that reached maximum medical improvement (i.e. recovered) upon treatment	912	211	231
(iv) Return-to-work cases * and their percentages (iv/iii)	466 (51%)	114 (54%)	148 (64%)

\* The return-to-work status of some of the recent recovery cases is still being followed up.

- (c) The estimated expenditure of the Pilot Programme since its launch in September 2022 and up to 2024-25 is around \$157 million in total, details of which are set out at Annex. LD does not maintain a breakdown of the expenditure of the Pilot Programme by industry sector.

WIRO is responsible for arranging and co-ordinating the rehabilitation treatment services provided 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. As at the end of February 2025, WIRO comprises a total of 10 administrative and professional staff, 11 case managers and 3 clerical support staff.

- (d) At present, LD has no plan to further widen the service scope and industry coverage of the Pilot Programme. LD will continue to closely monitor the operation of the Pilot Programme, collect relevant information and data for analysis and evaluation, draw conclusions on the experiences gained during the implementation of the Pilot Programme and its effectiveness, and consider the direction for future development based on the results.

**Estimated Expenditure of the Pilot Programme**

<b>Item</b>	<b>Estimated Expenditure of the Pilot Programme since its launch (up to 2024-25)</b>
Fixed costs (e.g. expenses on operation, publicity and related information technology)	Around \$75.5 million
Expenditure on rehabilitation treatment services	Around \$61.2 million
Expenditure on case management services	Around \$20.3 million
<b>Total expenditure</b>	Around \$157 million

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)029**

**(Question Serial No. 2291)**

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 the safety of above-ground work in 2025-26, would the Government please provide the following information:

- (a) The estimated expenditure and staff establishment involved in enhancing preventive and enforcement efforts by the Government to eliminate fall-from-height hazards and other work hazards for workers in workplaces;
- (b) How the Government will effectively promote the use of light-duty working platforms and whether a certain amount of subsidy will be provided; if so, what is the estimated expenditure involved in the promotion?
- (c) Given the increase in injuries and deaths related to above-ground work in recent years, what specific preventive and enforcement measures will the Government take to enhance the safety of above-ground work?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 14)

Reply:

- (a) The Labour Department (LD) has been adopting a multi-pronged strategy involving inspection and enforcement, publicity and promotion, as well as education and training, to enhance occupational safety and health (OSH) across various industry sectors. As preventive and enforcement efforts targeting at high-risk processes (including above-ground work) are an integral part of LD's ongoing efforts, the estimated expenditure and staff establishment involved cannot be separately identified.
- (b) To encourage contractors' workers employed by property management companies or tenants of residential buildings to use suitable working platforms for above-ground work, LD, in collaboration with the Occupational Safety and Health Council (OSHC) and through property management companies, arranges for free lending of light-duty working platforms (step platforms and hop-up platforms) to contractors and workers for conducting above-ground repair, maintenance, alteration and addition (RMAA)

works in estates or residential buildings. In view of the positive response, the scheme will be extended for 2 years from March 2025, with the aim of continuing to promote the use of suitable working platforms for above-ground work. As the promotional work is an integral part of LD's ongoing efforts, the relevant expenditure cannot be separately identified.

- (c) Pursuant to the risk-based principle and keeping close tabs on the OSH risk levels of various industry sectors and the changes, LD has been formulating and adjusting the strategies of inspection and enforcement, publicity and promotion, as well as education and training to prevent accidents.

In respect of inspection and enforcement, apart from routine inspections and special enforcement operations (SEOs), LD will also conduct SEOs, safety audit inspections and in-depth surprise inspections targeting at high-risk processes (including above-ground work) and work sites with poor safety performance. Additionally, for small-scale RMAA works, LD will step up area patrols to identify small-scale work sites with poor safety performance and take law enforcement actions against irregularities to curb unsafe above-ground work.

As regards publicity and promotion, LD co-organises activities such as seminars, sponsorship schemes, roving exhibitions and out-reaching promotional visits in collaboration with OSHC, trade associations and workers' unions to enhance the OSH awareness of employers and employees. LD also disseminates the latest OSH messages on its webpage and the "OSH 2.0" mobile application, publishes and updates safety guidelines, produces text and animated versions of "Work Safety Alert" and "Systemic Safety Alert", and extensively promotes OSH safety messages (including those related to above-ground work) to stakeholders across various industries through emails, television, radio, newspapers, publicity platforms of major public transport modes, websites and social media frequently used by workers, OSH 2.0 application and conspicuous locations such as external walls of shopping malls and buildings, roadsides and bridges. Moreover, LD encourages reports on unsafe working environment (particularly in the construction industry, including RMAA works) to strengthen preventive and enforcement efforts. LD also collaborates with OSHC to enhance promotion of the OSH messages among industry stakeholders, owners' corporations, and tenants through the platforms of the Home Affairs Department and Property Management Services Authority.

As for education and training, LD will continue to optimise mandatory safety training courses by reviewing the course contents where necessary and making revisions in a timely manner to ensure they better meet the actual needs of trainees. In the light of the common causes of accidents involving above-ground work and truss-out bamboo scaffolds, LD has enriched the relevant contents in the Mandatory Basic Safety Training Course for the construction industry (i.e. the Construction Green Card) and included the major contents of the revised Code of Practice for Bamboo Scaffolding Safety, including the stipulated requirement for workers who perform erection, addition, alteration, and dismantling of truss-out bamboo scaffolds to hold a valid certificate of "Advanced Level Truss-out Scaffolder Safety Training" or "Intermediate Level Truss-out Scaffolder Safety Training" issued by the Construction Industry Council.

LD will continue to organise free training courses and talks on safety of above-ground work and the relevant requirements under the relevant OSH legislations, and deploy staff to participate and serve as speakers in talks organised by different organisations and bodies, 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 awareness and performance.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)030**

**(Question Serial No. 2292)**

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 Government will take forward the use of small unmanned aircraft (drones) to inspect workplaces and investigate accidents for law enforcement purposes. In this connection, would the Government advise this Committee of the following:

- (a) The implementation timetable and scale of application, and whether there is already a pilot scheme;
- (b) The expenditure and manpower deployment already committed by the Government for research and development, testing and application, etc.;
- (c) The estimated expenditure and manpower deployment involved in 2025-26.

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 15)

Reply:

- (a) The Labour Department (LD) has planned to start using small unmanned aircraft (drones) to assist in inspections and law enforcement work on a trial basis in the second half of 2025. Drones will be mainly used for aerial photography and videography and generating three-dimensional photo-realistic models from the images captured to assist in occupational safety and health inspections, accident investigation and evidence collection, etc. At present, LD is procuring drones and related equipment, drawing up work procedures and conducting staff training, etc.
- (b)&(c) LD has deployed internal resources to carry out the above work. As the staff responsible for the work are also required to undertake other duties and their staff cost is absorbed within the recurrent operational expenses of LD, the manpower and relevant expenditure involved cannot be separately identified.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)031**

**(Question Serial No. 2829)**

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 Labour Department launched a series of promotional campaigns on heat stroke prevention with the Occupational Safety and Health Council earlier on. In this connection, would the Government advise this Committee of the following:

- (a) The expenditure involved in the implementation of the “Cooling Products Sponsorship Scheme”; under the scheme,
- (i) the average unit price for the procurement of portable fan, solar-powered floor fan and cooling vest, as well as the respective total procurement quantities;
  - (ii) the number of applications received; and
  - (iii) the number of applications approved for the procurement of relevant subsidised products, with a breakdown by type of applicant organisation (i.e. small and medium enterprises, trade unions, and other organisations);
- (b) The manpower and expenditure involved in setting up and operating the “OSH WhatsApp 24-Hour Hotline for Prevention of Heat Stroke”; and the following information on the enquiries received since the launch of the hotline:
- (i) the total number;
  - (ii) the types of enquiries; and
  - (iii) the average response time?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 1)

Reply:

- (a) According to the records of the Occupational Safety and Health Council, the average unit price for the procurement and quantities under the “Cooling Products Sponsorship Scheme 2024” are tabulated below:

<b>Cooling product</b>	<b>Average unit price for procurement (HK\$)</b>	<b>Procurement quantity (set)</b>
Portable fan	Around \$160	10 000
Solar-powered floor fan	Around \$370	1 000
Cooling vest	\$500	1 000

The scheme received a total of around 850 applications, of which approximately 780 were from small and medium enterprises (SMEs) and the remaining some 70 were from trade unions and other organisations. There were around 820 approved applications, of which around 750 were from SMEs and the remaining some 70 were from trade unions and other organisations.

- (b) As the “OSH WhatsApp 24-Hour Hotline for Prevention of Heat Stroke” is part of the promotional campaign for “Prevention of Heat Stroke at Work in a Hot Environment”, the expenditure and manpower involved cannot be separately identified. Nearly 4 000 enquiries were received since the launch of the hotline in April 2023. Those about the “Cooling Products Sponsorship Scheme” accounted for over 50% of the enquiries, while the rest included enquiries on registration for receiving heat stroke prevention information and information about cooling products. The hotline gives users immediate replies on common enquiries on the prevention of heat stroke at work and the “Cooling Products Sponsorship Scheme” through a round-the-clock chatbot, and other enquiries are generally answered within 24 hours during office hours.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)032**

**(Question Serial No. 2866)**

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 Registry of Trade Unions (RTU), would the Government advise this Committee of the following:

- (a) The staff establishment, strength and relevant salary costs of RTU in each of the past 3 years;
- (b) The staff establishment and strength of RTU responsible for conducting visits to trade unions in each of the past 3 years;
- (c) In the past 10 years, whether the Registrar of Trade Unions (the Registrar) authorised any person to enter premises occupied by trade unions or any branch thereof, or applied for a warrant from the Court for entry into private premises to inspect the account books and the registers of the members of trade unions under section 37 of the Trade Unions Ordinance (Cap. 332) (TUO); if yes, what are the details; and
- (d) The following information on the enforcement of TUO by RTU in each of the past 10 years:
  - (i) the number of suspected cases of breaches of TUO identified;
  - (ii) the number of warnings issued to trade unions;
  - (iii) the number of prosecutions taken out against breaches of TUO; and
  - (iv) the number of cases convicted for breaches of TUO and the relevant penalties?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 4)

Reply:

- (a) The staff establishment, strength and relevant salary costs of RTU of the Labour Department (LD) from 2022-23 to 2024-25 are at Annex 1.

- (b) The Assistant Registrars of RTU are responsible for the work of conducting visits to trade unions. The staff establishment and strength of the Assistant Registrars concerned from 2022-23 to 2024-25 are at Annex 2.
- (c) In the past 10 years, the Registrar all along authorised staff of RTU to enter non-domestic premises occupied by trade unions or branches thereof to inspect the account books and the registers of the members of trade unions where necessary in accordance with section 37(1) of TUO. During the same period, the Registrar did not apply for a warrant from the Court for entry into domestic premises occupied by trade unions or branches thereof.
- (d) The operation of a trade union must comply with TUO and its regulations, other relevant laws of Hong Kong and the registered rules. If a trade union contravenes the relevant laws or rules, RTU will take follow-up action.

In the past 10 years, there were 3 convicted summonses out of the prosecutions taken out by LD against trade unions suspected of breaching the requirement of furnishing an annual statement of account as stipulated under TUO in 2015. The trade unions involved were fined \$1,000, \$800 and \$500 respectively. RTU does not keep the numbers of suspected breaches of TUO and warnings issued to trade unions.

Breakdowns of the staff establishment, strength and relevant salary costs of RTU  
from 2022-23 to 2024-25

Financial year	Staff establishment	Strength	Salary costs (\$million)
2022-23	19	25	13.04
2023-24	19	22	14.85
2024-25 (as at February 2025)	19	21	13.77

Staff establishment and strength of the Assistant Registrars  
responsible for conducting visits to trade unions from 2022-23 to 2024-25

Financial year	Staff establishment	Strength
2022-23	4	5
2023-24	4	5
2024-25 (as at February 2025)	4	4

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)033**

**(Question Serial No. 2889)**

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 protecting workers' safety and health at work, would the Government advise this Committee of the following:

- (a) The following information on the special enforcement operations launched by the Labour Department (LD) in 2024:
- (i) number of inspections;
  - (ii) number of non-compliance cases identified;
  - (iii) number of suspension notices issued;
  - (iv) number of improvement notices issued; and
  - (v) number of prosecutions taken out, with a breakdown by type of work (i.e. new construction works; repair, maintenance, alteration and addition works; catering industry activities; and waste management work, etc.);
- (b) The respective numbers of training courses, talks and seminars on occupational safety and health organised by LD in 2024, as well as the number of participants and expenditure involved; and
- (c) Since the Occupational Safety and Occupational Health Legislation (Miscellaneous Amendments) Ordinance 2023 (the Ordinance) came into effect, how many prosecutions were taken against duty holders involved in fatal industrial accidents by LD under the Ordinance, and what are the penalties imposed on the relevant convicted cases?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 9)

Reply:

- (a) Regarding the special enforcement operations (SEOs) launched by the Labour Department (LD) in 2024, the numbers of inspections on various operations, suspension notices and improvement notices issued, and prosecutions taken out are set out at Annex 1.

- (b) The number of training courses, talks and seminars on occupational safety and health (OSH) organised by LD and the number of participants in 2024 were 2 379 and 137 644 respectively. LD does not keep breakdown by number of training courses, talks and seminars as well as number of participants.

The above-mentioned education and training on OSH is an integral part of LD's ongoing efforts, hence the expenditure involved cannot be separately identified.

- (c) The Occupational Safety and Occupational Health Legislation (Miscellaneous Amendments) Ordinance 2023 (the Ordinance) came into effect on 28 April 2023. As at end-February 2025, LD had taken out 449 prosecutions against 25 fatal industrial accidents under the Ordinance. Among them, 4 cases were convicted after completion of court procedures, details of which are set out at Annex 2.



**Relevant figures on SEOs against various operations launched by LD in 2024**

	<b>No. of inspections</b>	<b>No. of improvement notices</b>	<b>No. of suspension notices</b>	<b>No. of prosecutions</b>
New construction works	2 858	189	12	52
Repair, maintenance, alteration and addition works	3 193	349	12	190
Catering industry	2 168	134	0	120
Waste management works	641	9	0	4
Logistics, cargo and container handling works	1 583	13	0	15
Others <sup>1</sup>	15 582	601	4	286
<b>Total</b>	<b>24 442</b>	<b>1 282</b>	<b>28</b>	<b>652</b>

1. Others refer to SEOs which cannot be grouped under any of the above categories, such as “safety at work during summer and work-at-height safety” and “fire and chemical safety”.

**Conviction records of cases of fatal industrial accident  
after completion of court procedures from 28 April 2023 to end-February 2025**  
(Under the Occupational Safety and Occupational Health Legislation  
(Miscellaneous Amendments) Ordinance 2023)

<b>Serial no.</b>	<b>Date of accident</b>	<b>Location of accident</b>	<b>No. of fatalities</b>	<b>No. of prosecutions</b>	<b>No. of summonses convicted</b>	<b>Penalties on the duty holders concerned (fine)</b>
1.	16 May 2023	To Kwa Wan	1	4	3	A fine of \$30,000 to \$120,000 for each summons, making a total fine of \$210,000
2.	17 May 2023	Tsing Yi	1	6	4	A fine of \$8,000 to \$42,000 for each summons, making a total fine of \$100,000
3.	21 November 2023	Tsim Sha Tsui	1	3	3	A fine of \$2,500 to \$20,000 for each summons, making a total fine of \$25,000
4.	28 December 2023	Yuen Long	1	6	6	A fine of \$5,000 to \$80,000 for each summons, making a total fine of \$215,000

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)034**

**(Question Serial No. 2914)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work, (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the 2 occupational health clinics of the Labour Department, would the Government advise this Committee of the following:

- (a) The staff establishment and strength of each clinic, as well as the respective manpower and operating expenditure involved in each of the past 5 years and this year so far;
- (b) The total number of patients who sought consultations, the numbers of new and follow-up consultation cases, as well as the average waiting time for new case appointment at each clinic in each of the past 5 years and this year so far;
- (c) Regarding the new cases mentioned in (b), breakdowns of new patients in each of the past 5 years and this year so far by
  - (i) gender;
  - (ii) age;
  - (iii) industry sector in which they were engaged;
  - (iv) the type of jobs in which they were engaged; and
  - (v) type of diseases involved (including injuries);
- (d) The number of patients diagnosed with occupational diseases (i.e., the occupational diseases specified in the Employees' Compensation Ordinance (Cap. 282), the Pneumoconiosis and Mesothelioma (Compensation) Ordinance (Cap. 360), and the Occupational Deafness (Compensation) Ordinance (Cap. 469)) by the clinics and the types of occupational diseases involved in each of the past 5 years and this year so far, and the major industry sectors in which these patients were engaged; and
- (e) Will the Government consider reviewing the occupational diseases specified in the Second Schedule to the Employees' Compensation Ordinance (Cap. 282) to include more diseases related to lower limb strains, so as to enhance protection for employees with lower limb strains?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 20)

Reply:

- (a) The staff establishment and expenditure involved in the provision of clinical services from 2020-21 to 2024-25 are at Annex 1. The 2 occupational health clinics of the Labour Department (LD) comprise a team of Occupational Health Officers (OHOs) and Occupational Health Nurses (OHNs) providing medical consultation and medical examinations on a rotational basis. They are also responsible for non-clinical duties, such as investigating notifications of occupational diseases and gas poisoning accidents, providing medical advice on disputed cases of work injury, and organising occupational health talks. As the provision of clinical services is part of the regular work of the above-mentioned OHOs and OHNs, the relevant staff establishment cannot be separately identified.
- (b) The numbers of consultations at LD's occupational health clinics and the average waiting time for new case appointment from 2020 to 2024 are at Annex 2.
- (c) The breakdowns of new patients by gender, age, industry to which they belonged, occupation, and type of diseases involved in the past 5 years are at Annex 3.
- (d) Among the patients who sought consultations at LD's occupational health clinics from 2020 to 2024, there were respectively 9, 9, 21, 11 and 8 confirmed cases of occupational diseases, including tenosynovitis of the hand or forearm and occupational dermatitis. The number of confirmed cases of (i) occupational diseases specified in the Second Schedule to the Employees' Compensation Ordinance (ECO), (ii) occupational deafness, (iii) silicosis, (iv) asbestosis and (v) mesothelioma during the same period, as well as the major industry sectors in which patients with the above-mentioned diseases were engaged are at Annex 4.
- (e) In considering whether a particular disease should be prescribed as a statutory occupational disease, 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 certain 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.

Currently, 6 musculoskeletal diseases (one of which is lower limb disease) caused by certain manual labour, repetitive movements or repetitive use of tools are prescribed as occupational diseases under ECO, since epidemiological evidence indicates that there is a definite causal relationship between these diseases and the industry sectors or occupations which involve the above-mentioned specific factors. As other lower limb musculoskeletal diseases such as knee joint degeneration and plantar fasciitis, etc. involve various factors beyond work-related factors, including age, personal medical history, physical activity, lifestyle and family history, etc., and are common problems among the general public, they do not fall within the definition of occupational diseases.

**Staff establishment and expenditure involved in clinical services  
from 2020-21 to 2024-25**

	2020-21		2021-22		2022-23		2023-24		2024-25	
	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength	Staff establish- ment	Strength
No. of Occupational Health Officers	8	8	8	7	8	7	8	7	8	7
No. of Occupational Health Nurses	9	8	9	9	9	8	9	9	9	9
No. of Clerical Grade staff and support staff	7	5	5	5	5	4	5	5	5	4
Staff expenditure (\$million)	15.44		14.75		13.76		15.12		15.43	
Operating expenditure (\$million)	1.62		2.98		2.98		3.65		2.88 (as at February 2025)	

**Numbers of consultations at LD's Occupational Health Clinics and  
the average waiting time for new case appointments from 2020 to 2024**

	2020		2021		2022		2023		2024	
	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	3 742 (455)	2 weeks	5 947 (1 075)	6 weeks	5 728 (1 168)	2 weeks	8 320 (1 391)	1 week	8 828 (1 209)	1 week
Fanling Occupational Health Clinic	2 585 (275)	Less than 1 week	4 093 (710)	3 weeks	3 449 (546)	2 weeks	4 723 (647)	3 weeks	4 723 (568)	2 weeks
Total	6 327 (730)		10 040 (1 785)		9 177 (1 714)		13 043 (2 038)		13 551 (1 777)	

- Notes: (1) Figures in bracket denote the numbers of consultations provided for new patients.  
(2) From January to February 2025, the average waiting time for new case appointments of the 2 clinics was about 2 weeks.

**Breakdowns of new patients  
by gender, age, industry to which they belonged, occupation and  
type of diseases for each year from 2020 to 2024#**

## (i) By gender

Gender	2020	2021	2022	2023	2024
Female	474	1 141	1 072	1 245	1 104
Male	256	644	642	793	673
Total	730	1 785	1 714	2 038	1 777

## (ii) By age

Age group	2020	2021	2022	2023	2024
20 or below	1	2	3	3	3
Above 20 to 40	157	271	242	308	273
Above 40 to 60	464	1 185	1 115	1 284	1 063
Above 60	108	327	354	443	438
Total	730	1 785	1 714	2 038	1 777

## (iii) By industry

Industry	2020	2021	2022	2023	2024
Public administration, social and personal services	311	699	611	871	775
Wholesale, retail and import/export trades, accommodation and food services	147	367	356	411	364
Financing, insurance, real estate, professional and business services	116	84	301	333	245
Construction	46	128	153	154	148
Transportation, storage, postal, courier services, information and communications	61	317	128	145	127
Manufacturing	31	144	69	78	84
Others	18	46	96	46	34
Total	730	1 785	1 714	2 038	1 777

(iv) By occupation

Occupation	2020	2021	2022	2023	2024
Services and sales workers	218	460	482	595	541
Elementary occupations	156	384	369	437	362
Professionals, technical and associate professionals	100	285	229	272	287
Clerical support workers	135	297	251	340	266
Craft and related trade workers, plant and machinery operators and assemblers	97	279	293	325	266
Others	24	80	90	69	55
Total	730	1 785	1 714	2 038	1 777

(v) By type of diseases (including injuries)

Type of diseases	2020	2021	2022	2023	2024
Musculoskeletal	627	1 558	1 492	1 771	1 563
Injuries	64	153	156	189	140
Neurological	9	21	18	23	19
Auditory	10	6	8	14	18
Skin	4	8	8	2	7
Respiratory	4	8	4	7	6
Visual	4	6	3	10	5
Others	8	25	25	22	19
Total	730	1 785	1 714	2 038	1 777

Note: #Figures for 2025 are not available for the time being.



**Numbers of confirmed cases of occupational diseases specified in the Second Schedule to ECO, occupational deafness, silicosis, asbestosis and mesothelioma and the major industries in which patients with the above-mentioned occupational diseases were engaged from 2020 to 2024#**

Number of confirmed cases of occupational diseases

Occupational disease		2020	2021	2022	2023	2024
(i) Occupational diseases specified in the Second Schedule to ECO	Tenosynovitis of the hand or forearm	17	28	21	14	18
	Tuberculosis	3	11	2	6	3
	Occupational dermatitis	2	1	1	-	1
	Compressed air illness	-	1	1	2	1
	Streptococcus suis infection	-	-	-	2	-
	Occupational asthma	1	-	-	-	-
(ii) Occupational Deafness		78	394	330	238	160
(iii) Silicosis		88	67	79	78	79
(iv) Asbestosis		12	7	3	3	3
(v) Mesothelioma		12	20	21	17	8
Total		213	529	458	360	273

Note: #Figures for 2025 are not available for the time being.

Major industries in which patients with the above-mentioned occupational diseases were engaged

Occupational disease	Industry in which patients were engaged
Tenosynovitis of the hand or forearm	Including public administration, social and personal services, accommodation and food services, manufacturing industry, import/export, wholesale and retail trades, professional and business services, etc.
Tuberculosis	Public administration, social and personal services
Occupational dermatitis	Public administration, social and personal services, accommodation and food services
Compressed air illness	Public administration, social and personal services, construction industry
Streptococcus suis infection	Import/export, wholesale and retail trades, manufacturing industry
Occupational asthma	Transportation, storage, postal and courier services
Occupational deafness	Mainly engaged in construction industry
Silicosis, asbestosis, and mesothelioma	Mainly engaged in construction industry

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)035**

**(Question Serial No. 2915)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work, (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the mental health of employees in workplace, would the Government inform this Committee of the following:

- (a) As it is learnt that under the Employees' Compensation Ordinance (Cap. 282) (ECO), if an employee sustains an injury, including mental impairment, in an accident arising out of and in the course of employment, his/her employer is in general liable to pay compensation under ECO, please provide the number of employees' compensation (EC) claims involving only mental impairment received by the Labour Department (LD) in each of the past 10 years and this year so far, and, among the claims, the number of cases with EC assessment (commonly known as "work injury assessment") arranged; the length of assessed period of absence from work, the percentage of permanent loss of earning capacity and the amount of compensation involved;
- (b) As it is learnt that the occupational health clinics of LD may provide counselling services to patients suspected to be suffering from mental or emotional problems arising from work stress, and refer employees to the Hospital Authority (HA) for follow-up where necessary, please provide the number of attendances for counselling services in each of the past 10 years and this year so far, with breakdowns by patients'
  - (i) industry sector; and
  - (ii) job type, as well as the number of cases in which the patients in need were referred to HA for follow-up;
- (c) As it is learnt that under the general duty provisions of the Occupational Safety and Health Ordinance (Cap. 509), every employer must, so far as reasonably practicable, ensure the safety and health at work of all the employer's employees, including mental health, please provide the number of prosecutions taken out against employers suspected to have failed to ensure employees' mental health in each of the past 10 years and this year so far; please set out in table the details of each convicted case out of the prosecutions taken out, including
  - (i) the date involved;
  - (ii) the industry sector and occupation in which the employee involved was engaged;

- (iii) the details of non-compliance by the employer involved;
  - (iv) the date of judgment; and
  - (v) the penalty imposed; and
- (d) Whether the Government will step up publicity and promotion of mental health in workplace among employers and provide more support services to employees in need, so as to create a mental health-friendly work environment; if yes, what are the details; if not, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 21)

Reply:

- (a) The number of employees' compensation (EC) claims involving only mental impairment, the number of such claims with compensation granted and the amount of compensation involved out of the EC claims received by the Employees' Compensation Division (ECD) of the Labour Department (LD) with EC assessment (commonly known as "work injury assessment") conducted from 2020 to February 2025 are at Annex 1. Some of the claims recently received are pending hearing or judgment by the court, or are being followed up by LD. Among the above EC claims involving only mental impairment, depending on the actual circumstances of individual cases, the assessed periods of absence from work ranged from 0 to 705 days, and the percentage of permanent loss of earning capacity ranged from 0% to 20%.
- (b) The occupational health clinics of LD promote the health of the working population through prevention, diagnosis and treatment of occupational diseases and work-related illnesses. In the past 5 years, the most common illness in new patients who sought consultations at the occupational health clinics was musculoskeletal diseases, while some of them also experienced different degrees of mental distress due to various reasons such as physical symptoms, family or work problems. Occupational health officers will ascertain patients' work and medical conditions (including physical and mental health) in detail to facilitate diagnosis and provision of appropriate treatment, while occupational health nurses will advise the patients on how to manage their conditions by making adjustments to their work and provide them with appropriate health counselling. Where necessary, the clinics will refer the patients to the Hospital Authority (HA) for follow-up and appropriate professional support.

LD does not keep statistics on the provision of health counselling services to patients suspected to be suffering from mental or emotional problems arising from work stress. The number of cases in which patients from the 2 occupational health clinics were referred to HA's psychiatric units for different reasons from 2020 to February 2025 is at Annex 2.

- (c) LD will take out prosecution if there is sufficient evidence that an employer has committed an offence under the general duty provisions of the Occupational Safety and Health Ordinance (Cap. 509). LD does not keep a breakdown by type of occupational safety and health hazards involved in these prosecutions.
- (d) LD has been and will continue to improve employers' and employees' knowledge and ability in preventing and managing mental health issues, promote the creation of a

mental health-friendly working environment and foster mental well-being of employees through various forms of publicity and promotional activities, including organising talks on work stress management, disseminating relevant information publications, and continuing to co-organise activities such as the “Joyful@Healthy Workplace” programme, the “Mental Health Workplace Charter” and the “Occupational Health Award” with the Department of Health and the Occupational Safety and Health Council. Besides, it is mentioned in the Chief Executive’s 2024 Policy Address that an annual promotional theme will be set for the “Mental Health Workplace Charter”, and recognition will be given to participating organisations for achieving targets. Details will be announced in due course.

**Number of claims, number of claims with compensation granted and amount of compensation for EC claims involving only mental impairment out of the EC claims received by ECD of LD with EC assessment conducted from 2020 to February 2025**

Year	No. of claims received with work injury assessment conducted	No. of claims with compensation granted	Amount of compensation (\$'000)
2020	9	6	2,969
2021	23	16	3,899
2022	13	4	433
2023	7	2	275
2024	4	0	0
2025 (From January to February)	0	0	0

**Number of cases in which patients from occupational health clinics were referred to HA's psychiatric units for different reasons from 2020 to February 2025**

Year	No. of cases referred to HA's psychiatric units
2020	6
2021	17
2022	13
2023	12
2024	11
2025 (From January to February)	3

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)036**

**(Question Serial No. 1003)**

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 since this year relaxed the requirements for joining the Greater Bay Area Youth Employment Scheme (the scheme) to include young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person for up to 18 months. Would the Government inform this Committee of the following:

- (a) The number of young people participating in the scheme and the total expenditure on allowance in the past 3 years, and their length of stay in the Mainland for employment, with a tabulated breakdown by month;
- (b) The estimated additional expenditure involved as a result of the relaxation; how many more young people are expected to be attracted to participate in the scheme;
- (c) Whether the Government has compiled statistics on the academic background of the youth participants, including whether they graduated from a local, Mainland or overseas institution; if yes, please list the relevant distributions for the past 3 years;
- (d) Will the Government consider introducing additional eligibility criteria, including requiring that the institutions from which the youth participants graduated are located in Hong Kong and imposing restriction on their length of living in the Mainland prior to participation, so as to focus resources on helping young people who have been living and studying in Hong Kong for a long period of time and intend to go to the Mainland for development, thereby better realising the objectives of enhancing the sense of national identity of Hong Kong young people and facilitating their integration into national development?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 25)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023. In 2023 and 2024, an allowance of

HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme.

In 2023 and 2024, the regularised scheme recorded 718 and 417 employed young people in each year respectively. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the relevant data on the duration of young people being stationed in the Mainland in due course.

- (b) Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme were also relaxed to include young people aged 29 or below with sub-degree or higher qualifications. In 2025, the estimated number of employed young people under the regularised scheme is 700. In 2025-26, the estimated expenditure on allowance under the scheme is HK\$72.92 million, with an increase of HK\$7.32 million over the revised estimated expenditure on allowance for 2024-25.
- (c) A breakdown of the employed young people under the regularised scheme for 2023 and 2024 by location of institutions from which they graduated is at Annex.
- (d) LD will continue to closely monitor the implementation of the regularised scheme and formulate enhancement measures in a timely manner to encourage enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA, so as to foster the exchange of talents in the GBA.



**Breakdown of young people employed under the Greater Bay Area Youth Employment Scheme by location of institutions from which they graduated**

<b>Location of institutions graduated from</b>	<b>Number of employed young people</b>	
	<b>2023</b>	<b>2024</b>
Mainland	389	232
Hong Kong	205	120
Other regions	124	65
<b>Total</b>	<b>718</b>	<b>417</b>

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)037****(Question Serial No. 1020)**Head: (90) Labour DepartmentSubhead (No. & title): ( )Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (May CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

As the Youth Employment and Training Programme (YETP) has already been launched for some time, please advise this Committee of the following:

- (a) Please set out in the table below the relevant data since the launch of YETP:

	Number of youth participants	Actual amount of government subsidies	Number of participating enterprises
2021-2022			
2022-2023			
2023-2024			
2024-2025			

- (b) Does the Government have any plan to extend YETP to more regions? If yes, what are the details; if not, what are the reasons?
- (c) What are the data on those who were offered employment after completion of internship programme?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 12)

Reply:

- (a) The Youth Employment and Training Programme (YETP) provides free and dedicated training and employment support services to young people with an educational attainment at sub-degree level or below. In addition to career development services, trainees may choose to participate in training courses, 1-month workplace attachment training and on-the-job training (OJT) for a period of 6 to 12 months. Since January 2025, the enrolment age of YETP has been relaxed from 15-24 to 15-29. YETP operates on the basis of programme year, running from September each year to August of the following year. In each programme year from 2021/22 to 2024/25 (as at February 2025), there were 3 222, 3 053, 2 839 and 1 572 trainees participating in YETP

respectively. Under YETP, the numbers of cases in which trainees participated in OJT, the amount of OJT allowance granted to employers and the numbers of employers involved from 2021-22 to 2024-25 (as at February 2025) are as follows:

	Number of OJT cases	Amount of OJT allowance granted to employers (\$million)	Number of employers
2021-2022	1 418	51.87	500
2022-2023	1 473	60.72	518
2023-2024	1 354	58.21	449
2024-2025 (As at February 2025)	899	37.05	321

- (b) YETP will launch the Greater Bay Area (GBA) Work Experience Attachment Programme (WEP) in the second quarter of 2025, which will provide young people aged 18 to 29 with 1-month workplace attachment opportunities in the Mainland cities of the GBA. WEP will provide trainees with free accommodation and a training/attachment allowance, enabling them to experience the local work culture and understand the development opportunities in the GBA.
- (c) The Labour Department conducts surveys every year on trainees who have enrolled under YETP and completed the 12-month support services. The survey results for 2021/22 to 2023/24 programme years showed that in each programme year, there were respectively 64.8%, 69.4% and 69.2% of trainees were in employment at the time of the surveys.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)038**

**(Question Serial No. 2473)**

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 will launch the Youth Employment and Training Programme (YETP) in 2025-26. How is the funding mode of YETP formulated? For example, how will the funding be allocated? Will the funding requirements be adjusted having regard to the financial situation or professional requirements of young people?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 28)

Reply:

The Youth Employment and Training Programme (YETP) provides free and dedicated training and employment support services to young people with an educational attainment at sub-degree level or below. YETP enables young people to better understand themselves and their work aptitudes while enriching their job skills and experience so as to enhance their employability. Trainees may choose to participate in training courses, 1-month workplace attachment training and on-the-job training (OJT) for a period of 6 to 12 months. The service providers commissioned under YETP provide trainees with 12-month career development services. Since January 2025, the enrolment age of YETP has been relaxed from 15-24 to 15-29.

YETP, with no pre-set quota, accepts enrolment on a year-round basis and adopts a uniform standard for the disbursement of allowances, regardless of the financial situation or professional requirements of trainees. Trainees who have completed pre-employment training courses organised by YETP or the Employees Retraining Board may receive a training allowance of up to \$333 per day, while trainees who have completed workplace attachment training may receive a workplace attachment training allowance of \$7,300. In addition, employers who engage trainees in full-time or part-time work and offer OJT are entitled to a monthly OJT allowance equivalent to 50% of the monthly salary of the trainee, up to a maximum amount of \$5,000 per month. During the OJT period, the trainee may enrol in relevant off-the-job vocational courses and apply for reimbursement of course and examination fees up to \$4,000.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)039**

**(Question Serial No. 2385)**

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:

Paragraph 194 of the Budget Speech mentioned that the Government has raised the age ceiling for participants of the Youth Employment and Training Programme (YETP) to 29 and increased the limit of allowance for enterprises to \$12,000 per month for up to 18 months. Workplace attachment opportunities in the Greater Bay Area will also be introduced to help young people enhance their employability. In this connection, would the Government advise this Committee of the number of enterprises that were disbursed with allowance under YETP and the total expenditure on such allowance. Besides, how effective is YETP for youth participants? Which types of company do they mainly work for and what are the average monthly salaries?

Asked by: Hon LAM So-wai (LegCo internal reference no.: 14)

Reply:

The Youth Employment and Training Programme (YETP) provides free and dedicated training and employment support services for young people with an educational attainment at sub-degree level or below. Starting from January 2025, the enrolment age of YETP participants has been relaxed from 15-24 to 15-29.

Employers who have engaged trainees in full-time or part-time posts under YETP and provided them with on-the-job training (OJT) for 6 to 12 months will be given an OJT allowance of an amount equivalent to 50% of an employee's monthly salary, up to a maximum of \$5,000 per month per trainee. In 2023-24, \$58.21 million of OJT allowance was disbursed to 449 employers under YETP.

The Labour Department conducts surveys every year on trainees who have enrolled under YETP and completed the 12-month career development services. The survey results of the 2023/24 programme year (September 2023 to August 2024) showed that 69.2% of the trainees were in employment at the time of the survey, and 10.3% of the trainees chose to further their studies.

During the same period, the major industry sectors in which the trainees were engaged were the construction industry, the transport, storage and communications industry, and the community, social and personal services industry. The average monthly salary of the trainees was \$12,930.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)040**

**(Question Serial No. 0334)**

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 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.: 13)

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 employees who are suitable for the Pilot Programme and proactively invite them to participate in the Programme. As at the end of February 2025, a total of 1 177 injured construction employees participated in the Pilot Programme<sup>1</sup>, accounting for about 23% of the work injury cases in the construction industry which are preliminarily identified as suitable for participation.

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<sup>1</sup> LD has widened the industry coverage of the Pilot Programme to include the “catering and hotel industry” and the “transportation and logistics industry” in addition to the original construction industry with the aim of benefiting more injured employees. As at the end of February 2025, there was a total of 626 participants from these two industries.

- (b) LD has conducted a preliminary evaluation on the first two years of operation of the Pilot Programme, 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 Programme. The findings show that the participants had a higher rate of reaching maximum medical improvement (i.e. recovered) upon treatment during the evaluation period and the median time required for recovery was also shorter, which met the objective of the Pilot Programme. Besides, the majority of the participants were satisfied with the case management and rehabilitation treatment services provided under the Pilot Programme.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)041**

**(Question Serial No. 3071)**

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 has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the scheme) since March 2023, encouraging enterprises to employ Hong Kong university graduates and station them to work in the Mainland cities of the GBA. In this connection, would the Government advise this Committee of the following:

- (a) The number of participating enterprises, the types and number of job vacancies provided, as well as the amount of allowance disbursed to enterprises in the past 2 years;
- (b) The number of participants in the scheme, the average salary and average length of employment of the employed young people, the number of those who completed the 18-month on-the-job training, as well as the number of those who continued to be employed by the relevant enterprises after the allowance period in the past 2 years;
- (c) Whether the Government has conducted survey to understand the views of young people after participation in the scheme, including: the reasons for the employed young people not completing the 18-month on-the-job training, and for participants not being further employed by the relevant enterprises after the allowance period; if so, what are the survey results; if not, what are the reasons; and
- (d) Given that the Government has relaxed the academic requirement of the scheme and raised the upper limit of allowance disbursed to enterprises this year, what are the estimated amount of allowance to be disbursed to enterprises and estimated number of young people participating in the scheme this year?

Asked by: Hon LEE Tsz-king, Dominic (LegCo internal reference no.: 38)

Reply:

- (a)&(b) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young

person was disbursed to enterprises for up to 18 months under the scheme. During the same period, the scheme respectively recorded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 employed young people. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. Breakdowns of the number of job vacancies by occupational group and the number of employed young people by salary level are at Annex. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the data on the length of employment of the employed young people who have completed the scheme and those who have continued to be employed by the enterprises in due course.

- (c) LD has commissioned a consultant to conduct a 3-year “longitudinal study” on the scheme. The study conducts follow-up surveys on 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 study commenced in March 2024. The consultant will submit an interim report of the study to LD in the second quarter of 2025. LD will review in detail the effectiveness of the scheme upon completion of the “longitudinal study”.
- (d) Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person’s monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications. In 2025, the estimated number of employed young people under the regularised scheme is 700. In 2025-26, the estimated expenditure on the allowance to be disbursed to enterprises under the scheme is HK\$72.92 million, which will cover disbursement of allowance to subsidy applications from enterprises employing young people during 2023 to 2025.

**Breakdowns of the number of job vacancies by occupational group and  
the number of employed young people by salary level  
under the Greater Bay Area Youth Employment Scheme**

(i) Breakdown of the number of job vacancies by occupational group

Occupational group	Number of job vacancies	
	2023	2024
Managers and administrators	639	514
Professionals	818	669
Associate professionals	748	698
Clerical support workers	314	257
Skilled agricultural and fishery workers	7	1
Others	14	47
<b>Total</b>	<b>2 540</b>	<b>2 186</b>

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

Salary level	Number of employed young people	
	2023	2024
\$18,000 - \$21,000	685	384
\$21,001 - \$24,000	18	22
\$24,001 - \$27,000	13	8
\$27,001 - \$30,000	1	2
\$30,001 or above	1	1
<b>Total</b>	<b>718</b>	<b>417</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)042**

**(Question Serial No. 2099)**

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 assist in labour importation for specific industry sectors in Hong Kong, labour service enterprises or their affiliated companies operate local licensed employment agencies (EAs) to arrange Mainland workers to work in Hong Kong. However, some agencies have previously been accused of overcharging intermediary fees under various pretexts. In this connection, would the Government advise this Committee of the following:

- (a) How many labour importation applications for various industry sectors has the Labour Department (LD) received from licensed EAs arranging Mainland workers to work in Hong Kong since the implementation of the scheme? How many of these applications were approved or rejected? (please provide a breakdown by industry sectors)
- (b) How many complaints against licensed EAs arranging Mainland workers to work in Hong Kong has LD received since the implementation of the scheme? How many of these cases involved suspected overcharging?
- (c) Did LD conduct investigations into the above cases? How many of these cases were substantiated through investigations, and what follow-up actions were taken? Has any agency been issued a warning, or has any agency's licence been revoked?

Asked by: Hon LEUNG Hei, Edward (LegCo internal reference no.: 31)

Reply:

- (a) Applicants for the Enhanced Supplementary Labour Scheme (ESLS) must be employers who carrying on business in Hong Kong. Employers may authorise representatives (such as licensed employment agencies in Hong Kong (EAs)) to handle their applications for labour importation. The Labour Department (LD) does not maintain records of the number of applications for labour importation submitted by EAs on behalf of employers.
- (b) ESLS has started accepting applications from 4 September 2023 onwards. As at February 2025, LD had received a total of 13 complaint cases against EAs related to

arranging Mainland workers to work in Hong Kong. Of these, 11 cases involved allegations about EAs having charged job seekers fees exceeding the permissible limit under Part XII of the Employment Ordinance (EO) and the Employment Agency Regulations.

- (c) LD has conducted inspections to the EAs involved in the 13 aforementioned complaint cases, made enquiries with the responsible persons, issued warnings and urged for rectification of the irregularities detected during the inspections. LD has also conducted detailed investigations into the complaints and reviewed the information obtained from inspections to examine whether the EAs have breached Part XII of EO or the Code of Practice for Employment Agencies (CoP) by charging job seekers fees exceeding the legal limit. If there is sufficient evidence to prove that an EA has breached the law or the CoP, LD will take out prosecution, or revoke, refuse to issue or renew its licence.

As at February 2025, LD had issued a total of 7 warnings to the aforementioned EAs. So far, no EA involved in arranging Mainland workers to work in Hong Kong has been prosecuted or has its licence revoked for breaching the law.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)043**

**(Question Serial No. 1435)**

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 relaxation of the eligibility requirements for joining the Greater Bay Area Youth Employment Scheme (the scheme) to include young people aged 29 or below, would the Government advise this Committee of the following:

- (a) The number of applicants and the total number of applications approved under the scheme in the past 2 years;
- (b) The total number of enterprises participating in the scheme; the total number of job vacancies offered;
- (c) The distribution of industry sectors in which applicants were undertaking internship; the length of the internships;
- (d) The total number of young people who were offered employment or conditional offers by the companies in which they had been employed upon completion of the internships; what is the overall percentage?

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 31)

Reply:

- (a)&(b) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, the regularised scheme respectively recorded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 employed young people. The scheme allows enterprises to recruit eligible young people directly through various channels. Hence, the Government does not have information on the number of young people who have applied for the vacancies under the scheme.

- (c) Participating enterprises providing on-the-job training for young people may be disbursed with an allowance for up to 18 months by the Government. A breakdown of the number of employed young people under the scheme in 2023 and 2024 by industry is at Annex.
  
- (d) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) continued to be employed by the enterprises. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department will compile the relevant data in due course.

**Breakdown of the number of employed young people employed  
under the Greater Bay Area Youth Employment Scheme by industry**

<b>Industry</b>	<b>Number of employed young people</b>	
	<b>2023</b>	<b>2024</b>
Business services	275	112
Finance	184	87
Educational services	39	36
Import and export trades	28	20
Real estates	19	17
Communication	19	5
Other manufacturing industry	18	16
Manufacture of electronic parts	13	20
Others	123	104
<b>Total</b>	<b>718</b>	<b>417</b>

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)044**

**(Question Serial No. 2660)**

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 Programme mentioned that to support young people to grasp the opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) development in the long run, the pilot GBA Youth Employment Scheme (the pilot scheme) launched by the Government in 2021 has been regularised in 2023. In this connection, please advise this Committee of the following:

- (a) The number of applicants, with breakdown by the types of academic qualifications obtained in Hong Kong or elsewhere, the statistics on the number of those securing employment, as well as job vacancies, participating enterprises, etc. under the relevant scheme in each year since the launch of the pilot scheme;
- (b) The specific operation and details of the Arrangements for Mainland Youth to Work in Hong Kong to be launched under the enhanced scheme; when will the reciprocal arrangement be introduced; and
- (c) The specific effectiveness of the support services provided to the youth participants of the scheme, the number and details of the support services and activities provided in the past year; what will be the relevant expenditure in the coming year?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 16)

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 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024. The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 417, 278 and 249 enterprises offering 3 494, 2 540 and 2 186 job vacancies, as well as 1 091, 718 and 417 employed young people. The scheme allows enterprises to recruit eligible young

people directly through various channels. Hence, the Government does not have information on the number of young people who have applied for the vacancies under the scheme. A breakdown of the number of employed young people by educational attainment is at Annex.

- (b) The Government has implemented the GBA Youth Employment Scheme - Arrangements for Mainland Youth to Work in Hong Kong in January 2025. Enterprises which have participated in the scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements, so as to foster talent exchange in the GBA. Enterprises are required to apply to the Immigration Department (ImmD) for entry permits for the Mainland young people under the Admission Scheme for Mainland Talents and Professionals. When submitting the entry permit applications, the Mainland young people concerned must be Chinese residents of the Mainland aged 29 or below with a bachelor's degree or above, and are directly employed by the enterprises with a monthly salary of not less than HK\$18,000. ImmD will provide facilitation measures and assess the eligibility of each case.
- (c) LD has commissioned the HKFTU Greater Bay Area Social Services and the Hong Kong United Youth Association as service providers to provide support for the participating young people in the Mainland. In 2024, the service providers handled 1 415 enquiries and requests for assistance through the telephone hotline and dedicated WeChat groups, as well as organised 16 talks, 6 group activities, 68 team activities, and 3 study exchanges to facilitate young people to adapt to the new environments and establish their social networks. The feedback on the support services from the participating young people was very favourable. The estimated expenditure payable to the service providers commissioned by LD in 2025-26 is HK\$3.57 million.

**Breakdown of the number of employed young people  
under the Greater Bay Area Youth Employment Scheme by educational attainment**

<b>Educational attainment</b>	<b>Number of employed young people</b>		
	<b>Pilot scheme</b>	<b>2023</b>	<b>2024</b>
Bachelor's Degree	883	547	306
Master's Degree	205	170	110
Doctorate or above	2	1	1
Others	1	0	0
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)045**

**(Question Serial No. 1936)**

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 implemented the Employment Programme for the Elderly and Middle-aged to encourage employers to engage persons aged 40 or above and provide them with on-the-job training; a three-year Re-employment Allowance Pilot Scheme was launched on 15 July last year. Would the Government advise of the following:

- (a) What are the enrolment situations of the participants in the above two programmes so far? Please set out the information by age group.
- (b) The employment situation of the participants in the above two programmes; please set out the information by age group.

Asked by: Hon LI Sai-wing, Stanley (LegCo internal reference no.: 22)

Reply:

- (a)&(b) The Labour Department (LD) launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. During the implementation of the REA Scheme, each participant who has worked for 12 consecutive months can receive re-employment allowance of up to \$20,000. As at February 2025, the REA Scheme had recorded 35 203 participants and 13 670 placements. A breakdown of the numbers of participants and placements by age is at Annex 1.

The Employment Programme for the Elderly and Middle-aged (EPEM) encourages employers to engage job seekers aged 40 or above and provide on-the-job training (OJT), while LD grants an OJT allowance to eligible employers. Participating employers are required to register job vacancies at LD and complete the registration procedures under EPEM after the employees have filled the registered vacancies. In 2024 and 2025 (as at February), EPEM recorded 4 443 and 642 placements respectively. A breakdown by age of employees is at Annex 2.

**Breakdown of the numbers of participants and placements  
under the REA Scheme by age  
from July 2024 to February 2025**

	<b>Age</b>	<b>2024 (July to December)</b>	<b>2025 (as at February)</b>
<b>No. of participants</b>	40-59	22 874	4 141
	60 or above	6 988	1 200
	<b>Total</b>	<b>29 862</b>	<b>5 341</b>
<b>No. of placements</b>	40-59	7 224	3 193
	60 or above	2 264	989
	<b>Total</b>	<b>9 488</b>	<b>4 182</b>

**Breakdown of the number of placements eligible for joining EPEM  
in 2024 to 2025 by age of employees**

Age	No. of eligible placements	
	2024	2025 (as at February)
40-59	2 911	429
60 or above	1 532	213
<b>Total</b>	<b>4 443</b>	<b>642</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)046**

**(Question Serial No. 0052)**

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 Matters Requiring Special Attention in 2025-26 that the Labour Department (LD) will implement enhancement measures including those for the Greater Bay Area Youth Employment Scheme (the scheme). In this connection, please advise this Committee of the following:

- (a) The number of participants and the amount of allowance disbursed to enterprises participating in the scheme in 2023 and 2024;
- (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) LD has since this year relaxed the requirements of joining the scheme to young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month. In this connection, has LD evaluated the stimulating effect of the above-mentioned measures on the scheme and will relevant key performance indicators be formulated?

Asked by: Hon LO Wai-kwok (LegCo internal reference no.: 18)

Reply:

- (a) The Government has regularised the Greater Bay Area Youth (GBA) Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme. During the same period, 718 and 417 employed young people were recorded under the scheme in each year respectively. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises.

- (b) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) young people continued to be employed by the enterprises. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department will compile the relevant data in due course.
- (c) Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications. The Government expects that the above-mentioned enhancement measures will be conducive to attracting more enterprises to offer job vacancies and more young people to join the scheme. As job vacancies and employment situation of young people are affected by factors such as the economy and labour market, it is not appropriate to formulate "key performance indicators" for the scheme.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)047**

**(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:

The provision for 2025-26 under this Programme is \$1,027.9 million, which is considerably higher than the revised estimate for 2024-25 by 26.6%. According to the Controlling Officer's explanation, the change is mainly due to increased expenditure on the Re-employment Allowance Pilot Scheme (REA Scheme) and other employment programmes. In this connection, will the Government inform this Committee of the reason for the increased expenditure on the REA Scheme and the relevant provisions involved?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 34)

Reply:

The Labour Department launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant having worked for 12 consecutive months can receive a maximum re-employment allowance (REA) of up to \$20,000. The REA Scheme has been well received. As at February 2025, 35 203 participants and 13 670 placements were recorded, far exceeding the original estimate of about 6 000 placements in 3 years. In 2025-26, the provision for the REA Scheme has increased to about \$186 million as compared with the revised estimate of \$23 million in 2024-25, so as to ensure that REA will be disbursed to all eligible participants.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)048**

**(Question Serial No. 1115)**

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 provision for 2025-26 under this Programme is \$1,264.9 million, which is considerably higher than the revised provision for 2024-25 by 55.1%. According to the Controlling Officer's explanation, the change is mainly due to additional provision required for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement, as well as increased operating expenses, salaries and personnel expenses. There will be a net increase of 23 posts in 2025-26. In this connection, will the Government advise this Committee on the following:

- (a) the manpower and resources allocated for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement; and
- (b) the rank and responsibilities of the 23 posts to be added and the provision for 2025-26 involved?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 35)

Reply:

- (a) In 2025-26, the estimated expenditure for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement (SSA) is about \$376 million. SSA is mainly taken forward by the Employment Benefits Support Division (EBSD) of the Labour Department (LD). As the staff of EBSD are also responsible for other duties, the staff establishment and expenditure involved in SSA cannot be separately identified.
- (b) In 2024, LD moved the posts responsible for implementing the abolition of MPF offsetting arrangement and related duties from Programme (1) to Programme (4), and at the same time some posts under Programme (4) were deleted after re-prioritisation of work. As a result, there is a net increase of 23 posts under Programme (4) in 2025-26. The above-mentioned movement of posts does not involve any additional expenditure.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)049**

**(Question Serial No. 2247)**

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 applications under the Enhanced Supplementary Labour Scheme (ESLS). Would the Government advise this Committee of the following:

- (a) Please tabulate the numbers of applications received and approved by LD under ESLS in the past year, with breakdowns by industry, job type, age and average monthly wage;
- (b) Please set out the expenditure and staff establishment involved of LD on following up on ESLS in the past year;
- (c) Information shows that from 4 September 2023 to 31 January 2025, among the number of quotas of imported workers approved under ESLS, 8 159 were for waiter/waitress, 5 443 were for junior cook, 2 398 were for dish washer, and 4 790 were for cook. The catering industry had been granted nearly 21 000 quotas of imported workers while there was a rising trend in the unemployment rate in the local catering industry in the past year. In this connection, will the Government set threshold indicators for the unemployment rates of local job types and suspend labour importation when the threshold levels are exceeded so as to safeguard the employment priority for local workers; and
- (d) In view of the exploitation of imported workers which has affected the local employment market, what specific proposal does the Government have to enhance and review ESLS?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 8)

Reply:

- (a) The Enhanced Supplementary Labour Scheme (ESLS) received 7 266 applications seeking to import 59 300 workers in 2024. During the period, 5 739 applications involving 42 025 imported workers were approved. Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly

wage are at Annex 1 to Annex 3. The Labour Department (LD) does not keep a statistical breakdown of imported workers by age.

- (b) ESLS is mainly administered by the Supplementary Labour Division (SLD) of LD. In 2024-25, the staff establishment of SLD comprises 41 Labour Officer Grade posts, 14 Clerical Grade posts and 1 Workman II post (excluding staff temporarily deployed by LD). SLD also employs non-civil service contract staff and post-retirement service contract staff to assist in implementing ESLS. The revised estimated expenditure for SLD in 2024-25 is \$80.71 million (including staff cost).
- (c)&(d) To safeguard the employment priority for local workers, applicant employers of ESLS must undertake local open recruitment and give priority to employing qualified local workers to fill the vacancies at a salary not lower than the median monthly wage of a comparable position in the market. In tandem, employers approved to import workers are required to sign a Standard Employment Contract with the imported workers and shall pay them a salary not lower than the median monthly wage of a comparable position.

LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.

**Numbers of imported workers applied for and approved  
under ESLS in 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	1 683	1 381
2. Manufacturing	6 036	4 089
3. Construction <sup>+</sup>	5	274
4. Import/Export Trades and Wholesale	1 952	1 413
(i) <i>Import/Export Trades</i>	(904)	(474)
(ii) <i>Wholesale</i>	(1 048)	(939)
5. Retail, Accommodation and Food Services	28 832	25 247
(i) <i>Retail</i>	(3 834)	(3 107)
(ii) <i>Accommodation Services</i>	(816)	(1 489)
(iii) <i>Food and Beverage Services</i>	(24 182)	(20 651)
6. Transportation, Storage, Information and Communications	2 374	1 434
7. Financing, Insurance, Real Estate, Professional and Business Services	4 742	1 986
8. Public Administration, Social and Personal Services	13 676	6 201
<b>Total</b>	<b>59 300</b>	<b>42 025</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> Including applications submitted under the Supplementary Labour Scheme (SLS) prior to the launch of the Labour Importation Scheme for the Construction Sector.

**Numbers of imported workers applied for and approved  
under ESLS in 2024:  
a breakdown by job title**

<b>Job title</b>	<b>No. of imported workers applied for*</b>	<b>No. of imported workers approved*</b>
1. Waiter/Waitress <sup>#</sup>	7 762	7 682
2. Junior Cook <sup>#</sup>	7 252	5 089
3. Security Guard <sup>^</sup>	5 631	1 945
4. Cleaner <sup>^</sup>	5 272	1 749
5. Cook	4 291	4 293
6. Sales Assistant <sup>#</sup>	3 313	2 912
7. Dish Washer <sup>^</sup>	3 067	2 209
8. Warehouse Keeper <sup>#</sup>	2 829	1 725
9. Bartender/Soda Fountain Captain	1 404	612
10. Others	18 479	13 809
<b>Total</b>	<b>59 300</b>	<b>42 025</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 or low-skilled posts generally excluded from labour importation under SLS.

**Numbers of imported workers applied for and approved  
under ESLS in 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	37	5
3. Above \$10,000-\$12,000	5 716	2 460
4. Above \$12,000-\$14,000	7 686	4 634
5. Above \$14,000-\$16,000	26 614	19 557
6. Above \$16,000-\$18,000	8 956	7 041
7. Above \$18,000-\$20,000	6 080	4 955
8. Above \$20,000	4 211	3 373
<b>Total</b>	<b>59 300</b>	<b>42 025</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.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)050**

**(Question Serial No. 2248)**

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 enforcement action against wage offences, would the Government provide the following information:

- (a) Please set out the number of inspections and the average duration of inspection conducted by the Government in the past 3 years with a breakdown by industry;
- (b) On combating various wage offences, please set out the number of reported cases received and the number of prosecutions taken out by the Government in the past 3 years with breakdowns by industry and type of offence;
- (c) Please set out the amount involved in various wage offences prosecuted by the Government in the past 3 years with breakdowns by industry and type of offence; and
- (d) The expenditure and staff establishment of the Government on combating wage offences in the past 3 years.

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 9)

Reply:

- (a) The Labour Department (LD) conducts proactive workplace inspections in various sectors to check employers' compliance with the requirements of relevant labour laws, such as paying wages on time and paying employees no less than the Statutory Minimum Wage rate. The numbers of workplace inspections conducted by Labour Inspectors of LD in each year from 2022 to 2024 with a breakdown by industry is at Annex 1. LD does not keep statistics on the duration of inspection.
- (b) The numbers of reported cases involving wage defaults received by LD in each year from 2022 to 2024 with a breakdown by industry is at Annex 2.



The numbers of summonses heard and the number of summonses convicted in respect of wage offences handled by LD in each year from 2022 to 2024 with a breakdown by industry is at Annex 3.

- (c) The amount of wages in arrears is specified on each summons involving wage offences to facilitate the court's understanding of the wage default situation. As far as prosecution work is concerned, LD does not keep information on the amount of wages in arrears involved in such cases.
- (d) As officers responsible for investigation and prosecution work have to enforce various labour laws at the same time, the expenditure and manpower involved in combating wage offences cannot be separately identified.

**Numbers of workplace inspections conducted by Labour Inspectors of LD  
from 2022 to 2024 with a breakdown by industry**

<b>Industry</b>	<b>Numbers of inspections</b>		
	<b>2022</b>	<b>2023</b>	<b>2024</b>
Wholesale, retail, import/export trades, restaurants and hotels	63 397	67 067	67 661
Financing, insurance, real estate and business services	30 823	34 156	35 971
Community, social and personal services	20 666	25 250	24 961
Transport, storage and communications	8 021	8 542	8 867
Manufacturing	5 578	5 776	6 482
Construction	5 199	6 504	6 120
Others	3 118	2 877	2 609
<b>Total</b>	<b>136 802</b>	<b>150 172</b>	<b>152 671</b>

**Numbers of reported cases involving wage defaults received by LD  
from 2022 to 2024 with a breakdown by industry**

<b>Industry</b>	<b>Numbers of reported cases involving wage defaults received</b>		
	<b>2022</b>	<b>2023</b>	<b>2024</b>
Wholesale, retail, import/export trades, restaurants and hotels	168	186	160
Financing, insurance, real estate and business services	81	101	100
Community, social and personal services	129	132	120
Transport, storage and communications	54	59	44
Manufacturing	16	17	18
Construction	103	129	147
Others	51	80	69
<b>Total</b>	<b>602</b>	<b>704</b>	<b>658</b>

**Numbers of summonses heard and summonses convicted  
in respect of wage offences handled by LD  
from 2022 to 2024 with a breakdown by industry**

Industry	Numbers of summonses heard			Numbers of summonses convicted		
	2022	2023	2024	2022	2023	2024
Wholesale, retail, import/export trades, restaurants and hotels	193	436	453	168	332	310
Financing, insurance, real estate and business services	139	222	259	106	152	196
Community, social and personal services	42	110	283	27	61	189
Transport, storage and communications	23	114	175	21	105	121
Manufacturing	76	12	13	22	12	13
Construction	133	203	153	110	142	137
Others	0	15	30	0	15	30
<b>Total</b>	<b>606</b>	<b>1 112</b>	<b>1 366</b>	<b>454</b>	<b>819</b>	<b>996</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)051**

**(Question Serial No. 2249)**

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:

On combating illegal employment, would the Government provide the following information:

- (a) The number and average duration of inspections conducted by the Government in combating illegal employment in 2024-25;
- (b) The expenditure and staff establishment in combating illegal employment by the Government in 2024-25;
- (c) Please set out the number of reported cases of illegal employment received and the number of targeted combating operations conducted by the Government in 2024-25 with a breakdown by industry sector; and
- (d) The number of publicity activities launched by the Government in combating illegal employment, number of participants, and expenditure and staff establishment involved in 2024-25?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 10)

Reply:

- (a) To deter employers from employing illegal workers, Labour Inspectors (LIs) of the Labour Department (LD) conduct workplace inspections to check the identity documents of employees and the employee records kept by employers. In 2024-25 (as at February), LIs inspected a total of 135 576 workplaces. LD does not keep statistics on the duration of inspections.
- (b) LIs are responsible for the enforcement of various labour laws. As assisting in combating illegal employment is part of their duties, the expenditure and manpower involved in carrying out this duty cannot be separately identified.
- (c) A breakdown of the number of reported cases involving illegal employment received by LD in 2024-25 (as at February) by industry is at Annex. LD has referred all suspected

cases of illegal employment to the Immigration Department (ImmD) and the Hong Kong Police Force (HKPF) for follow-up action.

LD mounts intelligence-based joint operations with ImmD and HKPF to raid establishments suspected to have been involved in illegal employment. In 2024-25 (as at February), LD conducted 36 targeted joint operations with ImmD and HKPF involving industries such as retail, catering and personal services.

- (d) In 2024-25, LD launched publicity activities through various channels, including placing advertisements on public transport network and newspapers, disseminating publicity messages on LD website, etc., with a view to encouraging the public to report suspected cases of employers employing illegal workers. As the publicity activities concerned also involve publicising other enforcement work of LD, the expenditure and manpower involved cannot be separately identified.

**Breakdown of the number of reported cases involving illegal employment  
received by LD in 2024-25 (as at February) by industry**

<b>Industry</b>	<b>Number of reports received involving illegal employment</b>
Wholesale, retail and import/export trades, restaurants and hotels	86
Financing, insurance, real estate and business services	26
Community, social and personal services	14
Transport, storage and communications	8
Manufacturing	4
Construction	38
<b>Total</b>	<b>176</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)052**

**(Question Serial No. 2250)**

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:

On investigating complaints relating to the employment of imported workers, would the Government provide the following information:

- (a) The number of complaint cases from imported workers followed up by the Government and the number of workers involved in the past 3 years with a breakdown by industry;
- (b) The major types of complaints lodged by imported workers about employees' rights and benefits in the past 3 years, with a breakdown of the numbers of cases and workers involved by type of complaints;
- (c) The number of inspections to the workplace of imported workers conducted by Labour Inspectors, the average duration of inspection, as well as the number of complaints received during inspection in the past 3 years with a breakdown by industry;
- (d) The average length of time taken by the Government for investigating complaints from imported workers, the expenditure and manpower involved in the past 3 years; and
- (e) As shown by the relevant indicators, the actual numbers of applications processed under the Supplementary Labour Scheme/Enhanced Supplementary Labour Scheme in 2023 and 2024 were 1 284 and 6 899 respectively, while the actual numbers of cases related to imported workers under the Scheme investigated by the Government in 2023 and 2024 were only 119 and 107 respectively; what are the reasons for the significant disproportionality in the two figures; has the Government evaluated if the data from these investigations can reflect the actual situation?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 11)

Reply:

- (a)&(b) The Labour Department (LD) respectively received 26, 72 and 151 complaint cases involving the rights and benefits of imported workers from 2022 to 2024. A breakdown of the above figures by industry is at Annex 1.



The above complaint cases received by LD concerning employees' rights and benefits of imported workers mainly involved wage issues (including wage rebate, late payment or underpayment of wage, etc.) and work arrangements. As most of the complaint cases involved more than one type of complaint issue and the number of workers involved was not specified, the relevant figures cannot be provided.

- (c)&(d) In each year from 2022 to 2024, Labour Inspectors of LD respectively carried out 4 811, 5 695 and 5 417 inspections on workplaces of imported workers and the accommodation in Hong Kong for imported workers provided by employers. A breakdown of the above figures by industry is at Annex 2. Should suspected deprivation of imported workers' rights and benefits be detected, Labour Inspectors will promptly conduct follow-up investigation. LD does not keep the number of complaint cases received during inspection.

Inspections related to imported workers are mainly conducted by 7 Senior Labour Inspectors and 25 Labour Inspector Is. As they have to perform other duties at the same time, the manpower and expenditure involved cannot be separately identified. LD does not keep statistics on the durations of inspections.

- (e) The Government attaches great importance to safeguarding the employment rights of imported workers, and has all along been adopting multi-pronged strategies including the Standard Employment Contract, inspection, enforcement, administrative sanction as well as education and promotion to safeguard the rights and benefits of imported workers. LD conducts investigation and follows up on all suspected cases of non-compliance.

Employers approved to import workers under the Supplementary Labour Scheme/Enhanced Supplementary Labour Scheme are required to engage each prospective imported worker under a Standard Employment Contract, and submit visa/entry permit applications to the Immigration Department. The time of imported workers arriving in Hong Kong depends on the progress of employers' handling of relevant procedures. The numbers of imported workers arrived in Hong Kong in 2023 and 2024 only reflected some of the applications approved during the same year. LD continues to enhance measures to protect imported workers, including the launch of the "Imported Workers Support Scheme" in January 2025 to assist imported workers suspected of being exploited to lodge employment claims and to provide relevant support to them.

**Numbers of complaint cases involving imported workers  
received by LD from 2022 to 2024 with a breakdown by industry**

<b>Industry</b>	<b>No. of complaint cases</b>		
	2022	2023	2024
Community, social and personal services	19	59	66
Wholesale, Retail, Import and Export Trades, Catering and Hotels	0	3	55
Construction	0	1	12
Manufacturing	3	3	9
Agriculture and Fisheries	4	6	1
Transportation, Storage, and Communications	0	0	8
Financing, Insurance, Real Estate, and Business Services	0	0	0
<b>Total</b>	<b>26</b>	<b>72</b>	<b>151</b>

**Numbers of inspections conducted by LD involving imported workers  
from 2022 to 2024 with a breakdown by industry**

<b>Industry</b>	<b>No. of inspections</b>		
	2022	2023	2024
Community, social and personal services	2 335	3 054	2 587
Wholesale, Retail, Import and Export Trades, Catering and Hotels	920	924	1 060
Construction	248	188	311
Manufacturing	48	307	294
Agriculture and Fisheries	930	897	739
Transportation, Storage, and Communications	14	17	100
Financing, Insurance, Real Estate, and Business Services	316	308	326
<b>Total</b>	<b>4 811</b>	<b>5 695</b>	<b>5 417</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)053**

**(Question Serial No. 1009)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational Expenses  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

Paragraph 161 of the Budget Speech indicated that the Labour Department has since this year relaxed the requirements of joining the Greater Bay Area (GBA) Youth Employment Scheme (the scheme) to young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person for up to 18 months. In this connection, would the Government advise this Committee of the following:

- (a) With the eligibility requirements relaxed to young people aged 29 or below with sub-degree or higher qualifications, what is the estimated number of additional eligible young people?
- (b) Given that the limit of allowance for enterprises has been raised to \$12,000 per month per person for up to 18 months, what is the specific estimated expenditure involved in the adjustment? What is the estimated increase in financial expenditure after the adjustment?
- (c) How will the Government assess the actual effectiveness of the scheme in promoting youth employment in the GBA? Has the Government formulated quantitative indicators for assessment, such as the employment growth ratio, young people's level of satisfaction with career development, etc.?
- (d) Apart from funding support, what other services and resources will the Government provide to assist in matching enterprises with eligible young people? Will the allocation of these services and resources involve additional financial expenditure; if yes, what is the specific estimated expenditure?

Asked by: Hon MA Fung-kwok (LegCo internal reference no.: 29)

Reply:

- (a)&(b) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ

Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the regularised scheme. Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme were also relaxed to include young people aged 29 or below with sub-degree or higher qualifications.

In 2025, the estimated number of employed young people under the regularised scheme is 700. In 2025-26, the estimated expenditure on the allowance under the regularised scheme is HK\$72.92 million, with an increase of HK\$7.32 million over the revised estimated expenditure on allowance for 2024-25.

- (c) The Labour Department (LD) has commissioned a consultant to conduct a 3-year "longitudinal study" on the scheme. The study conducts follow-up surveys on 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 study commenced in March 2024. The consultant will submit an interim report of the study to LD in the second quarter of 2025. LD will review in detail the effectiveness of the scheme upon completion of the "longitudinal study".
- (d) LD has been carrying out extensive publicity to appeal to enterprises for providing job vacancies and to attract young people to participate in the scheme. LD uploads the job vacancies offered by enterprises to the dedicated webpage of the scheme to facilitate young people's applications to enterprises for jobs. In addition, LD facilitates job matching through organising large-scale job fairs and briefings, and participating in recruitment activities, talks, etc. organised by employers' associations, business associations and tertiary institutions. The estimated expenditure on the promotion and operation of the scheme for 2025-26 is HK\$6.86 million. The required resources will be absorbed by LD.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)054**

**(Question Serial No. 2130)**

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 learnt that the occupational health clinics of the Labour Department provide services such as diagnosis, treatment and health counselling for in-service personnel suspected of suffering from work-related illnesses. Regarding mental health services of the occupational health clinics, would the Government provide the following information:

- (a) Please set out the staff establishment of mental health professionals (including psychiatrists, nurses, social workers, counsellors, etc.) in the 2 occupational health clinics in the past 3 years;
- (b) The expenditure incurred by the 2 occupational health clinics for providing mental health counselling services in the past 3 years;
- (c) How many cases of requests for assistance from in-service personnel related to mental health did the 2 occupational health clinics receive in the past 3 years?
- (d) Given the significant growth of public demand for mental health services in recent years, will the Government allocate additional resources for mental health services to the 2 occupational health clinics in 2025-26? If so, what are the relevant estimated expenditure and staff establishment? If not, what are the reasons?

Asked by: Hon NG Chau-pei, Stanley (LegCo internal reference no.: 8)

Reply:

- (a) The occupational health clinics of the Labour Department (LD) promote the health of the working population through prevention, diagnosis and treatment of occupational diseases and work-related illnesses. In each of the past 3 years, there were about 1 700 to 2 000 new patients who sought consultations at the occupational health clinics. The most common illness in those patients is musculoskeletal diseases, while some of them also experienced different degrees of mental distress due to various reasons such as physical symptoms, family or work problems. Occupational health officers will ascertain patients' work and

medical conditions (including physical and mental health) in detail to facilitate diagnosis and provision of appropriate treatment, while occupational health nurses will advise the patients on how to manage their conditions by making adjustments to their work and provide them with appropriate health counselling. The establishment of the occupational health clinics does not include professionals specialised in providing mental health services. Where necessary, the clinics will refer patients to the Hospital Authority for follow-up and appropriate professional support.

- (b)&(c) As treatments for occupational diseases and work-related illnesses often involve managing patients' mental distress, the relevant expenditure incurred for mental health counselling services cannot be separately identified. LD does not keep statistics on the number of mental health-related consultation cases.
- (d) LD does not have any plan to allocate additional resources to the 2 occupational health clinics for mental health services in 2025-26. LD will continue to monitor the utilisation situation of the occupational health clinics and make appropriate adjustments where necessary.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)055**

**(Question Serial No. 2131)**

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 the motion on “Protecting the mental health of employees” tabled on 19 February 2025, the Government responded that “there is already a mechanism in place under the Employees’ Compensation Ordinance for handling cases of mental impairment of employees caused by work-related accidents. Compensation was granted to some work injury cases involving mental impairment in the past”. Would the Government provide the following information on the situation:

- (a) What is the mechanism for handling cases of mental impairment of employees caused by work-related accidents under the Employees’ Compensation Ordinance;
- (b) The number of work injury cases involving mental impairment received by the Government in the past 5 years; the number of cases to which compensation was granted and the compensation amount;
- (c) Will the Government ascertain the responsibilities of employers in protecting the mental health of employees under the Occupational Safety and Health Ordinance, enhance employers’ and employees’ understanding of mental health and take effective preventive measures through stepping up publicity and promotion as well as education and training in 2025-26; if yes, what are the details, estimated expenditure and staff establishment involved?

Asked by: Hon NG Chau-pei, Stanley (LegCo internal reference no.: 9)

Reply:

- (a) Under the Employees’ Compensation Ordinance (ECO), if an employee sustains an injury as a result of an accident arising out of and in the course of employment, his/her employer is generally liable to pay compensation under ECO. Such injuries include both physical injuries and mental impairments. If the mental impairment sustained by an employee could be substantiated to be related to the accident arising out of and in the course of employment and has caused temporary and/or permanent incapacity, the employee would be eligible for work injury compensation under ECO. The procedures



for compensation claims, compensation items and the calculation of compensation amount are the same as those for other work-related injury claims.

- (b) From 2020 to 2024, the Employees' Compensation Division of the Labour Department (LD) received 56 employee compensation claims involving only mental impairment and with compensation assessment (commonly known as "work injury assessment") conducted. Compensation was granted in 28 of these claims, involving a compensation amount of around \$7.576 million in total. As some of the cases are pending hearing or judgment by the court, or are being followed up by LD, the number of claims to which compensation was granted and the related compensation amount stated above do not include cases yet to be resolved.
- (c) To help employers fulfil their responsibilities under the Occupational Safety and Health Ordinance to protect the mental health of their employees, LD has been and will continue to promote the creation of a mental health-friendly working environment and foster the mental well-being of employees through various forms of publicity and promotional activities, including co-organising activities such as the "Joyful@Healthy Workplace" programme, the "Mental Health Workplace Charter" and the "Occupational Health Award" with the Department of Health and the Occupational Safety and Health Council (OSHC). In addition, LD and OSHC will continue to organise talks on work stress management and disseminate relevant information and publications to improve employers' and employees' knowledge and ability in preventing and managing mental health issues. As the above work for improving employees' mental health is an integral part of the regular work of LD in promotion, publicity and education on occupational health, the relevant expenditure and manpower cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)056**

**(Question Serial No. 2132)**

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 learnt that the Labour Department (LD) and the Occupational Safety and Health Council (OSHC) organise talks and publicity activities relating to work stress and mental health, and produce publications on the information relating to work stress management. Would the Government advise this Committee of the following:

- (a) The numbers of talks and publicity activities relating to work stress and mental health organised by LD and OSHC in the past 3 years, and their proportions to the number of occupational safety and health (OSH) talks; the number of participants; the expenditure involved; the staff establishment;
- (b) The number of copies of publications on the information relating to management of work stress produced by LD and OSHC in the past 3 years, and its proportion to the number of OSH promotional publications; the expenditure; the staff establishment; the distribution of publications;
- (c) Will the Government further strengthen the publicity and promotion of mental health of employees in 2025-26; if yes, what are the details of the plan, estimated expenditure and staff establishment?

Asked by: Hon NG Chau-pei, Stanley (LegCo internal reference no.: 10)

Reply:

- (a) to (c) To improve employers' and employees' knowledge and ability in managing work stress and preventing mental health issues, the Labour Department (LD) organised a total of 145 and 94 thematic talks on "Occupational Stress" and "Happy Workplace" respectively in the past 3 years. The respective total numbers of participants were about 5 600 and 3 100. Meanwhile, LD has incorporated information about work stress management and healthy lifestyle into some of the occupational health talks with different themes.

In addition, LD has been collaborating with the Occupational Safety and Health Council (OSHC) and the Department of Health (DH) to jointly implement the “Joyful@Healthy Workplace” programme and the “Mental Health Workplace Charter” in the past 3 years, in an effort to encourage the participating organisations to create a mental health-friendly working environment and foster mental well-being of employees through organising various types of activities. During the period, OSHC organised a total of 15 public and online talks to promote mental health with around 10 000 attendees. OSHC also organised 457 workshops for the participating organisations on ways to reduce stress with around 13 000 participants, and 44 classes of Mental Health First Aid Training Course with around 720 participants. Besides, OSHC also provided the participating organisations with information on mental health community resources and professional support to assist them in taking forward mental health measures. During the period, OSHC produced a total of 25 informational materials such as videos, social media posts, column articles and leaflets on the themes of mental health, work stress management, relaxation, mindfulness-based stress reduction, etc.

On the other hand, LD has published a “Work and Stress” leaflet, while OSHC has published a “Work Stress Management” DIY kit, providing employers and employees with guidelines on assessing and managing work stress. Besides, DH has also published a “Workplace Mental Health Guide” and co-published a “Healthy Workplace Guide - Mental Health” with LD and OSHC to provide practical ways for preventing and managing work stress and creating a mental health-friendly working environment at personal and organisational levels. In addition to distribution, the above publications are also uploaded to relevant websites for viewing and download by the public.

LD will continue to promote the creation of a mental health-friendly working environment and foster mental well-being of employees through various forms of publicity and promotional activities, including organising talks on work stress management, disseminating relevant information and publications, and continuing to co-organise activities such as the “Joyful@Healthy Workplace” programme, the “Mental Health Workplace Charter” and the “Occupational Health Award” with DH and OSHC. Besides, it is mentioned in the Chief Executive’s 2024 Policy Address that an annual promotional theme will be set for the “Mental Health Workplace Charter”, and recognition will be given to participating organisations for achieving targets. Details will be announced in due course.

As the above work for improving employees’ mental health is an integral part of the overall work of LD, DH and OSHC in health promotion, publicity and education, the relevant expenditure and manpower cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)057**

**(Question Serial No. 0257)**

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 (3), the Labour and Welfare Bureau is responsible for formulating and co-ordinating manpower policies and programmes. The Report on 2023 Manpower Projection published by the Government earlier on indicates that Hong Kong is expected to face a manpower shortage of 180 000 by 2028. Due to an ageing workforce and a lack of new entrants, the report also estimates that there would be a projected shortage of 60 000 “skilled technical workers”, accounting for over one-third of the total shortage in 2028. Will the Government consider enhancing the existing Enhanced Supplementary Labour Scheme (ESLS), including streamlining the application procedure and expediting the approval process? If yes, what are the details; if not, what are the reasons? Given that some enterprises have relayed that the costs of participating in ESLS are excessively high, will the Government explore raising the maximum deduction percentage rate for the accommodation costs and removing the rigid requirement on median wage under ESLS? If yes, what are the details; if not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 224)

Reply:

The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories (set out at Annex) as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years.

Since the implementation of ESLS, LD has been continuously improving the workflow of processing applications, including introducing an application form for common posts, deploying staff designated to vet applications submitted by employers, exercising flexibility in the handling of recruitment advertisements placed by employers during the 4-week local recruitment, and organising briefings for employment agencies involved in labour importation matters, etc., so as to expedite the processing of applications.

To safeguard the employment priority for local workers, applicant employers of ESLS must undertake local open recruitment and give priority to employing qualified local workers to fill

the vacancies at a salary not lower than the median monthly wage of a comparable position in the market. In tandem, employers approved to import workers are required to sign a Standard Employment Contract (SEC) with the imported workers and shall pay them a salary not lower than the median monthly wage of a comparable position. Besides, in accordance with SEC, the employer may deduct the actual cost of accommodation in respect of a period that an imported worker occupies the provided accommodation from the wages payable to the worker (excluding overtime pay) for the corresponding period, or 10% of the amount of such wages, whichever is the less.

LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.

**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)058**

**(Question Serial No. 0258)**

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 (3), the Labour and Welfare Bureau will continue to formulate and co-ordinate manpower policies and programmes to meet the changing manpower demands of the economy. The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to enhance the coverage and operation of the previous Supplementary Labour Scheme (SLS), including suspending the general exclusion of the 26 job categories as well as unskilled or low-skilled posts from labour importation for 2 years. Will LD explore extending or even regularising ESLS? If yes, what are the details? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 225)

Reply:

The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories (set out at Annex) as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years.

LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.

**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)059**

**(Question Serial No. 0958)**

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) has started accepting applications since 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 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 approval, and the longest and shortest processing time among the cases;
- (b) Please provide breakdowns of the accommodation of imported workers by the following categories:
  - (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; and
- (c) To further enhance the workflow of processing applications, the Labour Department has introduced new measures, including introducing an application form for common posts, organising briefings for employment agencies involved in labour importation matters, etc. How effective are the measures concerned? Will the Government introduce measures to further streamline the application workflow in future?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 16)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years. As at 28 February 2025,

ESLS received 11 342 applications seeking to import 98 065 workers. During the period, 7 380 applications involving 51 051 imported workers were approved. Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly wage are at Annex 1 to Annex 3.

The time required by LD for processing each application is affected by various factors, which include whether the post under application is a common post (for example, waiter/waitress, junior cook, sales assistant, etc.), whether the applicant employer has provided sufficient information, whether the application details have changed during processing, and the time taken by the employer to respond to LD's enquiry or suggestion, etc. In general, upon receipt of all information and documents required for processing and after screening-in of applications, LD can complete the vetting of applications within 3 months, including the time taken by applicant employers to conduct the 4-week local recruitment under ESLS.

- (b) According to the observation of LD, most employers of the imported workers approved under ESLS have arranged for the imported workers to reside in Hong Kong. LD does not keep statistics on the breakdown of the places of accommodation of imported workers.
- (c) Since the implementation of ESLS, LD has been continuously improving the workflow of processing applications, including introducing an application form for common posts, deploying staff designated to vet applications submitted by employers, exercising flexibility in the handling of recruitment advertisements placed by employers during the 4-week local recruitment, and organising briefings for employment agencies involved in labour importation matters, etc., so as to expedite the processing of applications. The above measures have achieved notable results. The number of applications approved (4 020) in the second half of 2024 (1 July to 31 December) increased by 134%, compared with the number of applications approved (1 719) in the first half of 2024 (1 January to 30 June).

LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.

**Numbers of imported workers applied for and approved  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by industry**

<b>Industry<sup>@</sup></b>	<b>No. of imported workers applied for*</b>	<b>No. of imported workers approved*</b>
1. Agriculture and Fisheries	2 213	2 042
2. Manufacturing	8 373	5 098
3. Construction <sup>+</sup>	27	372
4. Import/Export Trades and Wholesale	3 946	1 832
(i) <i>Import/Export Trades</i>	(1 533)	(665)
(ii) <i>Wholesale</i>	(2 413)	(1 167)
5. Retail, Accommodation and Food Services	51 046	29 344
(i) <i>Retail</i>	(7 308)	(4 030)
(ii) <i>Accommodation Services</i>	(2 207)	(1 564)
(iii) <i>Food and Beverage Services</i>	(41 531)	(23 750)
6. Transportation, Storage, Information and Communications	4 517	1 827
7. Finance, Insurance, Real Estate, Professional and Business Services	6 730	2 768
8. Public Administration, Social and Personal Services <sup>++</sup>	21 213	7 768
<b>Total</b>	<b>98 065</b>	<b>51 051</b>

<sup>@</sup> The classification of industries may be subject to revisions upon verification of information from employers.

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, 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 ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by job title**

Job title <sup>@</sup>	No. of imported workers applied for <sup>*</sup>	No. of imported workers approved <sup>*</sup>
1. Waiter/Waitress <sup>#</sup>	14 595	8 590
2. Junior Cook <sup>#</sup>	11 068	5 773
3. Security Guard <sup>^</sup>	8 036	2 267
4. Cook	8 011	5 052
5. Cleaner <sup>^</sup>	7 680	2 486
6. Sales Assistant <sup>#</sup>	6 964	3 745
7. Dish Washer <sup>^</sup>	4 692	2 572
8. Warehouse Keeper <sup>#</sup>	4 564	2 138
9. Food Processing Worker <sup>#</sup>	2 315	1 421
10. Others	30 140	17 007
<b>Total</b>	<b>98 065</b>	<b>51 051</b>

<sup>@</sup> The classification of job titles may be subject to revisions upon verification of information from employers.

<sup>\*</sup> LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, 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 ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by monthly wage**

Monthly wage <sup>@</sup>	No. of imported workers applied for*	No. of imported workers approved*
1. \$8,000 or below	-	-
2. Above \$8,000-\$10,000	160	6
3. Above \$10,000-\$12,000	8 585	3 471
4. Above \$12,000-\$14,000	12 152	5 620
5. Above \$14,000-\$16,000	43 424	23 229
6. Above \$16,000-\$18,000	15 857	8 296
7. Above \$18,000-\$20,000	11 383	6 171
8. Above \$20,000	6 504	4 258
<b>Total</b>	<b>98 065</b>	<b>51 051</b>

<sup>@</sup> The classification of monthly wage may be subject to revisions upon verification of information from employers.

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, 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.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)060**

**(Question Serial No. 0961)**

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 type of cases involved;
  - (iii) the number of employment agencies (EAs) involved; and
  - (iv) the details of the penalties;
- (b) How many complaints against EAs providing placement services for foreign domestic helpers (FDH-EAs) did the Labour Department (LD) receive in 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 provide a breakdown of the type of cases involved.
- (c) How many regular and surprise inspections to FDH-EAs were conducted in each of the past 3 years? In addition, the Government indicated in the past that it would continue to step up enforcement and prosecution against unscrupulous EAs. Please provide information on the upcoming work plan and the manpower and amount of expenditure involved; and
- (d) LD promulgated a revised Code of Practice for Employment Agencies (CoP) in May 2024, superseding the CoP promulgated on 9 February 2018. Please provide information on the implementation of the revised CoP, including the number of complaints, the number of enforcement actions, the number and type of breaches, and the penalties involved.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 19)

Reply:

- (a) The relevant figures on prosecutions taken out against employment agencies (EAs) by the Labour Department (LD) from 2022 to 2024 are set out at Annex 1.
- (b) From 2022 to 2024, the Employment Agencies Administration (EAA) of LD received 281, 267 and 255 complaints each year respectively against EAs providing placement services for foreign domestic helpers (FDHs) (FDH-EAs). 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 were 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 2022 to 2024, the numbers of inspections to FDH-EAs conducted by EAA were 1 379, 1 688 and 1 656 each year respectively, covering both regular and surprise inspections.

EAA will continue to closely monitor the implementation of the Code of Practice for Employment Agencies (CoP), and will, through licensing, inspection and complaint investigation, ensure that EAs (including FDH-EAs) comply with Part XII of the Employment Ordinance, the Employment Agency Regulations (EAR) and the requirements and standards as set out in the CoP. LD will take out prosecution if there is sufficient evidence to prove that an EA has breached the law. If an EA fails to comply with the CoP, LD may revoke or refuse to issue or renew its licence, or issue warnings to urge for rectification.

EAA's staff establishment for 2025-26 comprises 26 Labour Officer Grade and 9 Clerical Grade posts responsible for performing licensing-related duties, conducting inspections to EAs, investigating complaints, and carrying out the related publicity and educational work, etc. The staff cost is \$25.57 million and the operating expenses are \$6.03 million.

- (d) LD promulgated the revised CoP in May 2024 to introduce additional standards which EAs are expected to meet.

From May 2024 to February 2025, EAA received a total of 240 complaints against EAs and conducted a total of 1 514 inspections to EAs, with irregularities detected in 705 inspections. The irregularities detected mainly included failure to comply with the requirements and standards as 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, failure to maintain proper records, etc. During the same period, LD successfully prosecuted 5 EAs, revoked or refused to issue or renew the licences of 3 EAs, and issued 3 written warnings.

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

	<b>2022</b>	<b>2023</b>	<b>2024</b>
No. of summonses involved in successful prosecutions taken out against EAs	3	4	15
No. of EAs involved	3	4	11
Average fine for offences of overcharging commission from job seekers or unlicensed operation	^	\$19,000	\$14,667@
Average fine for other offences*	\$1,333	\$1,500	\$1,633

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

@ Excluding 1 case with non-fine penalty. In 2024, 1 person was convicted of operating an EA without a licence and sentenced to a 120-hour community service order.

\* 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, furnishing to the Commissioner with information which is known or reasonably ought to be known to be false or misleading in the material particular when submitting an application for renewal of licence, etc.



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

	<b>No. of complaints received</b>		
	<b>2022</b>	<b>2023</b>	<b>2024</b>
Overcharging commission from FDHs	39	24	36
Unlicensed operation	19	27	13
Non-compliance with the CoP	138	145	142
Others*	85	71	64
<b>Total</b>	<b>281</b>	<b>267</b>	<b>255</b>

\* Including complaints about poor service quality of EAs, issues concerning 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:  
Breakdown by penalty imposed**

	<b>2022</b>	<b>2023</b>	<b>2024</b>
No. of FDH-EAs successfully prosecuted	2	3	6
No. of licences revoked or refused to be issued or renewed	1	3	3
No. of written warnings issued	49	13	7

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)061**

**(Question Serial No. 0962)**

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 this connection, would the Government advise this Committee of the following:

- (a) Please provide the plan and timetable for implementing the “468” proposal, and the expenditure and manpower allocation 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 sector and their ratio;
- (c) Please provide an impact assessment on the implementation of the “468” proposal, including the number of affected employees with a breakdown by industry sector, as well as the implications on the labour costs of employers and the labour market after the implementation; and
- (d) It is learnt that after the announcement of the “468” proposal, some employers intend to alter their employees’ working hours which may involve revision of employment contracts. In addition, there may be more disputes involving online platform jobs and self-employed persons, even giving rise to breach of regulation. What measures has the Government put in place to provide support for employers, step up education and enforcement efforts, and assist in mediating and clarifying such disputes?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 20)

Reply:

- (a) Based on the consensus reached by the Labour Advisory Board, the Government is now proceeding with the amendment of the Employment Ordinance to revise the “continuous contract” requirement by using the aggregate working hours of 4 weeks as a counting unit and setting the 4-week working hours threshold at 68 hours (i.e. the “4-68” proposal). The Government has planned to introduce the Employment (Amendment) Bill 2025 into the Legislative Council in April this year.

The Labour Department (LD) created 1 time-limited Senior Labour Officer post in 2023-24 for the review of the “continuous contract” requirement and other related work. The post was deleted on 1 April 2025 and the relevant work has been taken up by officers of other permanent posts. As these officers engaging in the work concerned are also required to undertake other duties at the same time, the manpower and expenditure involved cannot be separately identified. LD will be responsible for implementing and enforcing the amended legislation, including promotion, conciliation, inspection and prosecution, etc., and will absorb the additional workload generated therefrom.

- (b) The number and proportion of employees by industry and whether employed under a “continuous contract” during 2021 to 2023, 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 \$190 million. However, it will be difficult to get hold of the actual number of affected employees and the types of industry sectors upon coming into operation of the Amendment Ordinance as these would be affected by various factors. According to the information provided by C&SD under item (b), employees who are currently not employed under a “continuous contract” are more likely engaged in public administration, social and personal services sector; retail, accommodation and food services sector; and financing, insurance, real estate, professional and business services sector. Therefore, it is estimated that the impact on the above-mentioned industry sectors may be relatively larger. In general, the additional cost should be manageable for most businesses. At the same time, the improvements in the rights and benefits of employees with short working hours will help attract more people to join the labour market.
- (d) Under the existing legislation, employers cannot unilaterally vary the employment terms and conditions, including the employment mode and working hours. If an employer unilaterally varies an employment contract, an employee may seek assistance from LD and lodge claims against his/her employer. LD will step up publicity and education efforts to enhance employers’ and employees’ understanding of the revised “continuous contract” and relevant requirements.

LD will continue to promote and publicise the differences between employees and self-employed persons to the general public, provide consultation and conciliation services to persons involved in disputes of “false self-employment”, as well as take enforcement actions to protect the rights and benefits of employees whenever necessary.

**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

**Number of employees <sup>(1)</sup> by industry and  
whether employed under a “continuous contract”, May - June 2023**

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>	‡	‡	‡	‡	78.9	2.7
Construction	291.1	10.6	11.9	9.1	303.0	10.5
Import/export trade and wholesale	333.8	12.1	7.2	5.5	341.0	11.8
Retail, accommodation and food and beverage services	428.5	15.6	37.0	28.4	465.5	16.1
Transportation, storage, postal and courier services, information and communications	335.3	12.2	9.8	7.5	345.0	12.0
Financing, insurance, real estate, professional and business services	722.2	26.2	21.2	16.3	743.4	25.8
Public administration, social and personal services	547.8	19.9	41.5	31.9	589.2	20.4
Others	‡	‡	‡	‡	18.8	0.7
<b>Overall</b>	<b>2 754.7</b>	<b>100.0</b>	<b>130.1</b>	<b>100.0</b>	<b>2 884.8</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

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)062**

**(Question Serial No. 0974)**

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 2024 Policy Address mentioned that the Chinese title of the Youth Employment and Training Programme (YETP) will be refined as 「展翅青年就業計劃」, with the age ceiling for participants raised to 29, and that the Greater Bay Area Work Experience Attachment Programme (WEP) will be launched at the same time to encourage trainees to understand and leverage the development opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA). In this connection, would the Government provide this Committee with the following information:

- (a) What are the specific implementation timetables for renaming YETP and raising the upper age limit? How many young people are expected to be benefitted from YETP and WEP respectively each year;
- (b) What are the specific details of WEP, including the types of attachment positions, partner organisations, attachment period and relevant support measures? How will the Government assist young people in understanding and leveraging the development opportunities of GBA, e.g. whether services such as professional training, career advisory service or tailor-made job-matching service will be provided;
- (c) How will the Government evaluate the effectiveness of the above programme, including the placement rate of the participating young people, their long-term career development, and their adaptability to the GBA labour market? What specific indicators or methods are in place; and
- (d) Information has indicated that the number of young people participating in YETP dropped from 3 053 in 2023 to 2 839 in 2024. Has the Government explored the reasons for the decrease in the number of participants? What specific strategies does the Government have to attract more young people to participate in YETP after its renaming and the launch of new measures?

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



Reply:

- (a) The Chinese title of the Youth Employment and Training Programme (YETP) was refined in January 2025, while the age ceiling for participants was raised to 29 at the same time. The estimated number of participants of YETP in the 2024/25 programme year (from September 2024 to August 2025) is 3 000. The Greater Bay Area (GBA) Work Experience Attachment Programme (WEP) under YETP will be launched in the second quarter of 2025, and is expected to provide 30 attachment places.
- (b) WEP provides YETP trainees aged 18 to 29 with 1-month workplace attachment opportunities in the Mainland cities of the GBA, during which WEP provides trainees with free accommodation and an attachment allowance, enabling them to experience the local work culture and understand the development opportunities in the GBA. The Labour Department (LD) has appointed the Hong Kong Employment Development Service Limited as the service provider of WEP (the Service Provider) to match trainees with attachment positions, arrange preparatory courses and provide support to trainees during the attachment period. In addition, organisations providing attachment positions are required to appoint experienced staff to coach the trainees in their daily work. WEP also provides advisory services for employment in the Mainland which will give advice to trainees who are interested in developing their careers in the GBA.
- (c) The Service Provider is required to evaluate the effectiveness of WEP and submit reports to LD. LD will also monitor the services provided by the Service Provider and conduct surveys with trainees to understand the effectiveness of services and their employment situation.
- (d) The number of trainees under YETP is affected by factors such as the economy and the labour market situation. The availability of more channels for secondary school graduates to further their studies and receive training as well as the declining youth population also affect the number of trainees participating in YETP. The enhancement measures launched by YETP, including raising the upper age limit for participants to 29, can help encourage more young people to participate in the programme. LD will continue the publicity efforts through various channels, and collaborate with service providers and employers to canvass workplace attachment and on-the-job training positions suitable for trainees, so as to attract more young people in need to participate in YETP.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)063**

**(Question Serial No. 0975)**

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 launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market, so as to unleash potential labour force. Each eligible participant who has worked for 12 consecutive months can receive a re-employment allowance of up to \$20,000. In this connection, would the Government advise this Committee of the following:

- (a) What are the total number of participants in the REA Scheme and the total amount of allowance disbursed so far? What are the estimated number of participants each year, and the types and number of participating organisations;
- (b) What is the estimated total expenditure of the REA Scheme? What are the specific arrangements for disbursing the allowance of up to \$20,000 to each eligible participant;
- (c) How the Government will assess the effectiveness of the REA Scheme, such as the placement rate of participants, employment stability and contribution to unleashing potential labour force;
- (d) Whether the Government will regularly review the implementation of the REA Scheme and adjust the details of the Scheme having regard to its effectiveness; and
- (e) If the REA scheme is proved to be effective, will the Government consider regularising and further extending it to cover other age groups or employment groups?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 33)

Reply:

- (a)&(b) The Labour Department (LD) launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant who has worked full-time for

6 consecutive months will be provided with a re-employment allowance (REA) of \$10,000, while those who have worked full-time for 12 consecutive months will be given an additional allowance of \$10,000. Half-rate REA will be given to those who have worked part-time. Each participant may be provided with a maximum allowance of \$20,000 during the implementation of the REA Scheme.

The REA Scheme has been well received, with 35 203 participants and 13 670 placements recorded as at February 2025. A breakdown of the number of placements by industry is at Annex.

During the same period, LD received 1 425 applications for REA submitted by participants after their 6 months' employment and already processed 591 applications involving \$5.68 million of REA. In 2025, the estimated number of people enrolling in the REA Scheme is 36 000. In 2025-26, the estimated expenditure for the REA Scheme is \$186 million.

- (c) to (e) LD will closely monitor the implementation of the REA Scheme, make timely adjustments to the implementation arrangements, review its effectiveness and map out the way forward in light of the employment market situation and the views of the stakeholders.

**Breakdown of the number of placements under the REA Scheme  
from July 2024 to February 2025 by industry**

<b>Industry</b>	<b>No. of placements</b>
Real estate and business services	4 210
Community, social and personal services	3 852
Manufacturing	326
Wholesale and retail trades	1 288
Import and export trade	295
Restaurants and hotels	1 805
Construction	878
Transport, storage and communications	753
Others	263
<b>Total</b>	<b>13 670</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)064**

**(Question Serial No. 0977)**

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 (LD) has widened the coverage of the Pilot Rehabilitation Programme for Employees Injured at Work (the Programme) since 9 May 2024 to include the “catering and hotel industry” and the “transportation and logistics industry” along with the construction industry with the aim of benefitting more injured employees. Participants receive treatments such as physiotherapy and medication in private hospitals at the fees charged by public hospitals, so as to enable the injured employees to receive proper treatment when it is most effective and return to work as soon as possible. In this connection, would the Government advise this Committee of the following:

- (a) The implementation details of the Programme, including the current number of participants, the details of rehabilitation services and the implementation progress; the long-term objectives of the Programme, including how to optimise the capacity of the private healthcare sector while ensuring the quality of rehabilitation services and the fairness in resource allocation;
- (b) How to evaluate the effectiveness of the Programme, such as the rehabilitation progress of injured employees, the percentage of injured employees returning to work and the effectiveness of the support provided to employers and employees;
- (c) Whether the Programme will be further extended to cover all industry sectors in future so as to benefit more injured employees; and
- (d) Whether LD will collaborate with the Hospital Authority to separate the cases of work-injured patients from those of general patients and place them on separate waiting lists, so that the Government can follow up on work injury rehabilitation cases more effectively.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 35)

Reply:

- (a) The Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) adopts a case management approach to provide timely and coordinated private out-patient rehabilitation treatment services to the participating injured employees. The Labour Department (LD) and the Work Injury Rehabilitation Office (WIRO) set up by the service contractor will, based on the reported work injury cases, preliminarily identify injured employees who are suitable for the Pilot Programme and proactively invite them to participate in the Programme, under which medical treatment, physiotherapy, occupational therapy and imaging examination services will be provided by registered medical practitioners, physiotherapists and occupational therapists from the private sector. Each participant is also assigned with a case manager who will follow through their case. As at the end of February 2025, a total of 1 803 injured employees participated in the Pilot Programme, including 1 177 from the construction industry, 305 from the catering and hotel industry, and 321 from the transportation and logistics industry.

LD maintains close contact with WIRO, and adopts a series of quality assurance measures, including reviewing the service reports regularly submitted by the service contractor, performing random checks on the rehabilitation cases, conducting on-site inspections and holding regular management meetings with the service contractor so as to keep in view the operation and effectiveness of the Pilot Programme.

- (b) to (d) LD has conducted a preliminary evaluation on the first two years of operation of the Pilot Programme, 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 Programme. The findings show that the participants had a higher rate of reaching maximum medical improvement (i.e. recovered) upon treatment during the evaluation period and the median time required for recovery was also shorter, which met the objective of the Pilot Programme. Besides, the majority of the participants were satisfied with the case management and rehabilitation treatment services provided under the Pilot Programme. At present, LD has no plan to further extend the Pilot Programme to cover all industry sectors or require the Hospital Authority (HA) to separate the cases of work-injured patients from those of general patients and place them on separate waiting lists. Since the launch of the Pilot Programme, HA has been assisting LD in publicising the services offered under the Pilot Programme, allowing potential participants to obtain relevant information as early as possible and increasing their willingness to participate in the Programme. LD will continue to closely monitor the operation of the Pilot Programme and collect relevant information and data, such as the time required for the injured employees to recover, their extent of recovery, the percentage of return-to-work cases and the time required, as well as the injured employees' opinions about and degree of satisfaction with the Pilot Programme for analysis and evaluation. LD will also draw conclusions on the experience gained during the implementation of the Programme and its effectiveness, and consider the direction for future development based on the results.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)065**

**(Question Serial No. 3074)**

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 support young people to grasp the opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), the Labour Department has implemented the regularised GBA Youth Employment Scheme (the scheme) since 2023. The Policy Address announced the enhancement of employment services and support for young people, including, starting from this year, relaxing the eligibility requirements for joining the scheme to include young people aged 29 or below with sub-degree or higher qualifications, and increasing the limit of allowance for enterprises to \$12,000 per month for up to 18 months. In this connection, please advise this Committee of the following:

- (a) According to the government information, companies participating in the scheme could apply for a monthly training allowance of HK\$10,000 for each graduate for up to 18 months prior to the introduction of the enhancement measures. Since the launch of the scheme, what is the average cycle time during which participating companies received government allowance? What is the industry sector distribution of companies receiving allowance? What is the average length of employment for Hong Kong youth participants in the recipient companies? What are the working locations, posts, salary distribution and average salary of the youth participants respectively? What are the total number, age and educational attainment distribution of the youth participants?
- (b) How many young people have reported for duty under the scheme so far? 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?
- (c) To further support youth employment, enhancement measures have been introduced for the scheme since January 2025. What are the preliminary application situation of the scheme and the related changes after the implementation of the enhancement measures? What outcomes does the Government expect the enhancement measures to achieve; and
- (d) The Government has implemented the GBA Youth Employment Scheme - Arrangements for Mainland Youth to Work in Hong Kong (the Arrangements) since 2025. Under the Arrangements, enterprises which have participated in the

scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements, so as to foster the exchange of talents in the GBA. What are the specific implementation details of the Arrangements? What outcomes does the Government expect the Arrangements to achieve? In addition, does the Government have any plan to provide special support to the participating Mainland young people who work in Hong Kong, such as language training, support for living, cultural adaptation courses or vocational guidance?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 40)

Reply:

(a)&(b) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (GBA YES) (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024. The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 1 091, 718 and 417 employed young people, and disbursed allowance to 199, 122 and 58 enterprises. As at February 2025, the pilot scheme disbursed \$117.91 million of allowance to enterprises. In 2023-24 and 2024-25 (as at February 2025), the regularised scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. The industry distribution of enterprises disbursed with allowance, as well as breakdowns of the employed young people by working location, occupational group, salary level, age and educational attainment are at Annex.

Of the young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) young people continued to be employed by the enterprises. The average duration of enterprises disbursed with allowance for each employed young person was 11.4 months. The average length of employment of the employed young people was 14.2 months. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the relevant data in due course. LD does not keep a breakdown of the average salary of the employed young people.

(c) Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications. In January and February 2025, the regularised scheme recorded 1 043 job vacancies and 36 employed young people in total. LD expects that the above-mentioned enhancement measures will be conducive to attracting more enterprises and young people to participate in the scheme.



- (d) The Government has implemented the GBA Youth Employment Scheme – Arrangements for Mainland Youth to Work in Hong Kong in January 2025. Enterprises which have participated in the scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements, so as to foster talent exchange in the GBA. Enterprises are required to apply to the Immigration Department (ImmD) for entry permits for the Mainland young people under the Admission Scheme for Mainland Talents and Professionals. When submitting the entry permit applications, the Mainland young people concerned must be Chinese residents of the Mainland aged 29 or below with a bachelor’s degree or above, and are directly employed by the enterprises with a monthly salary of not less than HK\$18,000. ImmD will provide facilitation measures and assess the eligibility of each case.

Mainland young people employed to work in Hong Kong are protected by the laws of Hong Kong and may seek assistance from relevant departments or organisations through various channels.

**Industry distribution of enterprises disbursed with allowance;  
breakdowns of employed young people  
by working location, occupational group, salary level, age and educational attainment  
under the Greater Bay Area Youth Employment Scheme**

- (i) Breakdown of the number of enterprises disbursed with allowance by industry sector

<b>Industry</b>	<b>Number of enterprises disbursed with allowance</b>		
	<b>Pilot scheme</b>	<b>2023</b>	<b>2024</b>
Business services	62	45	17
Finance	24	9	6
Educational services	10	10	6
Import and export trades	11	12	2
Real estates	8	3	2
Communication	5	3	0
Other manufacturing industry	17	8	3
Manufacture of electronic parts	18	5	7
Others	44	27	15
<b>Total</b>	<b>199</b>	<b>122</b>	<b>58</b>

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

Working location	Number of employed young people		
	Pilot scheme	2023	2024
Shenzhen	687	503	317
Guangzhou	251	144	71
Dongguan	61	28	13
Zhuhai	40	22	2
Foshan	11	7	3
Zhongshan	12	6	2
Huizhou	18	4	3
Jiangmen	4	2	5
Zhaoqing	4	2	1
Not provided by enterprises/employed young people	3	0	0
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

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

Occupational group	Number of employed young people		
	Pilot scheme	2023	2024
Managers and administrators	288	247	119
Professionals	484	227	110
Associate professionals	250	146	120
Clerical support workers	50	92	61
Skilled agricultural and fishery workers	5	4	1
Others	14	2	6
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

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

Salary level	Number of employed young people		
	Pilot scheme	2023	2024
\$18,000 - \$21,000	969	685	384
\$21,001 - \$24,000	79	18	22
\$24,001 - \$27,000	8	13	8
\$27,001 - \$30,000	6	1	2
\$30,001 or above	29	1	1
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

(v) Breakdown of the number of employed young people by age

Age	Number of employed young people		
	Pilot scheme	2023	2024
20-24	722	474	257
25-29	330	237	151
30 or above	39	7	9
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

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

<b>Educational attainment</b>	<b>Number of employed young people</b>		
	<b>Pilot scheme</b>	<b>2023</b>	<b>2024</b>
Bachelor's Degree	883	547	306
Master's Degree	205	170	110
Doctorate or above	2	1	1
Others	1	0	0
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)066**

**(Question Serial No. 3275)**

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 services to all job seekers, including providing 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). LD 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) Whether LD can provide the details of the assistance or counselling services provided to the unemployed and PWDs in the past 3 years (i.e. from 2022 to 2024), with a breakdown by the following items:
  - (i) the name of each programme;
  - (ii) the service providers responsible for implementing these programmes;
  - (iii) the number of cases involved in each programme;
  - (iv) the amount of fundings involved in each programme; please set out the above information in table form;
- (b) Could LD set out the number of cases in each of the following categories among the above unemployment cases:
  - (i) new arrivals;
  - (ii) EMs;
  - (iii) the elderly and middle-aged;
  - (iv) young people;
  - (v) PWDs; please set out the above information in table form;
- (c) The indicators under Programme (2) show that there was an increase in the number of job seekers with disabilities registered in 2024 compared to that in 2023, while the number of successful placements decreased. Could LD explain the reasons for the situation; and

- (d) Has LD considered formulating additional measures to provide continuous support to various groups of “vulnerable workers”? For example, has LD considered collaborating with enterprises and various sectors of the community to establish a platform supporting employment of vulnerable workers, so as to encourage enterprises to create internship and employment posts suitable for them, with job-matching and support provided by the Government or social welfare organisations?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 41)

Reply:

- (a) The Employment Services Division of the Labour Department (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 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 an OJT allowance to employers. The number of placements under EPEM from 2022 to 2024 and the expenditure from 2022-23 to 2024-25 (as at February 2025) are at Annex 1.
- (ii) Youth Employment and Training Programme (YETP): It provides free and dedicated training and employment support services to young people with an educational attainment at sub-degree level or below. In addition to career development services, trainees may choose to participate in training courses, 1-month workplace attachment training and OJT for a period of 6 to 12 months. Since January 2025, the enrolment age of YETP has been relaxed from 15-24 to 15-29. The service providers of career development 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 2021/22 to 2023/24, and the expenditure for YETP from 2022-23 to 2024-25 (as at February 2025) 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 disburses an OJT allowance to employers. The number of placements under WOPS from 2022 to 2024 and the expenditure for WOPS from 2022-23 to 2024-25 (as at February 2025) 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 Society of Rehabilitation and Crime Prevention, Hong Kong (from September 2022 to August 2024) and the Baptist Oi Kwan Social Service (since September 2024), provide psychological and emotional counselling service to job seekers with disabilities in need. The number of cases under the Scheme and the expenditure for the Scheme from 2022-23 to 2024-25 (as at February 2025) are at Annex 4.
  - (v) Racial Diversity Employment Programme (RDEP): 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 RDEP from 2022 to 2024 as well as the expenditure for RDEP from 2022-23 to 2024-25 (as at February 2025) are at Annex 5.
  - (vi) Re-employment Allowance Pilot Scheme (REA Scheme): LD launched a 3-year REA Scheme on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant who has worked full-time for 6 consecutive months will be provided with a re-employment allowance (REA) of \$10,000, while those who have worked full-time for 12 consecutive months will be given an additional allowance of \$10,000. Half-rate REA will be given to those who have worked part-time. Each participant can be provided with a maximum allowance of \$20,000 during the implementation of the REA Scheme. The numbers of participants and placements as at December 2024, and the expenditure on approved REAs in 2024-25 (as at February 2025) are at Annex 6.
- (b) The numbers of new arrivals, EMs, and the elderly and middle-aged registered for LD's employment services, as well as the number of job seekers with disabilities registered with SPD of LD for employment services from 2022 to 2024 are at Annex 7. 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 from 2021/22 to 2023/24 programme years is at Annex 2.
- (c) In 2023 and 2024, LD recorded registrations for employment services from 2 840 and 3 214 job seekers with disabilities, and 2 06 and 2 300 placements respectively in each year. In 2024, LD liaised with NGOs and schools, etc. to proactively promote the services to more PWDs who are fit for open employment, resulting in an increase in the number of registered job seekers with disabilities as compared to that in 2023, while the number of successful placements is affected by various factors such as the economy and the labour market situation.



- (d) LD provides diversified employment services to support and facilitate job seekers with different backgrounds to join the employment market, and liaises actively with employers to canvass suitable vacancies and expedite the dissemination of employment information. In parallel, LD implements various employment programmes targeting job seekers with special employment needs, and works in collaboration with different groups and organisations, including engaging NGOs, to provide employment support to participants.

LD will continue to monitor the economy and the employment market situation of Hong Kong, and keep under review and make timely adjustments to the employment services and related support measures to meet the needs of different job seekers.

## Employment Programme for the Elderly and Middle-aged

### Number of placements eligible for joining EPEM

Year	No. of placements
2022	2 707
2023	3 873
2024	4 443

### Expenditure

Year	Amount (\$million)
2022-23	26.40
2023-24	35.40
2024-25 (as at February 2025)	33.70

## Youth Employment and Training Programme

### Service providers of career development services

<b>2021/22 to 2023/24 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 2021/22 to 2023/24

<b>Programme year</b>	<b>No. of trainees</b>
2021/22	3 222
2022/23	3 053
2023/24	2 839

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 2022-23 to 2024-25

<b>Year</b>	<b>Amount (\$million)</b>
2022-23	105.3
2023-24	95.03
2024-25 (as at February 2025)	67.93

### Work Orientation and Placement Scheme

#### Number of cases

<b>Year</b>	<b>No. of placements</b>
2022	1 228
2023	1 185
2024	1 134

#### Expenditure

<b>Year</b>	<b>Amount (\$million)</b>
2022-23	34.09
2023-24	35.83
2024-25 (as at February 2025)	33.65

### Counselling Scheme for Persons with Disabilities

#### Number of cases

Year	No. of counselling cases
2022-23	28
2023-24	37
2024-25 (as at February 2025)	31

#### Expenditure

Year	Amount (\$'000)
2022-23	78
2023-24	131
2024-25 (as at February 2025)	75

### Racial Diversity Employment Programme

#### Number of job seekers served

Year	No. of job seekers served
2022	344
2023	255
2024	475

#### Expenditure

Year	Amount (\$million)
2022-23	2.06
2023-24	1.74
2024-25 (as at February 2025)	2.87

**Re-employment Allowance Pilot Scheme**  
(launched on 15 July 2024)

Numbers of participants and placements

<b>Year</b>	<b>No. of participants</b>	<b>No. of placements</b>
2024 (July to December)	29 862	9 488

Expenditure

<b>Year</b>	<b>Amount (\$million)</b>
2024-2025 (as at February 2025)	5.68

**Numbers of new arrivals, EMs and the elderly and middle-aged registered with LD for employment services from 2022 to 2024**

<b>Year</b>	<b>New arrivals</b>	<b>EMs</b>	<b>The elderly and middle-aged</b>
2022	1 234	870	17 097
2023	2 801	953	22 691
2024	4 522	1 566	32 073

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

**Number of PWDs registered with SPD of LD for employment services from 2022 to 2024**

<b>Year</b>	<b>No. of PWDs</b>
2022	2 570
2023	2 840
2024	3 214

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)067**

**(Question Serial No. 2484)**

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:

Last year, there were at least 30 fatal industrial accidents for the whole year. Of which, 5 fatal cases happened in November alone, which was rare. The situation was particularly serious in the construction industry. As the saying goes, "One single case is far too many". Many members of the public are of the opinion that education and training on occupational safety and promotion of "site safety" messages by the Government are not enough, and that the relevant site personnel only seek to catch up with the period and progress of construction but ignore the safety requirements. In this connection, would the Government advise this Committee of the following:

- (a) How many injured employees have benefited from the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) so far since its launch by the Labour Department earlier? What is the total expenditure?
- (b) Further to the above question, what are the details of the severity of injuries sustained by the participating employees? What is the staff establishment of the department responsible for the Pilot Programme?
- (c) It has been reported some participants complained that they were told that their cases were "closed" before they had fully recovered from injury, leaving them with no choice but to seek out-patient treatment at their own expense or emergency service to obtain a "medical certificate" again. In this connection, will the Government review the Pilot Programme in respect of such cases? If yes, what are the details? If not, what are the reasons?
- (d) Will the Government implement or explore the use of artificial intelligence monitoring system for hazards in operations in future, such as the "Smart Site Safety System", which has already been fully used in quite a number of construction sites? Will the Government consider legislative amendments in future to mandate the use of the "Smart Site Safety System" in all construction sites so as to reduce industrial accidents?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 1)

## Reply:

The Labour Department (LD) has all along attached great importance to the publicity and promotion as well as education and training work on occupational safety and health (OSH). LD, Occupational Safety and Health Council (OSHC) and other stakeholders have continued to put in resources to carry out the related work.

As regards publicity and promotion, LD has co-organised activities such as seminars, sponsorship schemes, roving exhibitions and out-reaching promotional visits in collaboration with OSHC, trade associations and workers' unions to enhance the OSH awareness and performance of employers and employees. LD has also disseminated the latest OSH messages on its webpages and the "OSH 2.0" mobile application, published and updated safety guidelines, produced text and animated versions of "Work Safety Alert" and "Systemic Safety Alert", and extensively promoted OSH safety messages to stakeholders through emails, television, radio, newspapers, publicity platforms of major public transport modes, websites and social media frequently used by workers, OSH 2.0 application and conspicuous locations such as external walls of shopping malls and buildings, roadsides and bridges. Moreover, LD has encouraged reports on unsafe working environment (particularly in the construction industry, including repair, maintenance, alteration and addition works) to strengthen preventive and enforcement efforts.

As for education and training, LD has actively assisted various organisations in raising the OSH level. LD has, in light of the changes in OSH risks, organised OSH talks with different themes and various free training courses related to OSH legislation, and deployed its staff to participate in OSH talks organised by different organisations and bodies to serve as speakers, with a view to facilitating the understanding of the requirements of the statutory provisions and relevant codes of practice among duty holders, thereby enhancing their OSH awareness and performance. Besides, LD has continued to enrich the contents of mandatory safety training courses, review the course contents where necessary and make revisions in a timely manner. For example, LD has updated the contents of the Mandatory Basic Safety Training Course for the construction industry (i.e. the Construction Green Card) and the Mandatory Safety Training Course for Confined Spaces in recent years to ensure that the course contents have included the latest safety information and can better meet the actual needs of trainees, with a view to enhancing their awareness of the causes and risks of accidents as well as their ability to manage those risks.

Our reply to the question raised by Hon SHANG is as follows:

- (a) LD launched the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) in September 2022. As at the end of February 2025, a total of 1 803 injured employees participated in the Pilot Programme. The estimated total expenditure of the Pilot Programme since its launch up to 2024-25 is around \$157 million, details of which are set out at Annex.
- (b) As at the end of February 2025, participants of the Pilot Programme mainly sustained contusion/bruise, sprain/strain, fracture, etc., accounting for about 80% of all cases. About 70% of the participants have reached maximum medical improvement (i.e. recovered) and most of them have recovered within 5 months after injury. The participants who are yet to recover are primarily injured employees joining the Programme more recently.

Established by the service contractor of the Pilot Programme in September 2022, the Work Injury Rehabilitation Office (WIRO) is responsible for arranging and co-ordinating the rehabilitation treatment services provided 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. As at the end of February 2025, WIRO comprises a total of 10 administrative and professional staff, 11 case managers and 3 clerical support staff.

- (c) The services provided under the Pilot Programme are contingent upon the injury and recovery condition of individual injured employee. In general, services will be provided until the employee's injury has reached maximum medical improvement (i.e. recovered) and the employee has returned to work, or until two months after the employee has recovered, whichever is earlier. Whether a participant has reached the maximum medical improvement is a professional medical judgment made by the case doctor having regard to the recovery progress of the injured employee. For injured employees who have reached maximum medical improvement but are still experiencing residual symptoms (e.g. mild pain), the case doctors will refer them to the Hospital Authority for necessary follow-up based on their circumstances.

LD has conducted a preliminary evaluation on the first two years of operation of the Pilot Programme, 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 Programme. The findings show that the participants had a higher rate of reaching maximum medical improvement upon treatment during the evaluation period and the median time required for recovery was also shorter, which met the objective of the Pilot Programme. Besides, the majority of the participants were satisfied with the case management and rehabilitation treatment services provided under the Pilot Programme.

- (d) The Government has been keeping a close watch on the development of promoting the use of technology in local building works. In recent years, various government bureaux and departments have been allocating resources to promote the application of technology to enhance safety in the construction industry.

The Development Bureau requires public works contracts with contract sum exceeding \$30 million to fully adopt the Smart Site Safety System (4S). Additionally, when granting the first approval or approval on major revisions of superstructure plans for private development projects, the Buildings Department requires registered contractors of building works with an estimated cost exceeding \$30 million and involving the use of mobile plants and tower cranes to adopt 4S for such machineries. Moreover, the Government has provided subsidies to contractors of private development projects to adopt 4S through the "Construction Innovation and Technology Fund".

Besides, the Government also assists in, promotes and encourages the wider application of 4S. LD will also further safeguard the OSH of employees by revising the codes of practice on work safety, incorporating the use of technological devices, and promoting measures to optimise the use of technology. We consider that these are the appropriate steps at the present stage.

**Estimated Expenditure of the Pilot Programme**

<b>Item</b>	<b>Estimated Expenditure of the Pilot Programme since its launch (up to 2024-25)</b>
Fixed costs (e.g. expenses on operation, publicity and related information technology)	Around \$75.5 million
Expenditure on rehabilitation treatment services	Around \$61.2 million
Expenditure on case management services	Around \$20.3 million
<b>Total expenditure</b>	Around \$157 million

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)068**

**(Question Serial No. 0510)**

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) estimates that the number of applications under the Supplementary Labour Scheme (SLS)/the Enhanced Supplementary Labour Scheme (ESLS) to be processed will be 6 400 in 2025, less than the actual number of 6 899 applications processed in 2024. Would the Government advise of the following:

- (a) The reason why the estimated number of applications under SLS/ESLS to be processed in 2025 is less than the actual number of applications processed in 2024;
- (b) The number of applications for labour importation from employers received and approved and the number of imported workers (with a breakdown by industry) since the launch of ESLS;
- (c) The number of applications processed by LD increased since the launch of ESLS on 4 September 2023. Has LD increased the manpower and expenditure to process the applications? If yes, the number of staff concerned and the expenditure involved; if not, the reason for that; and
- (d) The average number of days required for processing the applications under SLS/ESLS at present.

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 19)

Reply:

- (a) The Labour Department (LD) processed 6 899 applications under the Supplementary Labour Scheme (SLS)/the Enhanced Supplementary Labour Scheme (ESLS) in 2024, including discontinued or withdrawn applications. With the smooth implementation of ESLS, the number of discontinued or withdrawn applications is expected to drop in 2025. Therefore, the estimated number of applications to be processed under ESLS is lower than the actual number of applications processed in 2024.

- (b) Since its implementation from 4 September 2023 and as at 28 February 2025, ESLS received 11 342 applications seeking to import 98 065 workers. During the period, 7 380 applications (involving 51 051 imported workers) were approved. A breakdown of the numbers of imported workers applied for and approved by industry is at Annex.
- (c) ESLS is administered by the Supplementary Labour Division (SLD) of LD. SLD created 12 Labour Officer Grade posts in 2024-25 and will create 16 time-limited Labour Officer Grade posts for a five-year period in 2025-26. The estimated expenditure for a total of 28 additional posts as mentioned above is \$26.40 million in 2025-26. SLD also employs non-civil service contract staff and post-retirement service contract staff to assist in implementing ESLS.
- (d) The time required by LD for processing each ESLS application is affected by various factors, which include whether the post under application is a common post (for example, waiter/waitress, junior cook, sales assistant, etc.), whether the applicant employer has provided sufficient information, whether the application details have changed during processing, and the time taken by the employer to respond to LD's enquiry or suggestion, etc. In general, upon receipt of all information and documents required for processing and after screening-in of applications, LD can complete the vetting of applications under ESLS within 3 months, including the time taken by applicant employers to conduct the 4-week local recruitment under ESLS.

**Numbers of imported workers applied for and approved  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by industry**

<b>Industry<sup>@</sup></b>	<b>No. of imported workers applied for*</b>	<b>No. of imported workers approved*</b>
1. Agriculture and Fisheries	2 213	2 042
2. Manufacturing	8 373	5 098
3. Construction <sup>+</sup>	27	372
4. Import/Export Trades and Wholesale	3 946	1 832
(i) <i>Import/Export Trades</i>	(1 533)	(665)
(ii) <i>Wholesale</i>	(2 413)	(1 167)
5. Retail, Accommodation and Food Services	51 046	29 344
(i) <i>Retail</i>	(7 308)	(4 030)
(ii) <i>Accommodation Services</i>	(2 207)	(1 564)
(iii) <i>Food and Beverage Services</i>	(41 531)	(23 750)
6. Transportation, Storage, Information and Communications	4 517	1 827
7. Financing, Insurance, Real Estate, Professional and Business Services	6 730	2 768
8. Public Administration, Social and Personal Services <sup>++</sup>	21 213	7 768
<b>Total</b>	<b>98 065</b>	<b>51 051</b>

<sup>@</sup> The classification of industries may be subject to revisions upon verification of information from employers.

<sup>\*</sup> LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, 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)069**

**(Question Serial No. 1602)**

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:

With reference to paragraph 161 of the Budget Speech, what is the number of applicants in each year since the implementation of the Greater Bay Area Youth Employment Scheme (the scheme) in 2021? What is the final number of persons employed? And what is the number of enterprises joining the scheme in each year? In addition, what is the Government's expenditure on the scheme since its launch? Please provide a breakdown.

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 4)

Reply:

The Government launched the pilot Greater Bay Area Youth (GBA) Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024. Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications.

The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 417, 278 and 249 enterprises offering job vacancies, as well as 1 091, 718 and 417 employed young people. The expenditures of the pilot scheme as well as the regularised scheme in 2023-24 and 2024-25 (as at February 2025) are at Annex. The scheme allows enterprises to recruit eligible young people directly through various channels. Hence, the Government does not have information on the number of young people who have applied for the vacancies under the scheme.



### Breakdown of expenditure of the Greater Bay Area Youth Employment Scheme

	Expenditure (\$million)		
	Pilot scheme (as at February 2025)	Regularised scheme for 2023-24	Regularised scheme for 2024-25 (as at February 2025)
Expenditure on allowance	117.91	15.07	49.99
Expenditure on promotion and operation	4.7	6.66	10.93
Staff cost <sup>Note</sup>	N/A	10.25	10.66

Note: As the staff of the Labour Department implementing the pilot scheme also undertook other duties, the staff cost involved could not be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)070**

**(Question Serial No. 1603)**

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:

With reference to paragraph 161 of the Budget Speech, how many participants have stayed in employment after completing the 18-month Greater Bay Area Youth Employment Scheme (the scheme) at present? How many participants quitted before completing the 18-month scheme, and what were their reasons? Apart from the measures mentioned in the Budget Speech, will the Government consider making appropriate adjustments on the scheme through reviewing the results, such as extending the duration of the scheme?

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 5)

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 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) young people continued to be employed by the enterprises. The reasons for young people not continuing with their employment included the young people leaving employment pre-maturely, employers not offering employment or the young people declining the job offers. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the relevant data in due course.

LD has commissioned a consultant to conduct a 3-year “longitudinal study” on the scheme. The study conducts follow-up surveys on the participating enterprises and young people with a view to understanding the employment situation of young people, and collecting opinions from enterprises and young people on the scheme. The study commenced in March 2024. The consultant will submit an interim report of the study to LD in the second quarter of 2025. LD will review in detail the effectiveness of the scheme upon completion of the “longitudinal study”.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)071**

**(Question Serial No. 1607)**

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:

Paragraph 194 of the Budget Speech mentioned that workplace attachment opportunities in the Greater Bay Area (GBA) will be introduced under the Youth Employment and Training Programme (YETP). However, with reference to the Scheme on Corporate Summer Internship on the Mainland and Overseas 2025 (the Scheme), workplace attachment opportunities in the GBA are also involved. In that case, is there any overlap between the new initiative of YETP and the Scheme launched by the Home and Youth Affairs Bureau in terms of nature; if yes, will it result in duplication in the use of financial resources? If not, what are the specific differences?

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 9)

Reply:

The Youth Employment and Training Programme (YETP) provides free and dedicated training and career development services to young people with an educational attainment at sub-degree level or below. Trainees may choose to participate in training courses, 1-month workplace attachment training and on-the-job training for a period of 6 to 12 months. The service providers commissioned under YETP provide trainees with 12-month career development services. Since January 2025, the enrolment age of YETP has been relaxed from 15-24 to 15-29, with the introduction of the Greater Bay Area (GBA) Work Experience Attachment Programme (WEP).

WEP, which does not have a minimum educational requirement, provides trainees aged 18 to 29 with 1-month workplace attachment opportunities in the Mainland cities of the GBA to experience the local work culture and understand the development opportunities in the GBA. WEP also provides advisory services for employment in the Mainland which will give advice to trainees who are interested in developing their careers in the GBA. The objectives and service targets of WEP are different from those of the Scheme on Corporate Summer Internship on the Mainland and Overseas launched by the Home and Youth Affairs Bureau, and hence there is no duplication in the use of financial resources.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)072**

**(Question Serial No. 0876)**

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 implemented the regularised Greater Bay Area Youth Employment Scheme (the scheme) in 2023 to encourage enterprises to employ Hong Kong young people to work in the Mainland cities of the GBA. Would the Government advise this Committee of the following:

- (a) The numbers of employers participating in the scheme, job vacancies offered by the employers, and young people successfully placed into employment, as well as the amount of allowance disbursed to employers in the past 3 years; and the estimated amount of allowance under the scheme in 2025-26;
- (b) Given that the limit on the allowance period is 18 months, whether the Government has compiled statistics on the rate of the employed young people staying in employment after the allowance period; whether the Government has considered adjusting the 18-month allowance period; if so, of the details; if not, the reasons for that;
- (c) The numbers of complaints under the scheme and non-compliance cases by employers in the past 3 years;
- (d) Given that the scheme includes provision of support to participating young people by service providers, please provide information on the details of the support programmes, the fees payable to service providers in the past 3 years and the estimated fees payable in 2025-26 as well as the relevant standards, and whether key performance indicators (KPIs) have been formulated for the services provided by service providers;
- (e) Whether the Government has assessed the impact of the Arrangements for Mainland Youth to Work in Hong Kong launched since 2025 on local young people or graduates; if so, of the details; if not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 30)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme.

In 2023 and 2024, the regularised scheme respectively recorded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 employed young people. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. In 2025-26, the estimated expenditure on allowance is HK\$72.92 million.

- (b) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) young people continued to be employed by the enterprises. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the relevant data in due course. LD has been maintaining close liaison with stakeholders. Taking into account their views and the operational experience, LD considers it more appropriate to maintain the allowance period of 18 months. .
- (c) In 2023 and 2024, LD received a total of 37 complaint cases under the scheme. Of the 18 cases for which investigation was completed, 3 employers were found to have violated relevant requirements, including late payment of wages and failure to arrange the young people to work in the Mainland cities of the GBA, etc. These 3 employers have fulfilled the requirements after LD's follow-up. In addition, LD referred 7 cases, which primarily involved suspected provision of false information, forgery or fraud, etc., to the Hong Kong Police Force for follow-up. The remaining 12 cases are still being followed up.
- (d) Since 2023, LD has commissioned service providers to provide support services on working and living in the Mainland to employed young people under the scheme. The services include running a telephone hotline and setting up dedicated WeChat groups to handle enquiries and requests for assistance, organising talks, group activities and study exchanges, and assisting young people who have participated in the scheme in establishing associations to stay connected. In 2023-24 and 2024-25 (as at February 2025), the fees paid to service providers were HK\$1.24 million and HK\$3.15 million respectively. The estimated service fees payable for 2025-26 are HK\$3.57 million. Indicators on the details, frequency, number of participants and time of completion of service, etc. are formulated for each service item under the service contract. The service providers are also required to submit regular reports to the Government for monitoring and evaluating service quality.
- (e) The Government has implemented the GBA Youth Employment Scheme – Arrangements for Mainland Youth to Work in Hong Kong (the Arrangements) in January 2025. Enterprises which have participated in the scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number

of Mainland young people to work in Hong Kong according to relevant requirements. The Arrangements helps foster talent exchange in the GBA and will not undermine the employment opportunities of local young people.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)073**

**(Question Serial No. 0877)**

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 launched the Re-employment Allowance Pilot Scheme (the Scheme) in July 2024 to encourage persons aged 40 or above to re-join the employment market. Please inform this Committee of the following:

- (a) Please set out the numbers of registered participants, successful placements, and participants applying for an allowance, as well as the amount of allowance granted in each month as at February 2025, with a breakdown by age group (40-44, 45-49, 50-54, 55-59, 60-64, 65-69 and 70 or above);
- (b) According to the Government's information on open tenders and Contract Award Notices, it appears that unlike the case of other employment programmes (such as the Youth Employment and Training Programme, the Racial Diversity Employment Programme), the Government did not conduct an open tender exercise for the appointment of service providers to assist in implementing the Scheme. Please advise on the appointment procedures for service providers, the fees payable to service providers in the past year and the estimated fees payable in 2025-26 as well as the relevant standards, and whether key performance indicators (KPIs) have been formulated for the services provided by service providers;
- (c) When the Scheme was launched, the Government estimated that the 3-year Scheme would benefit some 6 000 people. The Government indicated earlier that the Scheme had been well received, with the number of registered participants exceeding the original estimate. Given the tight fiscal position, does the Government/service provider have sufficient financial resources and manpower to complete the 3-year Scheme; if yes, what are the details; if not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 31)

Reply:

- (a) The Labour Department (LD) launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who

have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant who has worked full-time for 6 consecutive months will be provided with a re-employment allowance (REA) of \$10,000, while those who have worked full-time for 12 consecutive months will be given an additional allowance of \$10,000. Half-rate REA will be given to those who have worked part-time.

The REA Scheme has been well received, with 35 203 participants and 13 670 placements recorded as at February 2025. Breakdowns of the numbers of participants and placements by age are at Annex 1 and Annex 2 respectively. During the same period, LD received 1 425 applications for REA submitted by participants after their 6 months' employment and already possessed 591 applications involving \$5.68 million of REA. A breakdown of the number of applications for REA by age of applicants is at Annex 3. A breakdown of the amount of REA approved by age of applicants is at Annex 4.

- (b) LD has commissioned service providers to assist in providing services under the Youth Employment and Training Programme and the Racial Diversity Employment Programme through open tender. LD appoints service providers for the REA Scheme through direct engagement in accordance with the relevant procurement procedures of the Government to meet the imminent need for the provision of employment support services to participants of the REA Scheme. Services provided by the service providers to the participants include employment assistance, post-placement follow-up, assistance to apply for REA, etc. The service providers also set up 12 service spots across the territory and 2 telephone hotlines of the REA Scheme. The service contract will last for 3 years, involving service fees of around \$7.8 million in total.

Indicators on the details, frequency, number of participants and time of completion of service, etc. are formulated for each service item under the service contract. The service providers are also required to submit regular reports to the Government for monitoring and evaluating service quality. LD will continue to closely monitor the performance of service providers in accordance with the service contract.

- (c) The REA Scheme has been well received since its launch. LD has coped with the workload for the implementation of the REA Scheme through re-prioritisation of work, streamlining of work procedures, application of technology and employment of contract staff. In 2025-26, the provision for the REA Scheme has increased to about \$186 million as compared with the revised estimate of \$23 million in 2024-25, so as to ensure that REA will be disbursed to all eligible participants.



**Breakdown of the number of participants under the REA Scheme  
by age of participants from July 2024 to February 2025**

Age	No. of participants	
	2024 (July to December)	2025 (as at February)
40 to 44	6 136	1 088
45 to 49	5 607	1 046
50 to 54	5 839	1 074
55 to 59	5 292	933
60 to 64	4 472	815
65 to 69	1 889	306
70 or above	627	79
<b>Total</b>	<b>29 862</b>	<b>5 341</b>

**Breakdown of the number of placements under the REA Scheme  
by age of employed persons from July 2024 to February 2025**

Age	No. of placements	
	2024 (July to December)	2025 (as at February)
40 to 44	1 918	817
45 to 49	1 788	780
50 to 54	1 880	811
55 to 59	1 638	785
60 to 64	1 497	662
65 to 69	614	260
70 or above	153	67
<b>Total</b>	<b>9 488</b>	<b>4 182</b>

**Breakdown of the number of applications for REA  
under the REA Scheme by age of applicants  
from July 2024 to February 2025**

<b>Age</b>	<b>No. of applications for REA</b>
40 to 44	313
45 to 49	264
50 to 54	261
55 to 59	224
60 to 64	239
65 to 69	100
70 or above	24
<b>Total</b>	<b>1 425</b>

**Breakdown of the amount of REA approved  
under the REA Scheme by age of applicants  
from July 2024 to February 2025**

<b>Age</b>	<b>Amount of REA approved (\$'000)</b>
40 to 44	1,280
45 to 49	1,090
50 to 54	1,125
55 to 59	952
60 to 64	822
65 to 69	365
70 or above	45
<b>Total</b>	<b>5,680</b>

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

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)074**

**(Question Serial No. 0878)**

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 processing of job vacancy information on the Interactive Employment Service (iES) website, would the Government advise this Committee of the following information in the past 3 years:

- (a) The numbers of job vacancy information and vacancies processed each year (please separately set out the relevant figures on recruitment procedures conducted by employers themselves and those facilitated by the job fairs of the Labour Department);
- (b) The staff establishment and ranks, staff cost and related operational expenses of the office responsible for processing job vacancy information;
- (c) The average cost and time required for processing each job vacancy information;
- (d) Whether the Government has evaluated the possibility of replacing manpower with artificial intelligence or other technologies for processing job vacancy information; if yes, what is the plan; if not, what are the reasons;
- (e) The number of page views and registered users (both employers and job seekers) of the iES website in each year;
- (f) The staff establishment and ranks responsible for operating the iES website, as well as the staff cost and related operational expenses;
- (g) Whether the Government has evaluated the possibility of applying artificial intelligence or other technologies on the iES website to assist job seekers in job search and provide job-matching; if yes, what is the plan; if not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 32)

Reply:

- (a) In each year from 2022 to 2024, the Job Vacancy Processing Centre (JVPC) of the Labour Department (LD) respectively received and processed 1 086 335, 1 171 645 and 815 890 job vacancies from the private sector and posted them on the Interactive Employment Service (iES) website, including 202 795, 352 965 and 286 410 job vacancies, for which recruitment was conducted through district-based and thematic job fairs held by LD's job centres and recruitment centres. In addition, LD organised large-scale job fairs, providing 23 594, 36 870 and 32 900 job vacancies respectively in each year during the same period for job seekers to submit job applications and attend interviews on the spot.
- (b)&(c) From 2022-23 to 2024-25 (as at February 2025), the staff establishment of JVPC was 75, including the Labour Officer Grade and Clerical Grade posts, and the salary costs involved were \$28.32 million, \$28.32 million and \$27.13 million in each year respectively. A breakdown of the relevant staff establishment, grades, and salary costs is at Annex 1. As other operational expenses involved in processing job vacancies have been absorbed within the recurrent operational expenses of LD and cannot be separately identified, the average cost for processing each job vacancy is not available.

In each year from 2022 to 2024, 98%, 99%, and 99% of job vacancy information was respectively processed and posted within 5 working days upon receipt by JVPC.

- (d) JVPC has been improving the workflow of job vacancy processing and enhancing work efficiency through the adoption of information technology (IT), such as optimising the design of the electronic Vacancy Order Form, setting up an online platform for receiving copies of the Business Registration Certificate from employers, etc., so as to save the time and streamline the procedures for staff to process the information. JVPC will continue to keep abreast of the changing circumstance, and improve workflow and efficiency through the application of IT.
- (e) Job seekers, irrespective of whether they have registered accounts, can use the iES website to browse employment information and search for job vacancies, while employers without a registered account can submit a Vacancy Order Form to post job vacancies via the iES website. Registered users are also provided with personalised services. For example, job seekers can be automatically matched with the latest job vacancies based on their pre-set criteria, while employers can be provided with suitably matched job seekers based on their posted job vacancies. In each year from 2022 to 2024, the iES website recorded around 339 million, 390 million, and 429 million page views respectively. In each year during the same period, 12 924, 14 550, and 21 859 job seeker accounts and 15 553, 14 893, and 10 771 employer accounts were registered on the website respectively.
- (f) From 2022-23 to 2024-25 (as at February 2025), the staff establishment of LD responsible for the iES website and mobile application was 14, including the Labour Officer Grade and Clerical Grade posts, and the salary costs involved were \$9 million, \$9 million, and \$8.59 million respectively. Other operational expenses and IT staff costs have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- (g) The iES website and mobile application have been making use of IT to enable job seekers to select job vacancies, match with the latest job vacancies automatically, and submit job applications online; and enable employers to match their vacancies with suitable job seekers via the website, thereby enhancing the efficiency of job matching. LD will continue to review the operation of the iES website, and, in light of the employment market situation and service needs, enhance relevant services and improve efficiency through the application of IT.

**Breakdown of staff establishment, grades, and salary costs  
of JVPC of LD from 2022-23 to 2024-25**

	Year					
	2022-23		2023-24		2024-25 (as at February 2025)	
	Staff establishment	Salary costs(\$) million	Staff establishment	Salary costs(\$) million	Staff establishment	Salary costs(\$) million
Labour Officer Grade	19	12.11 million	19	12.11 million	19	11.58 million
Clerical Grade	56	16.21 million	56	16.21 million	56	15.55 million
<b>Total</b>	<b>75</b>	<b>28.32 million</b>	<b>75</b>	<b>28.32 million</b>	<b>75</b>	<b>27.13 million</b>

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)075**

**(Question Serial No. 0879)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services, (3) Safety and Health at Work,  
(4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the prosecution work of the Labour Department, please advise this Committee of the following information in the past 3 years:

- (a) Among the prosecution cases, the numbers of cases/summonses, the numbers of convicted cases/summonses, the average and maximum penalties with a breakdown by the offence involved;
- (b) The staff establishment and ranks, staff cost and related operational expenses involved in handling the prosecution work.

Asked by: Hon TANG Fei (LegCo internal reference no.:33)

Reply:

- (a) The breakdowns of the numbers of prosecutions taken out by the Labour Department (LD) under Programme (3) in accordance with the Factories and Industrial Undertakings Ordinance (FIUO), the Occupational Safety and Health Ordinance (OSHO) and the Boilers and Pressure Vessels Ordinance (BPVO) and their subsidiary regulations, as well as the numbers of convicted summonses and the fines from 2022 to 2024 are set out at Annexes 1 and 2.

Among the prosecutions taken out by LD under Programme (4), the numbers of summonses heard, the numbers of summonses convicted and the related fines from 2022 to 2024 with a breakdown by the offence involved are set out at Annexes 3 and 4.

- (b) The staff establishment and expenditure of the Legal Services Division (LSD) under Programme (3) as well as the Prosecutions Division (PD) under Programme (4) of LD from 2022-23 and 2024-25 are set out at Annexes 5 and 6.

**Breakdowns of the numbers of summonses for prosecutions  
taken out by LD against the offence involved from 2022-24 under Programme (3)  
and the numbers of convicted summonses**

Prosecution for breach of occupational safety and health (OSH) legislation	No. of prosecution summonses			No. of convicted summonses		
	2022	2023	2024	2022	2023	2024
FIUO	2 573	2 987	2 972	1 678	2 396	2 147*
OSHO	137	208	177	135	160	154
BPVO	6	6	10	2	5	7
Total	2 716	3 201	3 159	1 815	2 561	2 308

\* Including a defendant who was sentenced to 2 months of imprisonment.

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

**Average fine and maximum fine for the convicted summonses for prosecutions  
taken out by LD under Programme (3) from 2022 to 2024**

Prosecution for breach of OSH legislation	Average fine imposed (per summons)			Maximum fine imposed (per summons)		
	2022	2023	2024	2022	2023	2024
FIUO	\$7,941	\$8,113	\$8,479	\$100,000	\$100,000	\$200,000
OSHO	\$9,608	\$10,801	\$18,291	\$35,000	\$100,000	\$450,000
BPVO	\$3,600	\$4,120	\$3,157	\$4,000	\$5,000	\$5,000

**Numbers of summonses heard and summonses convicted  
under Programme (4) of LD from 2022 to 2024  
with a breakdown by the offence involved**

Offence involved in prosecution	No. of summonses heard			No. of summonses convicted		
	2022	2023	2024	2022	2023	2024
Failure to take out employees' compensation insurance	1 043	1 330	1 282	1 015	1 300	1 239
Wage offences	606	1 112	1 366	454	819 <sup>#</sup>	996 <sup>@</sup>
Holiday offences	386	384	537	369	334	487
Default on awarded payment of the Labour Tribunal (LT) /Minor Employment Claims Adjudication Board (MECAB)	242	269	211	201 <sup>*</sup>	204 <sup>#</sup>	150 <sup>@</sup>
Failure to pay periodical payments under the Employees' Compensation Ordinance	103	190	86	96	173	38
Failure to keep records of employees	7	5	14	7	2	12
Others	92	118	96	69	71	67
<b>Total</b>	<b>2 479</b>	<b>3 408</b>	<b>3 592</b>	<b>2 211</b>	<b>2 903</b>	<b>2 989</b>

\* The highest penalty imposed by the court in a single case was 200 hours of community service, involving 1 company director who defaulted on the awarded payment of LT/MECAB.

# The highest penalty imposed by the court in a single case was 12 weeks of imprisonment suspended for 12 months, involving 1 company director who defaulted on wage and the awarded payment of LT/MECAB.

@ The highest penalty imposed by the court in a single case was 2 months of imprisonment suspended for 24 months, involving 1 company director who defaulted on wage and awarded payment of LT/MECAB.

**Average fine and maximum fine for the convicted summonses  
prosecuted by LD under Programme (4) from 2022 to 2024  
with a breakdown by the offence involved**

Offence involved in prosecution	Average fine imposed (per summons)			Maximum fine imposed (per summons)		
	2022	2023	2024	2022	2023	2024
Failure to take out employees' compensation insurance	\$2,274	\$2,474	\$2,444	\$12,000	\$20,000	\$20,000
Wage offences	\$3,480	\$3,732	\$2,865	\$20,000	\$12,000	\$10,000
Holiday offences	\$1,195	\$1,223	\$1,357	\$6,000	\$10,000	\$5,000
Default on awarded payment of LT/MECAB	\$7,046	\$7,333	\$6,238	\$50,000	\$40,000	\$40,000
Failure to pay periodical payments under the Employees' Compensation Ordinance	\$2,494	\$2,574	\$3,366	\$5,000	\$8,000	\$5,000
Failure to keep records of employees	\$1,743	\$1,750	\$1,711	\$2,000	\$2,000	\$2,380

**Staff establishment and expenditure of LSD  
under Programme (3) of LD from 2022-23 to 2024-25**

	2022-23	2023-24	2024-25
No. of Occupational Safety Officer Grade staff	27	27	27
No. of Clerical Grade staff	6	6	6
Staff cost (\$million)	25.3	25.94	27.04
Operational expenses (\$million)	0.62	1.12	1.42 (Revised estimate)

**Staff establishment and expenditure of PD  
under Programme (4) of LD from 2022-23 to 2024-25**

	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>
No. of Labour Officer Grade staff	31	31	31
No. of Labour Inspector Grade staff	8	8	8
No. of Clerical Grade staff	7	7	7
Staff cost (\$million)	34.96	35.83	37.28
Operational expenses (\$million)	3.06	3.29	3.38 (Revised estimate)

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)076**

**(Question Serial No. 2189)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Service

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) operates job centres where employment services are provided to the public. Regarding the 11 job centres and the 3 industry-based recruitment centres, would the Government provide information on these 14 centres for the past 3 years in tabular form:

- (a) The operating expenditure and staff establishment of each centre;
- (b) The numbers of visitors, cases of registered job seekers, and placements secured through LD's referrals at each centre;
- (c) A breakdown of the numbers of cases of registered job seekers and placements secured through LD's referrals by age group (15-19, 20-29, 30-39, 40-49, 50-59, and 60 or above);
- (d) The types of ownership (government or privately owned) of the venue of each centre and how much is the rent?

Asked by: Hon TANG Ka-piu (LegCo internal reference no.: 24)

Reply:

- (a)&(d) The staff cost, staff establishment and rental expenditure of each job centre and industry-based recruitment centre (recruitment centre) of the Labour Department (LD) in each year from 2022-23 to 2024-25 (as at February 2025) are at Annexes 1 and 2. Other operating expenditures have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.
- (b)&(c) The numbers of visitors recorded for each job centre and recruitment centre in each year from 2022 to 2024 are at Annex 3.



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 registration with LD for employment services, job seekers can obtain information on job vacancies through the Interactive Employment Service website, its mobile application, job centres and recruitment centres. From 2022 to 2024, LD recorded 164 713, 153 488 and 121 543 placements respectively in each year. Of these, 160 515, 147 099 and 114 702 placements were secured through job seekers' direct application to employers advertising the vacancies or participation in LD's employment programmes. A breakdown of the numbers of job seekers registered for LD's employment services and placements secured through LD's referrals by age is at Annex 4.

**Breakdowns of staff cost and staff establishment of  
LD's job centres and recruitment centres by year from 2022-23 to 2024-25**

	<b>Staff cost and staff establishment</b>					
	<b>2022-23</b>		<b>2023-24</b>		<b>2024-25 (as at February 2025)</b>	
<b>Staff cost and staff establishment</b> (including job centres and recruitment centres)	<b>Staff cost (\$million)</b>	<b>Establishment</b>	<b>Staff cost (\$million)</b>	<b>Establishment</b>	<b>Staff cost (\$million)</b>	<b>Establishment</b>
	96.27	218	96.60	218	81.80	192
<b>1. Job centres</b>						
Admiralty	6.52	14	6.52	14	6.24	14
North Point	4.24	10	4.23	10	5.10	12
Kowloon East	8.64	20	8.64	20	8.27	20
Kowloon West	8.35	20	8.17	19	7.81	19
Kwun Tong	8.69	20	8.69	20	6.29	15
Sha Tin	5.40	12	5.40	12	5.16	12
Sheung Shui	5.16	12	5.16	12	4.93	12
Tsuen Wan	7.89	18	7.89	18	7.55	18
Tuen Mun	6.82	15	6.82	15	6.52	15
Tung Chung	4.63	11	4.63	11	4.42	11
Yuen Long	6.92	15	6.92	15	6.62	15
Hong Kong West <sup>Note 1</sup>	4.00	10	4.00	10	/	
Tai Po <sup>Note 1</sup>	6.05	13	6.05	13		
<b>2. Recruitment centres</b>						
Construction industry	5.98	12	5.97	12	5.71	12
Catering industry <sup>Note 2</sup>	6.98	16	7.51	17	7.18	17
Retail industry <sup>Note 2</sup>						

<sup>1</sup> As the Hong Kong West Job Centre and the Tai Po Job Centre have respectively merged with job centres in the nearby districts from 2 April 2024, the relevant information for these 2 job centres is not available starting from that year.

<sup>2</sup> As the Recruitment Centre for the Catering Industry and the Recruitment Centre for the Retail Industry share the same office, their staff cost and staff establishment cannot be separately identified.

**Breakdowns of rental expenditure for LD's job centres and recruitment centres  
by year from 2022-23 to 2024-25**

	<b>Rental expenditure</b>		
	<b>2022-23 (\$million)</b>	<b>2023-24 (\$million)</b>	<b>2024-25 (as at February 2025) (\$million)</b>
<b>Rental expenditure (including job centres and recruitment centres)</b>	8.36	8.36	8.47
<b>1. Job centres</b>			
Sheung Shui	1.91	1.91	2.02
Tuen Mun	0.30	0.30	0.30
Tung Chung	0.59	0.59	0.59
Yuen Long	2.16	2.16	2.16
<b>2. Recruitment centres</b>			
Construction industry	3.40	3.40	3.40

Note: The other job centres and recruitment centres are located in government properties and no rental expenditure is involved.

**Numbers of visitors recorded** <sup>Note 3</sup>  
**for LD's job centres and recruitment centres by year from 2022 to 2024**

	No. of visitors of each centre		
	2022	2023	2024
<b>No. of visitors</b> (including job centres and recruitment centres)	137 552	159 275	182 084
<b>1. Job centres</b>			
Admiralty	4 749	5 393	8 220
North Point	4 610	7 805	8 488
Kowloon East	9 524	11 854	14 013
Kowloon West	19 168	20 271	18 939
Kwun Tong	21 090	15 017	19 480
Sha Tin	13 372	8 656	7 086
Sheung Shui	9 061	14 556	19 052
Tsuen Wan	7 973	13 218	15 168
Tuen Mun	6 685	9 233	12 767
Tung Chung	5 811	9 332	12 024
Yuen Long	11 490	12 152	11 413
Hong Kong West	3 637	3 988	988 <sup>Note 4</sup>
Tai Po	8 703	10 827	2 168 <sup>Note 4</sup>
<b>2. Recruitment centres</b>			
Construction industry	2 630	7 163	10 234
Catering industry	9 049 <sup>Note 5</sup>	9 810 <sup>Note 5</sup>	22 044 <sup>Note 5</sup>
Retail industry			

<sup>3</sup> The numbers of visitors refer to those recorded by the respective centres on certain working days every month on a sampling basis, and the data of which are used to project the overall full-year figures.

<sup>4</sup> As the Hong Kong West Job Centre and the Tai Po Job Centre have respectively merged with job centres in the nearby districts from 2 April 2024, the numbers of visitors of these 2 job centres throughout the year are lower than those of other job centres.

<sup>5</sup> As the Recruitment Centre for the Catering Industry and the Recruitment Centre for the Retail Industry share the same office, their numbers of visitors cannot be separately identified.

**Breakdown of the numbers of job seekers registered for LD's employment services  
and placements secured through LD's referrals by age from 2022 to 2024**

Age	Registered job seekers		
	2022	2023	2024
15-19	552	513	924
20-29	5 090	6 739	8 444
30-39	4 259	5 436	7 909
40-49	5 639	7 297	10 723
50-59	7 314	9 263	12 657
60 or above	4 144	6 131	8 693
<b>Total</b>	<b>26 998</b>	<b>35 379</b>	<b>49 350</b>

Age	Placements		
	2022	2023	2024
15-19	48	81	89
20-29	403	548	521
30-39	426	678	698
40-49	922	1 396	1 499
50-59	1 372	1 973	2 229
60 or above	1 027	1 713	1 805
<b>Total</b>	<b>4 198</b>	<b>6 389</b>	<b>6 841</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)077**

**(Question Serial No. 2039)**

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 responsibility of the Labour and Welfare Bureau (LWB) is to endeavour to develop and implement targeted labour and welfare policy initiatives. On the labour front, LWB will safeguard the rights and benefits of employees and enhance safety and health at work. In this connection, would the Government advise this Committee of the following:

- (a) The statistics on fatal industrial accidents that happened at public and private sector sites in the past 5 years;
- (b) The number of public sector sites in Hong Kong at present;
- (c) The number of private sector sites in Hong Kong at present;
- (d) The statistics on the public and private sector sites in Hong Kong which adopt Smart Site Safety System (4S) at present;
- (e) Whether there are records of public and private sector sites successfully preventing industrial accidents with the adoption of 4S in the past 5 years; if yes, what are the details; if not, what are the reasons?

Asked by: Hon TIEN Puk-sun, Michael (LegCo internal reference no.: 26)

Reply:

- (a) The numbers of fatal industrial accidents that happened at public and private sector sites from 2020 to 2024 are tabulated below:

	2020	2021	2022	2023	2024
Public sector sites	6	7	1	10	4
Private sector sites	12	16	16	10	9
<b>Total</b>	<b>18</b>	<b>23</b>	<b>17</b>	<b>20</b>	<b>13</b>

Notes:

1. Public sector sites include construction sites under the purview of the Development Bureau (DEVB), Housing Department, Highways Department, Environmental Protection Department, MTR Corporation Limited and Airport Authority Hong Kong.
2. Private sector sites refer to construction sites other than public sector sites, and include superstructures on sites above the MTR Stations.
3. Fatal industrial accidents refer to fatal cases arising from industrial activities in industrial undertakings in Hong Kong as defined under the Factories and Industrial Undertakings Ordinance.
4. Fatal industrial accidents for 2024 are provisional figures as some cases are still under investigation.

(b)&(c) According to the latest quarterly statistics released by the Census and Statistics Department, the number of public sector sites under operation was 860 while the number of private sector sites under operation was 848 in September 2024.

(d)&(e) According to the information provided by DEVB, as at March 2025, the Smart Site Safety System (4S) has been adopted in over 370 public works contracts. 4S collects real-time data to facilitate real-time and remote monitoring of high-risk activities at construction sites, early detection of hazards and timely issuance of alerts, thereby minimising safety risks. According to DEVB, the number of accidents has decreased after adoption of 4S, bringing a positive impact on site safety and providing more comprehensive protection to workers.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)078**

**(Question Serial No. 2630)**

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 Racial Diversity Employment Programme (RDEP) launched in November 2020, please provide information on the following:

- (a) The estimated annual expenditure in each of the coming 5 financial years;
- (b) The staff establishment of the 3 dedicated teams, the number of ethnic minority (EM) job seekers and the number of employers supporting employment of EMs;
- (c) The number of EMs successfully placed into employment through RDEP at the present stage, the placement rate, the average time taken for job search and details on the successful placements by job type and salary;
- (d) Further to the above question, the proportion of RDEP participants to the total number of EM job seekers.

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 10)

Reply:

- (a) The Labour Department (LD) has commissioned 2 non-governmental organisations (NGOs) to assist in implementing the Racial Diversity Employment Programme (RDEP). The current service contract, which commenced on 1 November 2023, is for a term of 3 years. The total estimated annual expenditure for payment of service fees is \$5 million.
- (b)&(c) Of the 2 NGOs currently commissioned by LD, one has 9 staff members providing services to ethnic minority (EM) job seekers in Hong Kong Island and the New Territories, while the other has 10 staff members providing services to job seekers in Kowloon.

From 2022 to 2024, RDEP provided services to 344, 255 and 475 EM job seekers respectively in each year. During the same period, RDEP liaised with



1 920 employers and achieved 389 placements. Breakdowns of placements by occupation and salary are at Annex. LD does not keep information on the average time spent by RDEP participants on job search.

- (d) RDEP is open for participation by all EM job seekers who are legally employable in Hong Kong. From 2022 to 2024, there were respectively 870, 953 and 1 566 EMs registered with LD for employment services in each year. As RDEP participants are not necessarily registered job seekers of LD at the same time, the two figures are not directly comparable. Hence, the proportion of RDEP participants to the total number of EM job seekers is not available.

**Breakdowns of placements under RDEP from 2022 to 2024  
by occupation and salary**

## (i) By occupation

Occupation	No. of placements
Managers and administrators	5
Professionals and associate professionals	120
Clerical support workers	45
Service workers	123
Shop sales workers	17
Craft and related workers	3
Plant and machine operators and assemblers	3
Elementary occupations	72
Others	1
<b>Total</b>	<b>389</b>

## (ii) By salary

Monthly salary	No. of placements
Below \$6,000	28
\$6,000-below \$8,000	18
\$8,000-below \$10,000	12
\$10,000-below \$12,000	11
\$12,000-below \$14,000	34
\$14,000-below \$16,000	60
\$16,000-below \$18,000	41
\$18,000 or above	89
Figures not available*	96
<b>Total</b>	<b>389</b>

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

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)079**

**(Question Serial No. 0022)**

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:

Paragraph 161 of the Budget Speech mentioned that the Labour Department has since this year relaxed the requirements of joining the Greater Bay Area Youth Employment Scheme (the scheme) to young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person for up to 18 months. In this connection, please advise this Committee of the following:

- (a) The number of young people enrolled in each year since the launch of the scheme, the industry sectors involved and the average salaries of the industry sectors concerned;
- (b) The administrative expenses and the amount of allowances involved in each year since the launch of the scheme.

Asked by: Hon TSE Wai-chuen, Tony (LegCo internal reference no.: 26)

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 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024.

The pilot scheme recorded 1 091 employed young people. In 2023 and 2024, the regularised scheme recorded 718 and 417 employed young people in each year respectively. Breakdowns of the number of employed young people by industry and salary level are at Annex.

- (b) The expenditures of the pilot scheme and the regularised scheme in 2023-24 and 2024-25 (as at February 2025) are at Annex.

**Breakdowns of the number of employed young people  
under the Greater Bay Area Youth Employment Scheme  
by industry and salary level and the scheme expenditures**

## (i) By industry

Industry	Number of employed young people		
	Pilot scheme	2023	2024
Business services	377	275	112
Finance	286	184	87
Educational services	30	39	36
Import and export trades	39	28	20
Real estates	36	19	17
Communication	23	19	5
Other manufacturing industry	51	18	16
Manufacture of electronic parts	52	13	20
Others	197	123	104
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

(ii) By salary level

Salary level	Number of employed young people		
	Pilot scheme	2023	2024
\$18,000 - \$21,000	969	685	384
\$21,001 - \$24,000	79	18	22
\$24,001 - \$27,000	8	13	8
\$27,001 - \$30,000	6	1	2
\$30,001 or above	29	1	1
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

(iii) Scheme Expenditures

	Expenditure (\$million)		
	Pilot scheme (as at February 2025)	2023-24	2024-25 (as at February 2025)
Expenditure on allowance	117.91	15.07	49.99
Expenditure on promotion and operation	4.7	6.66	10.93
Staff cost <sup>Note</sup>	N/A	10.25	10.66

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

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)080**

**(Question Serial No. 1183)**

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 (GBA) Youth Employment Scheme (the scheme) has been regularised since 2023. The Budget Speech mentioned that the Labour Department has since this year relaxed the requirements for joining the scheme to include young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person. In this connection, would the Government advise this Committee of the following:

- (a) The amount of allowance disbursed and the number of young people involved with breakdowns by year after the regularisation of the scheme;
- (b) The total number of participating enterprises, the number of job vacancies offered, the number of job applicants and the number of people receiving job offers in each year after the regularisation of the scheme;
- (c) The industry sectors, job types and ranges of monthly salaries of the employed persons;
- (d) It is learnt that the number of job vacancies offered by enterprises far exceeds the number of people employed. What are the reasons;
- (e) The number of requests for assistance in resolving labour disputes (such as wage default or unreasonable work arrangements) under the regularised scheme;
- (f) What measures are in place to further help Hong Kong youth participants adapt to working and living in the Mainland cities of the GBA, and encourage enterprises to continue to employ these young people beyond the allowance period; and
- (g) What measures are in place to support Mainland youth participating in the GBA Youth Employment Scheme - Arrangements for Mainland Youth to Work in Hong Kong to adapt to work and life in Hong Kong?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 3)

Reply:

- (a)&(b) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme. During the same period, the scheme respectively recoded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 employed young people. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. The scheme allows enterprises to recruit eligible young people directly through various channels. Hence, the Government does not have information on the number of young people who have applied for the vacancies under the scheme.
- (c) Breakdowns of the young people employed under the scheme in 2023 and 2024 by industry, occupational group, and salary level are at Annex.
- (d) As youth employment situation is affected by factors such as the economy and labour market, direct comparison cannot be made between the number of job vacancies and the number of employed young people. The Labour Department (LD) will continue to step up publicity and promotion to encourage more enterprises and young people to participate in the scheme.
- (e) LD has commissioned service providers to provide support services on working and living in the Mainland to employed young people under the scheme, and the service providers will also refer requests for assistance involving employment matters (e.g. employment contract-related issues, leave arrangement, wage arrangement, etc.) to LD for follow-up. In 2023 and 2024, the service providers referred a total of 28 cases to LD for follow-up and assistance.
- (f) The support services provided by the service providers commissioned by LD under the scheme include running a telephone hotline and setting up dedicated WeChat groups to handle enquiries and requests for assistance, organising talks, group activities and study exchanges, and assisting young people who have participated in the scheme in establishing associations to stay connected, so as to strengthen their social networks and promote the sustainable development of their careers. In addition, LD has established a dedicated webpage to provide details on the scheme and a practical guide on working and living in the GBA, and has maintained close contact with the governments of Guangdong Province and the GBA Mainland cities to enhance the promotion of the scheme and the support for young people. During their participation in the scheme, young people can acquire work experience and relevant knowledge in the GBA Mainland cities, establish social networks, and enhance their knowledge of the Mainland market and business environment, which will be conducive to their career development in both Hong Kong and the Mainland.
- (g) The Government has implemented the GBA Youth Employment Scheme - Arrangements for Mainland Youth to Work in Hong Kong in 2025. Enterprises which have participated in the regularised scheme and employed Hong Kong

young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements. Relevant information has been made available on the dedicated webpage of the scheme. Mainland young people employed to work in Hong Kong are protected by the laws of Hong Kong and may seek assistance from relevant departments or organisations through various channels.



**Breakdowns of young people employed  
under the Greater Bay Area Youth Employment Scheme  
by industry, occupational group, and salary level**

## (i) By industry

Industry	Number of employed young people	
	2023	2024
Business services	275	112
Finance	184	87
Education services	39	36
Import and export trades	28	20
Real estates	19	17
Communication	19	5
Other manufacturing industry	18	16
Manufacture of electronic parts	13	20
Others	123	104
<b>Total</b>	<b>718</b>	<b>417</b>

## (ii) By occupational group

Occupational group	Number of employed young people	
	2023	2024
Managers and administrators	247	119
Professionals	227	110
Associate professionals	146	120
Clerical support workers	92	61
Skilled agricultural and fishery workers	4	1
Others	2	6
<b>Total</b>	<b>718</b>	<b>417</b>

(iii) By salary level

<b>Salary level</b>	<b>Number of employed young people</b>	
	<b>2023</b>	<b>2024</b>
\$18,000 - \$21,000	685	384
\$21,001 - \$24,000	18	22
\$24,001 - \$27,000	13	8
\$27,001 - \$30,000	1	2
\$30,001 or above	1	1
<b>Total</b>	<b>718</b>	<b>417</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)081**

**(Question Serial No. 2567)**

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 launched the Enhanced Supplementary Labour Scheme (ESLS) last year to alleviate the manpower shortage in various industry sectors. In this connection, please advise this Committee of the following:

- (a) Since the implementation of ESLS, what are the respective numbers of applications received and approved by the Government as well as the number of workers involved; and will the Government keep statistics on/estimate the number of workers who have already arrived to work in Hong Kong; what are the details of the above information on the 26 job categories generally excluded from the Supplementary Labour Scheme;
- (b) Since the implementation of ESLS, what are the respective numbers of applications received from the sectors of hotels, guesthouses and travel agents, those under processing, approved and rejected by the Government, as well as the job types involved; will the Government keep statistics on/estimate the number of workers who have already arrived to work in Hong Kong?

Asked by: Hon YIU Pak-leung (LegCo internal reference no.: 41)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years. As at 28 February 2025, ESLS received 11 342 applications seeking to import 98 065 workers, including 71 623 workers intended to take up posts which were generally excluded from labour importation before (49 151 and 22 472 respectively for the 26 job categories and unskilled or low-skilled posts). During the period, 7 380 applications involving 51 051 imported workers were approved, including 34 339 workers approved to take up posts which were generally excluded from labour importation in the past (26 087 and 8 252 respectively for the 26 job categories and unskilled or low-skilled posts). A

breakdown of the numbers of imported workers applied for and approved by the above-mentioned 26 job categories is at Annex.

Employers approved to import workers under ESLS are required to arrange for their prospective imported workers to submit visa/entry permit applications to the Immigration Department within the periods specified in the approval-in-principle letters (generally within 6 months from the issue dates of the said letters). The time of imported workers arriving in Hong Kong depends on the progress of employers' handling of relevant procedures. LD does not maintain the number of imported workers who have arrived to work in Hong Kong under ESLS.

- (b) As at 28 February 2025, ESLS received 160 applications from employers in the accommodation services industry (including the hotel and guesthouse sectors). Of which, 119 applications were approved, 18 were discontinued, 23 were under processing, and no application was rejected. Applications from the accommodation services industry primarily involved posts such as room attendant, waiter/waitress and receptionist. LD does not maintain a breakdown of relevant numbers related to the travel agent sector.

**Numbers of imported workers applied for and approved  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by the 26 job categories**

<b>26 job categories generally excluded from SLS<sup>@</sup></b>	<b>No. of imported workers applied for*</b>	<b>No. of imported workers approved*</b>
1. Waiter/Waitress	14 595	8 590
2. Junior Cook	11 068	5 773
3. Sales Assistant	6 964	3 745
4. Warehouse Keeper	4 564	2 138
5. Food Processing Worker	2 315	1 421
6. Clerical Worker	2 097	1 100
7. Receptionist	1 751	950
8. Driver	1 741	597
9. Sales Representative	799	266
10. Delivery Worker	700	297
11. Washer	595	390
12. Cashier	451	225
13. Telephone Operator	431	241
14. Hair Stylist	311	96
15. Presser	246	129
16. Spray Paint Worker	172	26
17. Demolition Worker	132	36
18. Inspection Operative	46	25
19. Computer/Key Punch Operator	35	4
20. Leakage Worker	27	2
21. Linen Attendant	27	2
22. Drain Layer	25	23
23. Teller	24	0
24. Mason	14	5
25. Cutter	13	6
26. Cutting Room Operative	8	0
<b>Total</b>	<b>49 151</b>	<b>26 087<sup>#</sup></b>

<sup>@</sup> The classification of job categories may be subject to revisions upon verification of information from employers.

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, 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> Apart from the 26 087 imported workers approved to take up posts under the 26 job categories listed above, 8 252 imported workers were also approved to take up unskilled or low-skilled posts (such as room attendant, security guard and cleaner).

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)082**

**(Question Serial No. 2975)**

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

- (a) Whether there are other specific enhancement measures for the scheme in 2025-26 apart from relaxing the eligibility requirements for joining the scheme to include young people aged 29 or below and increasing the amount of allowance for enterprises;
- (b) Given that the monthly allowance disbursed to enterprises by the Government for each young person under the scheme has been raised from HK\$10,000 to HK\$12,000, while the minimum monthly salary of those employed under the scheme remains at HK\$18,000, what are the reasons and justification, as well as the estimated additional expenditure required;
- (c) Please tabulate the distribution of industry sectors of participating enterprises, the total number of job vacancies offered by them, and the number of people successfully matched with and placed into employment in each year since the launch of the scheme in 2021; and
- (d) Is there any cap on the number of job vacancies offered by enterprises each year under the scheme? What is the average number of job vacancies offered by enterprises and the total amount of allowance since the launch of the scheme? What are the number of job vacancies offered by and the total amount of allowance disbursed to the enterprise receiving the largest aggregate amount of allowance?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 7)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young

person was disbursed to enterprises for up to 18 months under the scheme. Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications.

Besides, the Government has implemented the GBA Youth Employment Scheme – Arrangements for Mainland Youth to Work in Hong Kong in January 2025. Enterprises which have participated in the scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements, so as to foster talent exchange in the GBA.

- (b) The Labour Department (LD) has been maintaining close liaison with stakeholders on the regularised scheme. Having taken into account the views of stakeholders and the operational experience from the scheme, LD considers it appropriate to maintain the minimum monthly salary for the young university graduates at \$18,000. To enable enterprises to have more flexibility in employing suitable young people and attract more enterprises and young people to participate in the scheme, the allowance level has been standardised at 60% of a young person's monthly salary with the upper limit increased to \$12,000 starting from January 2025. Enterprises which have increased the monthly salary of the young people employed to \$20,000 or above may receive the full amount of allowance.
- (c)&(d) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 417, 278 and 249 enterprises offering 3 494, 2 540 and 2 186 job vacancies, and the average numbers of job vacancies from each enterprise were 8.4, 9.1 and 8.8. During the same period, the pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 1 091, 718 and 417 employed young people. LD welcomes eligible enterprises to support the regularised scheme and provide job vacancies without setting a ceiling. A breakdown of the number of job vacancies and relevant enterprises by industry, and a breakdown of the number of employed young people by industry are at Annex.

As at February 2025, the pilot scheme disbursed \$117.91 million of allowance to enterprises. In 2023-24 and 2024-25 (as at February 2025), the regularised scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. The enterprise which was disbursed with the largest amount of allowance of around HK\$16.22 million under the pilot scheme had employed a total of 97 young people. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, LD will compile the relevant data as and when appropriate.

**Breakdown of the number of job vacancies and relevant enterprises by industry and  
breakdown of the numbers of employed young people by industry  
under the Greater Bay Area Youth Employment Scheme**

(i) A breakdown of the number of job vacancies and relevant enterprises by industry

Industry	Number of job vacancies		
	Pilot scheme	2023	2024
Business services	919 (115)	680 (64)	405 (48)
Finance	400 (34)	250 (19)	182 (13)
Educational services	115 (17)	318 (18)	414 (19)
Import and export trades	263 (41)	133 (28)	127 (25)
Real estates	120 (10)	80 (10)	30 (5)
Communication	164 (19)	59 (8)	31 (8)
Other manufacturing industry	504 (35)	120 (23)	98 (16)
Manufacture of electronic parts	415 (37)	75 (12)	117 (17)
Others	594 (109)	825 (96)	782 (98)
<b>Total</b>	<b>3 494 (417)</b>	<b>2 540 (278)</b>	<b>2 186 (249)</b>

\* The number in brackets represents the number of enterprises offering job vacancies.

(ii) A breakdown of the number of employed young people by industry

Industry	Number of employed young people		
	Pilot scheme	2023	2024
Business services	377	275	112
Finance	286	184	87
Educational services	30	39	36
Import and export trades	39	28	20
Real estates	36	19	17
Communication	23	19	5
Other manufacturing industry	51	18	16
Manufacture of electronic parts	52	13	20
Others	197	123	104
<b>Total</b>	<b>1 091</b>	<b>718</b>	<b>417</b>

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)083**

**(Question Serial No. 2977)**

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 has raised the age ceiling for participants of the Youth Employment and Training Programme (YETP) to 29 and introduced workplace attachment opportunities in the Greater Bay Area. The estimated expenditure for YETP next year is around \$100 million. In this connection, please advise this Committee of the following:

- (a) A breakdown of the estimated expenditure for YETP this year. Please also set out the specific allocation of funding, including training subsidy, allowance for enterprises, administrative expenses, etc.;
- (b) The number of participants of YETP this year and the estimated expenditure per participant;
- (c) The rate of change in the total estimate for YETP as compared with the actual expenditure of the previous year; please provide a detailed breakdown of the estimate and the actual expenditure by item (e.g. training subsidy, allowance for enterprises, administrative expenses, etc.) and elaborate on the rate of change and the reason for change by item; and
- (d) Whether the Government has assessed the effectiveness of YETP, such as the participants' employment rate, distribution of industry sectors and salary level; if yes, what are the assessment results; if not, what are the reasons?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 9)

Reply:

- (a) The estimated expenditure for the Youth Employment and Training Programme (YETP) in 2025-26 is \$104 million, mainly including \$65 million of on-the-job training (OJT) allowance to be disbursed to employers, \$15 million of fees payable to service providers for career development services, \$10.89 million of administrative expenses and \$7.51 million of expenditures on training services and training allowances, etc.

- (b) The estimated number of youth participants of YETP in the 2024/25 programme year (from September 2024 to August 2025) is 3 000. The commissioned service providers will provide trainees with career development services for 12 months, during which trainees may choose to participate in training courses, 1-month workplace attachment training and OJT of 6 to 12 months. The estimated expenditure for 2025-26 will cover expenses of several programme years. The Labour Department (LD) does not keep the information on the estimated expenditure per trainee.
- (c) The total estimated expenditure for YETP in 2025-26 and the actual expenditure for YETP in 2024-25 (as at February 2025) are as follows:

	<b>Expenditure</b>	
	2024-25 (as at February 2025) (Actual)	2025-26 (Estimate)
OJT allowance	\$37.05 million	\$65 million
Fees for career development services	\$9.48 million	\$15 million
Administrative expenses	\$8.28 million	\$10.89 million
Training services and training allowances	\$3.86 million	\$7.51 million
Other (including expenditure on publicity and promotion, workplace attachment allowances, etc.)	\$9.26 million	\$5.4 million
<b>Total</b>	<b>\$67.93 million</b>	<b>\$104 million</b>

The increase in the estimated expenditure for 2025-26 is mainly due to the need to reserve funds for the rising number of trainees and demand for the related services as a result of the relaxation of the age ceiling, and to earmark provisions for implementing the Greater Bay Area Work Experience Attachment Programme.

- (d) In the 2023/24 programme year (September 2023 to August 2024), the trainees were mainly engaged in OJT positions in the construction industry, the transport, storage and communications industry, and the community, social and personal services industry. The average monthly salary of the trainees was \$12,930. LD conducts surveys every year on trainees who have enrolled under YETP and completed the 12-month career development services. The survey results of the 2023/24 programme year showed that 69.2% of the trainees were in employment at the time of the survey, and 10.3% of the trainees chose to further their studies.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)084**

**(Question Serial No. 2813)**

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 151 of the Budget Speech that the Government makes every effort to trawl for talents, and will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. In this connection, would the Government inform this Committee of the following:

With regard to attracting international and Mainland legal talents and organisations to settle in Hong Kong, what specific measures will the Government put in place? What is the estimated expenditure? Are there any specific key performance indicators for the next 3 years?

Asked by: Hon CHAN Man-ki, Maggie (LegCo internal reference no.: 8)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments (including but not limited to the legal field) of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

Top-notch talents invited under the new mechanism may come from a variety of industries or professions. Bureaux and departments participating in the mechanism will deploy existing resources to handle the relevant work, including providing various kinds of support to the invited talents.

According to the Department of Justice (DoJ), to tie in with the National 14th Five-Year Plan and to promote the development of the local legal profession, the current Talent List Hong Kong includes the professions of “Legal Professionals (other than Dispute Resolution Professionals)” and “Legal Knowledge Engineers”, with a view to attracting experienced legal professionals with expertise to come to Hong Kong for development.

DoJ is also committed to facilitating international and regional organisations to set up offices in Hong Kong, so as to enhance effective promotion of exchanges and collaboration between these organisations and the Mainland and Hong Kong, and to enhance Hong Kong’s international image. In this connection, the Hong Kong Legal Hub was officially open in 2020 to provide office accommodation for law-related organisations and dispute resolution bodies. The DoJ Project Office for Collaboration with UNCITRAL was established in the Hong Kong Legal Hub in 2020; the Asian-African Legal Consultative Organization (AALCO) Hong Kong Regional Arbitration Centre was formally established in Hong Kong in May 2022; and the inauguration ceremony of the International Organization for Mediation Preparatory Office was held in the Hong Kong Legal Hub in February 2023.

The relevant expenditure on DoJ’s above initiatives will continue to be absorbed within the existing resources of DoJ. There is no breakdown on the expenditure involved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)085**

**(Question Serial No. 2885)**

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 paragraph 152 of the Budget Speech that the Hong Kong Talent Engage (HKTE) provides comprehensive one-stop support to incoming talents, promotes globally Hong Kong's advantages and attracts talents. The HKTE plans to organise the second "Global Talent Summit • Hong Kong" (GTS) early next year to reinforce Hong Kong's status as an international hub for high-calibre talent. In this connection, would the Government inform this Committee of the following:

- 1) the estimated expenditure and staffing establishment of the HKTE for the next 3 years;
- 2) the expected proportion of international participants in the second GTS; and
- 3) whether key performance indicators (KPIs) for attracting international talents have been set to assess the effectiveness of future talent attraction efforts; if so, the details; if not, the reasons?

Asked by: Hon CHAN Man-ki, Maggie (LegCo internal reference no.: 34)

Reply:

1. The Hong Kong Talent Engage (HKTE) has a staff establishment of 38 positions, including 8 civil service posts. Its overall expenditure in 2025-26 is estimated to be about \$88 million. Related information for 2026-27 and 2027-28 is not yet available.
2. The second Global Talent Summit • Hong Kong (GTS) is currently under planning and its specific details are yet to be finalised. The first GTS received a favourable response. It successfully promoted Hong Kong's dual role as an international talent hub and the country's gateway for talents to the international community. Staging the second GTS will help reinforce Hong Kong's position as an international hub for high-calibre talents, and attract global talents and professionals to Hong Kong.
3. The Government has been implementing various talent admission schemes to actively trawl for talents with diverse academic qualifications, professional backgrounds and work experience from around the world to pursue development in Hong Kong. Since the launch of a series of talent attraction measures at end-2022, about 200 000 talents

have arrived in Hong Kong under various talent admission schemes up to end-February 2025, exceeding the target of admitting a total of 105 000 talents within 3 years. Take the Top Talent Pass Scheme (TTPS) as an example, since its launch on 28 December 2022 and up to 28 February 2025, the TTPS has received over 120 000 applications, of which nearly 99 000 were approved. About 40% of the applicants, whose applications were approved according to their academic qualifications (i.e. Categories B and C), graduated from top-notch universities in the United States, Australia, the United Kingdom, Canada, etc. They are generally young with good academic qualifications and work experience, as well as rich international experience and global perspective. These talents can enrich the local talent pool, thereby injecting new impetus into the high-quality development of the Hong Kong economy.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)086****(Question Serial No. 2796)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

With regard to the operations of the Hong Kong Talent Engage (HKTE), would the Government please inform this Committee of the following:

- (1) the staff establishment, salary expenditure and operating expenditure of the HKTE since its establishment on 30 October 2023; and
- (2) the specific measures taken by the Government to assist and support incoming talents and their families in settling in Hong Kong.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 14)Reply:

- (1) The Hong Kong Talent Engage (HKTE) was established on 30 October 2023. It has a staff establishment of 38 positions, including 8 civil service posts. A breakdown of its expenditure by year is as follows:

(\$'000)	2023-24 Actual (30 October 2023 to 31 March 2024)	2024-25 Estimate	2025-26 Estimate
Salary	15,500	41,800	43,500
Operating expenditure	12,200	45,300	44,500
Total	27,700	87,100	88,000

The operating expenditure is for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.

- (2) The HKTE has been maintaining close liaison with the talents through direct contact with them and analysing their enquiries and requests for supporting services, which are received by the HKTE or designated working partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To cater for the needs of incoming talents, the HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of living topics such as job

seeking, business start-up, children's education, etc. These include at least 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers. On children's education, the HKTE will continue to co-organise seminars with school sponsoring bodies or school organisations to provide more comprehensive information on local education. As for the housing needs of incoming talents, the HKTE will invite its working partners from accommodation and integrated settlement services to give advice and assistance. In addition, the HKTE will continue to organise Cantonese learning classes and collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. Such work helps facilitate the early integration of incoming talents and their families into the local community and settle in Hong Kong.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)087**

**(Question Serial No. 2800)**

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 the Budget, the Labour and Welfare Bureau will conduct a mid-term update of the 2023 Manpower Projection in late 2025. In this connection, would the Government inform this Committee of the details of the work, the manpower involved and the estimated expenditure?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 15)

Reply:

The Labour and Welfare Bureau (LWB) would commence a mid-term update of the 2023 Manpower Projection in late 2025, adopting the latest situation in 2025 as the base to update the manpower situation for 2028. A sectoral consultation would begin in the fourth quarter of 2025 to gather outlook and opinions from stakeholders on Hong Kong's manpower situation in the coming three years. The findings of the mid-term update are expected to be available in 2026.

The mid-term update will be undertaken by existing staff of LWB, with no additional expenditure involved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)088**

**(Question Serial No. 2806)**

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 various talent admission schemes, as well as the respective sources of talents for the applications received under each scheme for the past 3 years; 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.: 16)

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 Nonlocal 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) in processing applications under the 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)	23
	Salary costs* (\$'000)	15,740
QMAS	Staff establishment (Number of posts)	114
	Salary costs* (\$'000)	88,710
IANG	Staff establishment (Number of posts)	14
	Salary costs* (\$'000)	9,150
ASSG	Staff establishment (Number of posts)	9
	Salary costs* (\$'000)	5,930
TechTAS	Staff establishment (Number of posts)	3
	Salary costs* (\$'000)	2,600

& 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 ImmD.

- (2) The numbers of applications received and approved under the various talent admission schemes by region in the past 3 years are tabulated below:

## TTPS

Region	2022-23#		2023-24		2024-25 (as at February 2025)	
	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved
Mainland China	20 215	11 729	52 298	46 753	43 141	34 983
Canada	199	128	605	541	480	355
The United States	198	104	628	549	397	263
Australia	167	105	400	347	298	213
Singapore	103	57	210	183	176	117
Others	524	275	1 421	1 058	1 366	854
<b>Total</b>	<b>21 406</b>	<b>12 398</b>	<b>55 562</b>	<b>49 431</b>	<b>45 858</b>	<b>36 785</b>

Note: Applications approved in a year may not all be received in the same year. The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

## GEP

Region	2022-23		2023-24		2024-25 (as at February 2025)	
	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved
South Korea	1 374	1 317	3 436	3 310	4 547	4 409
Japan	1 527	1 488	2 808	2 651	3 400	3 301
Taiwan, China	1 426	1 272	2 828	2 525	3 363	3 246
The United Kingdom	1 486	1 437	2 389	2 274	2 495	2 335
The United States	1 254	1 199	2 041	1 908	2 024	1 932
India	1 562	287	2 049	1 373	1 985	1 822
Thailand	331	1 377	1 516	1 758	1 809	1 814
France	936	895	1 125	1 093	1 307	1 218
The Philippines	1 053	951	1 801	1 644	1 145	1 024
Malaysia	658	606	985	907	1 014	942
Others	7 495	6 672	9 871	8 911	10 539	9 557
<b>Total</b>	<b>19 102</b>	<b>17 501</b>	<b>30 849</b>	<b>28 354</b>	<b>33 628</b>	<b>31 600</b>

### ASMTTP

ASMTTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents.

2022-23		2023-24		2024-25 (as at February 2025)	
No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved
13 282	11 841	24 727	21 875	26 611	23 743

### IANG

Region	2022-23		2023-24		2024-25 (as at February 2025)	
	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved
Mainland China	13 566	12 892	24 285	23 090	24 991	23 650
South Korea	169	166	198	209	182	167
India	190	186	200	194	111	107
Taiwan, China	106	100	141	110	95	95
Malaysia	85	83	103	98	64	62
Macao SAR	51	47	65	63	57	52
Pakistan	63	61	54	51	57	52
Canada	46	39	34	38	24	20
The United States	38	37	37	33	26	24
France	18	17	7	7	12	15
Others	574	561	634	619	566	540
<b>Total</b>	<b>14 906</b>	<b>14 189</b>	<b>25 758</b>	<b>24 512</b>	<b>26 185</b>	<b>24 784</b>

### TechTAS

Region	2022-23		2023-24		2024-25 (as at February 2025)	
	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved
Mainland China	68	64	133	115	119	100
The United States	2	2	2	2	3	3
Malaysia	2	2	1	1	0	0
India	0	0	1	1	1	0
France	1	1	1	1	1	0
Others	14	13	4	5	13	11
<b>Total</b>	<b>87</b>	<b>82</b>	<b>142</b>	<b>125</b>	<b>137</b>	<b>114</b>

### OMAS

Region	2022-23		2023-24		2024-25 (as at February 2025)	
	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved
Mainland China	27 784	4 303	81 829	13 427	48 340	9 138
Australia	102	38	221	41	138	43
Canada	110	44	263	42	181	36
The United States	98	28	191	38	118	35
Others	638	65	1 083	83	735	75
<b>Total</b>	<b>28 732</b>	<b>4 478</b>	<b>83 587</b>	<b>13 631</b>	<b>49 512</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

ASSG

Region	2022-23		2023-24		2024-25 (as at February 2025)	
	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved	No. of applications received	No. of applications approved
Canada	27	18	25	21	33	23
The United States	20	13	33	23	31	14
The United Kingdom	26	16	25	16	33	21
Australia	9	6	10	9	6	2
The Netherlands	3	4	3	3	3	2
Singapore	7	5	0	2	4	2
The Philippines	7	3	9	4	7	0
Others	16	5	35	14	19	11
<b>Total</b>	<b>115</b>	<b>70</b>	<b>140</b>	<b>92</b>	<b>136</b>	<b>75</b>

- (3) The breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector and their monthly remuneration in the past 3 years are tabulated below:

GEP

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Academic research and education	2 353	2 788	2 420
Arts/Culture	1 252	2 416	2 300
Tourism	300	1 861	2 020
Financial services	2 517	1 864	1 924
Recreation and sports	1 524	1 215	1 627
Commerce and trade	1 651	2 463	1 562
Engineering and construction	1 368	1 545	1 268
Catering services	403	512	485
Medical and healthcare services	173	335	329
Information technology	580	514	285
Architecture/Surveying	45	24	174
Telecommunications	89	80	123
Legal services	137	173	104
Manufacturing industries	66	100	104
Biotechnology	10	12	13
Traditional Chinese medicine	0	0	1
Others	5 033	12 452	16 861
<b>Total</b>	<b>17 501</b>	<b>28 354</b>	<b>31 600</b>

Monthly remuneration	2022-23	2023-24	2024-25 (as at February 2025)
Below \$20,000	4 863	14 142	15 955
\$20,000 - \$39,999	5 896	7 783	8 491
\$40,000 - \$79,999	4 107	3 831	4 042
\$80,000 or above	2 635	2 598	3 112
<b>Total</b>	<b>17 501</b>	<b>28 354</b>	<b>31 600</b>



ASMTF

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Commerce and trade	1 902	3 511	3 979
Academic research and education	2 522	4 028	3 968
Arts/Culture	399	3 906	3 752
Recreation and sports	128	936	3 183
Engineering and construction	1 396	2 537	2 625
Financial services	2 812	3 004	2 156
Information technology	1 024	1 183	1 121
Tourism	16	159	288
Medical and healthcare services	527	165	204
Telecommunications	289	188	182
Catering services	41	105	153
Manufacturing industries	84	164	147
Legal services	115	121	86
Biotechnology	78	60	56
Architecture/Surveying	28	152	47
Traditional Chinese medicine	2	4	9
Others	478	1 652	1 787
<b>Total</b>	<b>11 841</b>	<b>21 875</b>	<b>23 743</b>

Monthly remuneration	2022-23	2023-24	2024-25 (as at February 2025)
Below \$20,000	2 491	7 379	10 238
\$20,000 - \$39,999	4 748	8 230	8 201
\$40,000 - \$79,999	3 082	4 693	4 084
\$80,000 or above	1 520	1 573	1 220
<b>Total</b>	<b>11 841</b>	<b>21 875</b>	<b>23 743</b>

TechTAS

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Artificial intelligence	11	36	39
Biotechnology	21	24	10
Financial technologies	18	8	9
Cybersecurity	1	5	9
Data analytics	5	15	8
Microelectronics	0	4	8
Green technology	3	8	6
Material science	14	5	6
Integrated circuit design	1	3	6
Robotics	0	7	5
Advanced communication technologies	0	1	5
Digital entertainment	7	5	2
The Internet-of-Things	1	4	1
Quantum technology	0	0	0
<b>Total</b>	<b>82</b>	<b>125</b>	<b>114</b>

Monthly remuneration	2022-23	2023-24	2024-25 (as at February 2025)
Below \$20,000	0	2	0
\$20,000 - \$39,999	44	73	61
\$40,000 - \$79,999	27	38	44
\$80,000 or above	11	12	9
<b>Total</b>	<b>82</b>	<b>125</b>	<b>114</b>

## QMAS

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Financial and accounting services	1 446	4 354	2 524
Information technology and telecommunications	1 018	3 296	2 167
Commerce and trade	232	960	941
Business support and human resources	250	984	668
Manufacturing industries	279	794	638
Architecture, surveying, engineering and construction	246	626	425
Human health and veterinary services	175	538	403
Legal services	191	498	345
Academic research and education	311	504	342
Logistics and transportation	69	171	135
Broadcasting and entertainment	46	126	93
Sports	13	40	66
Catering and tourism	19	61	61
Arts and culture	36	106	41
Others	147	573	478
<b>Total</b>	<b>4 478</b>	<b>13 631</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. ImmD does not maintain statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the

industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

#### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

#### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 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 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 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.

ImmD does not maintain other statistics mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)089**

**(Question Serial No. 2815)**

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 stated in the Estimates that the Government will monitor the admission of talents through the enhanced talent admission regime, including the Top Talent Pass Scheme (TTPS), in 2025-26. In this connection, 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;
- (4) 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 survey results revealed that 48% of the respondents have not taken up employment. In this connection, will the Government consider approving the TTPS applications in a more prudent manner, so as to avoid abuse of the scheme? If yes, what are the details? If not, what are the reasons?
- (5) what measures does the Government take to prevent applicants from using false information for applications or extension of stay?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 17)

Reply:

- (1) Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 28 February 2025, the numbers of applications received and approved are as follows:

	Category A	Category B	Category C	<b>Total</b>
Number of applications received #	37 455	60 593	24 778	<b>122 826</b>
Number of applications approved	25 463	52 329	20 822	<b>98 614</b>
Number of applications refused	2 581	2 141	1 129	<b>5 851</b>

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 3 years of work experience over the past 5 years immediately preceding the date of application.

Category C refers 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.

# The total number of applications received includes the number of applications withdrawn or with no follow-up action required.

- (2) The Immigration Department (ImmD) can normally complete the assessments on the applications under TTPS within 4 weeks upon applicants' submission of applications and all the required 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 ImmD.
- (3) Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years without other conditions of stay upon entry. The Government does not impose any requirement on the duration of stay for persons admitted under TTPS and ImmD does not maintain statistics on the duration of stay for persons admitted under TTPS.
- (4) & (5)

The eligibility and assessment criteria of TTPS are concise and clear. Eligible talents are not required to have secured offers of employment in Hong Kong before applying for visas through TTPS to explore opportunities in Hong Kong. Yet, upon expiry of the first visas, they will have to be employed or have established/joined in business in Hong Kong so that extension of stay can be granted.

ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner to ensure that only persons meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under TTPS are required to provide accurate, complete and true information in their applications, including making declaration of their income, academic qualifications and/or work experience according to their application category as well as any criminal convictions records, with relevant supporting documents. Moreover, ImmD requires all applicants of Categories B and C under TTPS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. When applying for extension of stay, an applicant is required to provide ImmD with concrete supporting information and documents, including employment contracts, proof and accounts of their business operation, tax demand notes, etc. When processing each application, ImmD will conduct random checks and verification on the information and documents submitted by the applicant as necessary, including verifying the applicant's status with the organisation that issued the document. ImmD will also conduct surprise inspections from time to time, including on-site verifications against the employing company on the operating model, financial status and employee information, so as to determine the authenticity of the information provided by the applicant or his/her employing company when applying for a visa, entry permit or extension of stay.

The Labour and Welfare Bureau will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)090**

**(Question Serial No. 0738)**

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 Hong Kong Talent Engage (HKTE)’s plan to organise the second ‘Global Talent Summit • Hong Kong’ early next year to reinforce Hong Kong’s status as an international hub for high-calibre talent”, would the Government inform this Committee of the following:

- 1) What are the estimated overall expenditure and number of staff involved in the event? Of which, what are the respective percentage shares of promotion and operation? What are the duration and details of the event as estimated by the Government?
- 2) What are the current estimated numbers of guests to be invited from the political, academic, commercial and other sectors around the world and the Mainland? Is there an increase in the numbers as compared to the preceding Summit, and what are the details of the respective percentage shares?
- 3) How will the Government make use of the Summit to trawl for talents from around the world, and what are the complementary measures to be taken under the relevant follow-up plans and the existing talent schemes?

Asked by: Hon CHAN Yung (LegCo internal reference no.: 32)

Reply:

The Hong Kong Talent Engage (HKTE) will stage the second “Global Talent Summit • Hong Kong” (GTS) in the first quarter of 2026. The expenditure and staffing arrangements are estimated to be comparable to those of the first GTS, which is approximately \$13 million, about 15% of which is venue costs and the remainder is the expenditure on production as well as promotion and publicity. Staff members of all the 38 positions under the establishment of the HKTE will have different levels of involvement in the work.

The second GTS is currently under planning and its specific details are yet to be finalised. The first GTS received a favourable response. It successfully promoted Hong Kong’s dual role as an international talent hub and the country’s gateway for talents to the international community. Staging the second GTS will help reinforce Hong Kong’s position as an international hub for high-calibre talents as well as attract global talents and professionals to Hong Kong.



- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)091**

**(Question Serial No. 2869)**

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 various talent admission schemes, would the Government inform this Committee of the following:

- (1) the respective establishment, strength and staff expenditures involved in processing the applications under various talent admission schemes (i.e. General Employment Policy, Admission Scheme for Mainland Talents and Professionals, Technology Talent Admission Scheme, Quality Migrant Admission Scheme, Immigration Arrangements for Non-local Graduates, Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents, and Top Talent Pass Scheme (TTPS)) in each of the past 3 years and this year so far;
- (2) the numbers of applications (i) received, (ii) approved, (iii) rejected under various talent admission schemes (with a breakdown by the respective numbers of applications under Categories A, B and C of the TTPS); the average processing time for each application, the reasons for rejection, and the number of persons who have arrived in Hong Kong among the approved applications in each of the past 3 years and this year so far;
- (3) whether any false information or false statement submitted by applicants was detected among the applications under various talent admission schemes; if yes, what are the details, including the number and nature of cases, the talent admission schemes involved and the number of prosecutions made; as well as the number of convictions among the prosecution cases, the talent admission schemes involved and the average penalty imposed;
- (4) among the persons who have arrived in Hong Kong under various talent admission schemes mentioned in (2), the respective numbers of persons who have taken up employment, with a breakdown by the mode of employment (i.e. full-time and part-time employment); and
- (5) regarding the persons who have taken up full-time employment under various talent admission schemes mentioned in (4), their (i) industries or sectors, (ii) job categories and (iii) monthly salaries, with a breakdown by monthly salary of below \$ 20,000, \$20,000 to below \$30,000, \$30,000 to below \$50,000, and \$50,000 or higher; what are the highest, lowest and median monthly salaries of the persons who have taken-up full time employment?

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

Reply:

- (1) The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the various talent admission schemes in the past 3 years are tabulated below:

Talent admission scheme		2022-23	2023-24	2024-25
Top Talent Pass Scheme# (TTPS)	Staff establishment (Number of posts)	10	10	15
	Salary costs* (\$'000)	1,930	7,920	12,380
General Employment Policy (GEP)&	Staff establishment (Number of posts)	28	28	28
	Salary costs* (\$'000)	19,800	20,300	21,150
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Staff establishment (Number of posts)	24	24	23
	Salary costs* (\$'000)	14,930	15,310	15,740
Immigration Arrangements for Non-local Graduates (IANG)	Staff establishment (Number of posts)	11	14	14
	Salary costs* (\$'000)	6,110	8,760	9,150
Technology Talent Admission Scheme (TechTAS)	Staff establishment (Number of posts)	3	3	3
	Salary costs* (\$'000)	2,440	2,500	2,600
Quality Migrant Admission Scheme (QMAS)	Staff establishment (Number of posts)	25	30	114
	Salary costs* (\$'000)	17,210	21,610	88,710
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	Staff establishment (Number of posts)	12	12	9
	Salary costs* (\$'000)	6,200	6,360	5,930

# TTPS was launched on 28 December 2022. Officers handling TTPS in 2022-23 were arranged by ImmD through temporary internal deployment, and the salary costs of the manpower involved were calculated on a pro-rata basis. The established posts for TTPS were created in 2023-24.

& 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 ImmD.

(2) The numbers of applications received, approved and refused under the various talent admission schemes in the past 3 years are tabulated below:

Talent admission scheme		2022-23	2023-24	2024-25 (as at February 2025)
TTPS#	Number of applications received	21 406	55 562	45 858
	Number of applications approved	12 398	49 431	36 785
	Number of applications refused	632	3 144	2 075
GEP	Number of applications received	19 102	30 849	33 628
	Number of applications approved	17 501	28 354	31 600
	Number of applications refused	330	486	447
ASMTF	Number of applications received	13 282	24 727	26 611
	Number of applications approved	11 841	21 875	23 743
	Number of applications refused	153	256	338
IANG	Number of applications received	14 906	25 758	26 185
	Number of applications approved	14 189	24 512	24 784
	Number of applications refused	21	17	26
TechTAS	Number of applications received	87	142	137
	Number of applications approved	82	125	114
	Number of applications refused	0	0	0
QMAS <sup>@</sup>	Number of applications received	28 732	83 587	49 512
	Number of applications approved	4 478	13 631	9 327
	Number of applications refused	3 034	9 811	93 344
ASSG	Number of applications received	115	140	136
	Number of applications approved	70	92	75
	Number of applications refused	2	1	1
<b>Total</b>	<b>Number of applications received</b>	<b>97 630</b>	<b>220 765</b>	<b>182 067</b>
	<b>Number of applications approved</b>	<b>60 559</b>	<b>138 020</b>	<b>126 428</b>
	<b>Number of applications refused</b>	<b>4 172</b>	<b>13 715</b>	<b>96 231</b>

Note: Applications approved/refused in a year may not all be received in the same year. The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

A breakdown of the numbers of applications received, approved and refused under TTPS by category is tabulated below:

	2022-23			2023-24			2024-25 (as at February 2025)		
	Category A	Category B	Category C	Category A	Category B	Category C	Category A	Category B	Category C
Number of applications received	4 706	11 082	5 618	16 849	28 611	10 102	15 900	20 900	9 058
Number of applications approved	2 015	6 271	4 112	12 567	27 856	9 008	10 881	18 202	7 702
Number of applications refused	60	287	285	1 538	1 162	444	983	692	400

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 3 years of work experience over the past 5 years immediately preceding the date of application.

Category C refers 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.

Assessments on the applications for visas/entry permits submitted under TTPS, GEP, ASMT, IANG, TechTAS and ASSG can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of applications under QMAS involves consultation with the Advisory Committee on Admission of Quality Migrants and Professionals or the Government's Assessment Panel, etc., thus the processing time will be slightly longer and vary based on individual circumstances.

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. ImmD does not maintain statistical breakdowns of the main reasons for refusal of applications.

ImmD has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

Talent admission scheme	2023	2024	2025 (as at February)
TTPS	35 583	39 918	6 495
GEP <sup>#</sup>	7 953	5 627	1 612
ASMTP <sup>#</sup>	11 705	11 887	1 758
IANG	23 905	23 017	2 398
TechTAS	128	117	21
QMAS	12 276	9 981	1 910
ASSG	81	80	13
<b>Total</b>	<b>91 631</b>	<b>90 627</b>	<b>14 207</b>

# The numbers do not include cases of short-term employment.

- (3) ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner, so as to ensure that only applicants meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under the 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. Moreover, ImmD requires all applicants of Categories B and C under TTPS and QMAS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. 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/she 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 refusing such applications, ImmD will also initiate criminal investigations into the cases concerned. Offenders are liable on conviction to a maximum fine of HK\$150,000 and imprisonment for 14 years. In addition, 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 place 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/she will be subject to removal back to his/her place of origin.

ImmD does not maintain the statistical breakdowns mentioned in the question.

- (4) and (5)

ImmD does not maintain the statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)092**

**(Question Serial No. 2903)**

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 employment support service on the website of the Hong Kong Talent Engage (HKTE), would the Government inform this Committee of the following:

- (1) the number of employment-related enquiries received under “Supporting Services” on the HKTE website broken down by nature of enquiry in each month over the past 2 years;
- (2) among the enquiries mentioned in (1), the number of cases requiring referral to other government departments for follow-up;
- (3) regarding “Supporting Services” on the HKTE website, the number of cases handled with the assistance of employment-related partner organisations (i.e. (i) Adecco Personnel Limited, (ii) ConnectedGroup Ltd, (iii) Hays Hong Kong, (iv) JobsDB, (v) Leapin Hong Kong, (vi) Michael Page International (Hong Kong) Limited, (vii) OfferToday, (viii) Robert Half, (ix) TechJobAsia, (x) Ambition Hong Kong, (xi) eFinancialCareers, (xii) Hong Kong Gathering Talents Limited, (xiii) KOS International Holdings Limited, (xiv) ManpowerGroup, (xv) Nanfang International Headhunter (Guangzhou) Co., Ltd, (xvi) Randstad Hong Kong Limited, (xvii) Robert Walters Hong Kong, (xviii) Williams (Hong Kong) Limited) broken down by nature of service in each year; and
- (4) the expenditure involved in engaging the partner organisations mentioned in (3) in each of the past 2 years.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 36)

Reply:

- (1) The number of employment-related enquiries received by the Hong Kong Talent Engage (HKTE) on its website in each month since its establishment on 30 October 2023 is tabulated below:

Month	Number of employment-related enquiries
November 2023	854
December 2023	738
January 2024	1 008
February 2024	1 284
March 2024	1 823
April 2024	960
May 2024	1 119
June 2024	839
July 2024	803
August 2024	508
September 2024	839
October 2024	875
November 2024	879
December 2024	949
January 2025	761
February 2025	1 259

The HKTE does not maintain any statistical breakdown of employment-related enquiries by nature.

- (2) The aforesaid employment-related enquiries were all handled by the HKTE or with the assistance of its designated working partners. None of the cases was referred to other government departments for follow-up.
- (3) The numbers of enquiries that were referred to and handled with the assistance of the HKTE's designated working partners listed below in the past 2 years are tabulated as follows:

Designated working partner	2023-24 (30 October 2023 to 31 March 2024)	2024-25 (as at end-February 2025)
Adecco Personnel Limited	229	269
ConnectedGroup Ltd	209	260
Hays Hong Kong	N/A #	163
JobsDB	93	275
Leapin Hong Kong	246	276
Michael Page International (Hong Kong) Limited	232	271
OfferToday	N/A #	150
Robert Half	N/A #	155
TechJobAsia	N/A #	140
Ambition Hong Kong	240	294



Designated working partner	2023-24 (30 October 2023 to 31 March 2024)	2024-25 (as at end-February 2025)
eFinancialCareers	208	252
Hong Kong Gathering Talents Limited	N/A <sup>#</sup>	98
KOS International Holdings Limited	219	258
ManpowerGroup	182	259
Nanfang International Headhunter (Guangzhou) Co., Ltd	4	265
Randstad Hong Kong Limited	226	264
Robert Walters Hong Kong	232	277
Williams (Hong Kong) Limited	N/A <sup>#</sup>	N/A <sup>#</sup>

<sup>#</sup> The organisations concerned were yet to become the HKTE's designated working partner in the relevant year. Williams (Hong Kong) Limited became the HKTE's designated working partner in March 2025 and did not provide assistance in handling any enquiries before then.

The HKTE and its designated working partners do not maintain any statistical breakdown of employment-related enquiries handled by nature.

- (4) The HKTE is not required to pay for establishing partnership with these organisations and no expenditure is involved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)093**

**(Question Serial No. 0765)**

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 Speech that the Government will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. In this connection, please advise:

1. What talent categories and talents are targeted for invitation?
2. Which department and which staff members are responsible for devising the invitation list? What criteria and standards are used to determine the fields and sectors from which top and leading talents should be invited to Hong Kong?
3. Which department is responsible for making invitations and taking follow-up actions, including providing various support services for these talents after their arrival in Hong Kong? What are the manpower and expenditure involved in this work?

Asked by: Hon CHIU Duncan (LegCo internal reference no.: 19)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

Top-notch talents invited under the new mechanism may come from a variety of industries or professions. Bureaux and departments participating in the mechanism will deploy existing resources to handle the relevant work, including providing various kinds of support to the invited talents.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)094**

**(Question Serial No. 1705)**

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 vocational training subvention provided to the Vocational Training Council (VTC) by the Labour and Welfare Bureau (LWB), would the Government inform this Committee of the following:

- (1) the proportion of the LWB's subvention allocated to different areas, such as instructor employment, expenditure on actual teaching and internal management;
- (2) the percentage of instructors who engage in actual teaching duties among those employed by the VTC with the subvention in the past 3 years; and whether there were cases where instructors were unable or not permitted to engage in teaching during their employment; and
- (3) the details of the average cost and expenditure for each training course.

Asked by: Hon CHU Kwok-keung (LegCo internal reference no.: 18)

Reply:

- (1) & (3) The Labour and Welfare Bureau (LWB) provides subvention to the Vocational Training Council (VTC) for the provision of in-service short courses not leading to formal qualifications, the Apprenticeship Scheme, the Vocational Professionals Admission Scheme (VPAS) and the Engineering Graduate Training Scheme, as well as services such as trade and skills testing and certification. In 2025-26, the LWB will continue to provide additional resources for the VTC to conduct preparatory work for the VPAS, provide registered apprentices with additional training allowance, and subsidise graduated apprentices in undertaking upskilling courses of relevant trades. The VTC allocates the subvention flexibly to provide the various services mentioned above. Given the wide variety of services, the VTC does not maintain a breakdown of the figures requested in the question.
- (2) Apart from delivery of vocational training courses subvented by the LWB, some VTC teaching staff may also be responsible for teaching courses subvented by the Education Bureau that lead to formal qualifications. Therefore, the VTC does not have the specific figures requested in the question. The VTC is neither aware of

any cases in which instructors were unable or not permitted to engage in teaching during their employment.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)095**

**(Question Serial No. 1877)**

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 paragraph 151 of the Budget Speech, it is mentioned that the Government will “enhance the Admission Scheme for Mainland Talents and Professionals (ASMTP) and the General Employment Policy (GEP) by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage”. In this connection, please inform this Committee of the following:

1. What are the skilled trades facing manpower shortage mentioned in the paragraph? What is the approximate number of job vacancies?
2. What is the timetable for enhancing the ASMTP and the GEP?
3. What is the estimated time required to fill all vacancies in skilled trades facing manpower shortage?
4. What is the publicity plan and its estimated expenditure?

Asked by: Hon FOK Kai-kong, Kenneth (LegCo internal reference no.: 2)

Reply:

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy and the Admission Scheme for Mainland Talents and Professionals to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out. LWB and the relevant bureaux and departments will make optimal use of their existing resources to promote the new arrangement to local industries/sectors and overseas, without additional publicity expenditure involved.

The manpower situation in different skilled trades is affected over time by such factors as economic restructuring, industrial ecosystem and technological development. It is therefore difficult to estimate when all related vacancies can be filled up. Upon implementation of this admission channel for technical professionals, we will closely monitor the progress and market changes, including gauging the manpower demand and supply through updated Manpower Projection, and conducting timely review of the admission arrangement under the premise of ensuring employment priority for locals.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)096**

**(Question Serial No. 3096)**

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 once indicated that it would continue to take forward a number of sector-specific talent training programmes to enrich the local talent pool. In this connection, would the Government advise on the following:

1. What talent training programmes and funds have been launched (including completed and ongoing ones) by various government departments in the past 5 years? Please provide relevant information in table form, and set out the financial and manpower provisions as well as the number of participants of the programmes.
2. The 2024-25 Budget highlighted 5 sectors under the section "Nurturing Local Talent", namely innovation and technology (I&T), healthcare, maritime and aviation, patent and international legal sectors. What is the implementation progress of the talent training programmes and funds launched for these 5 sectors over the past year? Will the Government introduce and actively implement talent training programmes for other sectors in the future to meet manpower needs of such sectors or professions?

Asked by: Hon HO King-hong, Adrian Pedro (LegCo internal reference no.: 39)

Reply:

1. The Government will keep up the efforts in nurturing local talent. Different policy bureaux have all along closely liaised with their industries, and formulate corresponding measures in response to the latest industry development and manpower situation, including continuing to take forward a number of sector-specific talent training programmes to enrich the local human resources.

In consultation with various policy bureaux, examples of sector-specific talent training programmes and funds launched by various government departments in the past 5 years (2020-21 to 2024-25), the financial and manpower provisions and the number of participants are set out at **Annex**. Some policy bureaux need time to process the financial and manpower provisions and the number of participants of the relevant



programmes or funds. The annex has not set out all sector-specific talent training programmes and funds launched (including completed and ongoing ones) by government departments.

2. Sector-specific talent training programmes for innovation and technology (I&T), healthcare, maritime and aviation, patents and international legal sectors are overseen by the Innovation, Technology and Industry Bureau, the Health Bureau, the Transport and Logistics Bureau (TLB), the Intellectual Property Department (IPD) and the Department of Justice (DoJ) respectively.

For I&T, the Budget announced that apart from supporting various talent training programmes under new industrialisation development, the Government also implemented the STEM Internship Scheme to encourage university students to participate in I&T-related work. Besides, to better prepare for integration into the knowledge-based economy and development of a digital society, the Government launched a “Knowing More About IT” Programme to enhance primary school students’ interests in information technology and its applications.

For healthcare, the Health Bureau will continue to enhance healthcare-related teaching facilities, while increasing the number of local training places as appropriate.

For maritime and aviation, the Government introduced the Professional Training on Smart and Green Logistics Scheme and the Logistics Promotion Funding Scheme under the Maritime and Aviation Training Fund (MATF) in January 2024. These schemes aim to enhance promotion and talent development in the logistics sector in line with new developments in smart and green logistics. The Government also launched the Aviation Promotion Project Funding Scheme to fund activities organised by local aviation-related organisations and academic institutions, while promoting to different sectors of the community the development of aviation industry and the opportunities available.

For patents, the Commerce and Economic Development Bureau stated that the IPD will arrange for newly recruited patent examiners to attend a 4-month induction examiner training programme provided by the China National Intellectual Property Administration (CNIPA). On-the-job training and work guidance will continue to be provided to the patent examiners by their team heads and in-house solicitors of the IPD, so as to enhance their examination skills and legal knowledge. To further enhance the examination knowledge and capabilities of the patent examiners, the IPD has arranged for them to participate in the short-term attachment programme at the CNIPA Patent Examination Cooperation Center in batches starting from 2024. This will allow them to engage in substantive examination work under the guidance of experienced examiners of the CNIPA, broadening their professional perspectives and experience.

Besides, the IPD launched the IP Manager Scheme for small and medium enterprises (SMEs) in 2015 with a view to enhancing their IP manpower capacity and boosting competitiveness through IP management and commercialisation. To meet the business development needs of enterprises, the IPD launched the IP Manager Scheme PLUS in October 2020 to provide more comprehensive and in-depth IP training courses and practical workshops, the content of which covers management and strategies of patent

commercialisation, management and strategies of technology transfer, etc., for enrolment by practitioners in different sectors engaging in IP trading. The participants of these training programmes were from different sectors, including science and technology, legal service, IP service providers, academia, manufacturing, business services, accounting, financing, insurance, real estate, import and export trading, etc. The IPD will continue to enhance the above Scheme and training courses to provide IP training to different sectors. It is expected that the training courses and practical workshops will continue to attract more than 1 000 participants in the 2025-26 financial year.

For international legal sector, the DoJ officially launched the Hong Kong International Legal Talents Training Academy (the Academy) on 8 November 2024, and organised practical legal courses, seminars, international exchange activities and so forth, by capitalising on Hong Kong's bilingual common law system and its unique status as an international open city.

The Academy is actively cooperating with local, Mainland and international legal professional bodies to organise capacity-building programmes for local, Mainland, and international legal and dispute resolution sectors. In terms of nurturing local talents, the Academy will organise programmes, including a criminal law-related seminar and practical course in Hong Kong for prosecutors from ASEAN member states and the local legal practitioners in late September 2025, and a training course on Mainland's legal practice and specialised legal issues for local legal practitioners within 2025.

Specifically for the pillar and priority industries of Hong Kong, relevant policy bureaux will continue to implement different measures to attract, train and retain talents to meet Hong Kong's economic and social development needs.

**Examples of sector-specific talent training programmes and funds launched by various government departments in the past 5 years (2020-21 to 2024-25), the financial and manpower provisions and the number of participants**

(1) Commerce and Economic Development Bureau

IP Manager Scheme

Year	Financial provision	Manpower provision	Number of participants
2020-21	As the programme is part of the overall work of the IPD, it is difficult to quantify the resources involved separately.		879
2021-22			1 238
2022-23			1 618
2023-24			1 551
2024-25			1 916

(2) Department of Justice

As at 1 March 2025, the Academy organised the following capacity building programmes:

Date	Name of training programme	Target	Number of participants	Duration of activities
6 to 17 January 2025	Hong Kong Common Law Practical Training Course (co-organised with the Supreme People's Court (SPC))	Judges from the SPC, the High People's Court of Guangdong Province and courts of the 9 Mainland cities in the Guangdong-Hong Kong-Macao Greater Bay Area	25	2 weeks
16 February to 1 March 2025	National Training Course for Talents Handling Foreign-related Arbitration (Hong Kong) (co-organised with the Ministry of Justice)	Mainland in-house counsel, experienced arbitrators, lawyers and arbitration practitioners	79	2 weeks (divided into two classes, one week per class)
14 March 2025	Conference on Climate Change and International Trade Law (co-organised with the United Nations Commission on International Trade Law)	Academics, judges, government officials, legal and dispute resolution professionals, students, and representatives from international organisations of different jurisdictions	Around 300 (physical and online)	One day

As the manpower required and other related expenditures incurred by the Academy in organising legal talents training programmes are absorbed by the existing resources of the DoJ, the estimated expenditure of the activities cannot be separately identified.

The capacity building events organised or supported by the DoJ on training international legal talents in the past 5 years include:

Year of organisation	Event
2020	<ul style="list-style-type: none"> <li>• A conference co-organised with UNCITRAL to celebrate the 40<sup>th</sup> anniversary of the United Nations Convention on Contracts for the International Sale of Goods</li> <li>• The UNCITRAL Working Group III Pre-Intersessional Meeting</li> <li>• Webinars on related topics hosted in Hong Kong in collaboration with the Asian Academy of International Law (AAIL) with the agreement of the Hague Academy of International Law(HAIL)</li> <li>• The 2<sup>nd</sup> ICC International Commercial Mediation Competition – Hong Kong</li> </ul>
2021	<ul style="list-style-type: none"> <li>• The UNCITRAL Working Group III Inter-sessional Meeting</li> <li>• Webinars on related topics hosted in Hong Kong in collaboration with the AAIL with the agreement of the Hague Academy of International Law</li> <li>• 2021/22 Investment Law &amp; Investor-State Mediator Training – the Investment Law Module</li> </ul>
2022	<ul style="list-style-type: none"> <li>• The 1<sup>st</sup> Asia-Pacific Private International Law Summit</li> <li>• Hague Conference on Private International Law (HCCH) Conventions Supporting Transnational Litigation in Civil or Commercial Matters: A Workshop to celebrate the Tenth Anniversary of the Regional Office for Asia and the Pacific</li> <li>• Vision 2030 for Rule of Law International Symposium</li> <li>• 2021/22 Investment Law &amp; Investor-State Mediator Training – the Investor-State Mediation Module</li> </ul>
2023	<ul style="list-style-type: none"> <li>• The HCCH Asia Pacific Week 2023</li> <li>• The Judicial Conference and Judicial Roundtable of the 5<sup>th</sup> UNCITRAL Asia Pacific Judicial Summit</li> <li>• The Legal Forum on Interconnectivity and Development</li> <li>• The 3<sup>rd</sup> Asian-African Legal Consultative Organisation (AALCO) Annual Arbitration Forum</li> <li>• The Hague Academy of International Law’s Advanced Course in Hong Kong</li> </ul>
2024	<ul style="list-style-type: none"> <li>• The China-AALCO Exchange and Research Programme on International Law</li> <li>• The Asia-Pacific International Private Law Summit</li> <li>• The 2<sup>nd</sup> edition of the Hague Academy of International Law’s Advanced Course in Hong Kong</li> <li>• The Lecture on Foreign Related Rule of Law Education co-organised by the DoJ and the East China University of Political Science and Law pursuant to the Arrangement on Legal Exchange and Co-operation between the Department of Justice of the Hong Kong</li> </ul>

	<p>Special Administrative Region and the East China University of Political Science and Law</p> <ul style="list-style-type: none"> <li>• The 2<sup>nd</sup> Legal Forum on Interconnectivity and Development</li> <li>• 2024 Investment Law &amp; Investor-State Mediator Training</li> <li>• The 3<sup>rd</sup> ICC International Commercial Mediation Competition – Hong Kong</li> </ul>
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The overall expenditures on the above measures are absorbed by the existing resources of the DoJ and cannot be separately identified.

(3) Environment and Ecology Bureau

Environmental Engineering Graduate Training Scheme, Student Summer Internship Programme, Technician Training Scheme of the Electrical and Mechanical Services Department, etc.

(4) Transport and Logistics Bureau

The Government established the MATF in 2014 to implement training, incentive and promotion schemes aimed at cultivating talents in the maritime, aviation, and logistics industries, supporting industry manpower demands, and enhancing overall competitiveness and professional standards.

(a) Maritime

Year	Provision/expenditure (\$ million)	Manpower	Number of participants
2020-21	13.396	Provided by the overall resources of the TLB. Specific breakdown figures regarding manpower are not available.	13 459
2021-22	15.332		11 691
2022-23	18.602		16 931
2023-24	18.48		15 727
2024-25 (as at January 2025)	17.043		3 134

(b) Aviation

Year	Provision/expenditure (\$ million)	Manpower	Number of participants
2020-21	8.954	Provided by the overall resources of the TLB. Specific breakdown figures regarding manpower are not available.	1 084
2021-22	7.466		830
2022-23	10.091		1 083
2023-24	9.011		1 028
2024-25 (as at January 2025)	7.853		2 332

(c) Logistics

Year	Provision/expenditure (\$ million)	Manpower	Number of participants
2020-21	0	Provided by the overall resources of the TLB. Specific breakdown figures regarding manpower are not available.	0
2021-22	0		0
2022-23	0		0
2023-24	0.964		60
2024-25 (as at January 2025)	3.244		629

(5) Innovation, Technology and Industry Bureau

STEM Internship Scheme, Research Talent Hub, New Industrialisation and Technology Training Programme, etc.

(6) Culture, Sports and Tourism Bureau

West Kowloon Cultural District Authority Museum Trainees (Conservation) Programme and Summer Internship Programme

To provide heritage restoration and museum internship opportunities for graduates and full-time students in the West Kowloon Cultural District for 6 financial years starting from 2022-23. Details are as follows:

Year	Provision/expenditure (\$)	Number of beneficiaries
2022-23	10,000	1
2023-24	520,000	6
2024-25	970,000	6

(7) Financial Services and the Treasury Bureau

Set Sail for GBA - Scheme for Financial Leaders of Tomorrow, Pilot Programme to Enhance Talent Training for the Asset and Wealth Management Sector, FSDC Talent Development Activities, Future Banking Bridging Programme, Banking Graduate Trainee Programme, Pilot Green and Sustainable Finance Capacity Building Support Scheme, Pilot Programme to Enhance Talent Training for Insurance Sector, Financial Practitioners Fintech Training Programme, Pilot Scheme on Training Subsidy for Fintech Practitioners, GBA Fintech Two-way Internship Scheme for Post-secondary Students, etc.

(8) Labour and Welfare Bureau

Since 2012, the Social Welfare Department (SWD) has implemented a training sponsorship scheme to provide funding support to non-governmental organisations (NGOs) operating subsidised elderly services or rehabilitation services. The purpose is to fully sponsor the tuition fees of students admitted to and completed designated programmes in occupational therapy and physiotherapy, thereby encouraging them to join the social welfare sector. The

Government will continue to implement the scheme to sponsor an additional 750 students to enrol in the above 2 designated programmes in the next 5 years starting from 2023-24, involving an expenditure of about \$447 million. Sponsored students are required to work in NGOs operating subsidised welfare services for at least 2 to 3 years after graduation. As at the end of December 2024, a total of 470 graduates who participated in the scheme have joined the social welfare sector, with 249 in occupational therapy and 221 in physiotherapy.

The SWD has implemented the Enrolled Nurse (General) Training Programme for the Welfare Sector since the 2017/18 academic year to alleviate the shortage of nurses in the social welfare sector and meet the demand for nurses in residential care homes. SWD continues to implement the programme for 5 consecutive academic years from 2023/24 to 2027/28, and subsidises over 1 700 additional students to enrol in the training programme. Students are required to work as Enrolled Nurses (General) in welfare service organisations recognised by SWD for a minimum of 2 or 3 consecutive years after completing the training programme. Details are as follows:

Academic year	Actual expenditure (\$ million)	Manpower involved	Total number of subsidised training places
2020-21	38.6	SWD implements the relevant programme by deploying existing manpower.	200
2021-22	24.3		200
2022-23	17.2		200
2023-24	91.5		427
2024-25	76.8 <sup>Note</sup>		427

<sup>Note</sup> Revised estimate for 2024-25.

The Employees Retraining Board provides around 700 market oriented training courses straddling across 28 industries and generic skills for eligible persons, currently providing more than 100 000 training places each year. Besides, the Labour and Welfare Bureau provides subvention to the Vocational Training Council for the provision of vocational training including in-service short courses, the Apprenticeship Scheme, the Vocational Professionals Admission Scheme and the Engineering Graduate Training Scheme, as well as services such as trade and skills testing and certification.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)097**

**(Question Serial No. 1583)**

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:

1. The respective numbers of applicants, numbers of approved applications and numbers of persons who have come to Hong Kong under various talent admission schemes (namely the Top Talent Pass Scheme, the General Employment Policy, the Admission Scheme for Mainland Talents and Professionals, the Quality Migrant Admission Scheme, the Technology Talent Admission Scheme, the Immigration Arrangements for Non-local Graduates and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents) in the past 5 years.
2. The respective numbers of applicants who have been granted an extension of stay under various talent admission schemes in the past 5 years.

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.: 8)



Reply:

- The numbers of applications received and approved under the various talent admission schemes in the past 5 years are tabulated below:

Talent admission scheme		2020-21	2021-22	2022-23	2023-24	2024-25 (as at February 2025)
Top Talent Pass Scheme (TTPS)#	Number of applications received	Not applicable		21 406	55 562	45 858
	Number of applications approved	Not applicable		12 398	49 431	36 785
General Employment Policy (GEP)	Number of applications received	16 032	14 479	19 102	30 849	33 628
	Number of applications approved	13 526	13 097	17 501	28 354	31 600
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Number of applications received	9 714	11 462	13 282	24 727	26 611
	Number of applications approved	7 926	10 168	11 841	21 875	23 743
Immigration Arrangements for Non-local Graduates (IANG)	Number of applications received	8 222	7 668	14 906	25 758	26 185
	Number of applications approved	7 620	7 156	14 189	24 512	24 784
Technology Talent Admission Scheme (TechTAS)	Number of applications received	130	54	87	142	137
	Number of applications approved	122	53	82	125	114
Quality Migrant Admission Scheme (QMAS)@	Number of applications received	4 119	6 218	28 732	83 587	49 512
	Number of applications approved	2 173	1 980	4 478	13 631	9 327
Admission Scheme for the Second	Number of applications received	72	65	115	140	136

Talent admission scheme		2020-21	2021-22	2022-23	2023-24	2024-25 (as at February 2025)
Generation of Chinese Hong Kong Permanent Residents (ASSG)	Number of applications approved	40	40	70	92	75
<b>Total</b>	<b>Number of applications received</b>	<b>38 289</b>	<b>39 946</b>	<b>97 630</b>	<b>220 765</b>	<b>182 067</b>
	<b>Number of applications approved</b>	<b>31 407</b>	<b>32 494</b>	<b>60 559</b>	<b>138 020</b>	<b>126 428</b>

Note: Applications approved in a year may not all be received in the same year. The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

The Immigration Department has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

Talent admission scheme	2023	2024	2025 (as at February)
TTPS	35 583	39 918	6 495
GEP#	7 953	5 627	1 612
ASMTP#	11 705	11 887	1 758
IANG	23 905	23 017	2 398
TechTAS	128	117	21
QMAS	12 276	9 981	1 910
ASSG	81	80	13
<b>Total</b>	<b>91 631</b>	<b>90 627</b>	<b>14 207</b>

# The numbers do not include cases of short-term employment.

2. The numbers of applications approved for extension of stay under the various talent admission schemes in the past 5 years are tabulated below:

Talent admission scheme	2020-21	2021-22	2022-23	2023-24	2024-25 (as at February 2025)
GEP	19 361	18 819	15 876	15 867	13 221
ASMTP	5 198	6 710	7 847	7 430	9 682
IANG	10 722	9 639	10 673	11 239	6 209
TechTAS	16	48	77	67	67
QMAS	310	547	1 237	1 362	2 512
ASSG	82	50	62	60	41
<b>Total</b>	<b>35 689</b>	<b>35 813</b>	<b>35 772</b>	<b>36 025</b>	<b>31 732</b>

The first batch of visas under TTPS only started expiring from end-December 2024. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics after a certain number of applications for extension of stay have accumulated and release them at an opportune time.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)098**

**(Question Serial No. 1594)**

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 projections of local labour shortages for the next 10 years?

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.: 19)

Reply:

1. According to the latest labour force projections published by the Census and Statistics Department, the labour force participation rate (excluding foreign domestic helpers) is expected to drop from 54.6% in the fourth quarter of 2024 to 53.0% in 2033. Details are tabulated below:

## Projections on Labour Force Participation Rate and Year-on-year Changes 2024 to 2033

Labour Force Participation Rate <sup>(1)</sup>		
Year	(%)	Year-on-year Change (percentage point)
2024	54.6 <sup>(2)</sup>	-0.3 <sup>(3)</sup>
2025	56.0	+1.4 <sup>(4)</sup>
2026	55.4	-0.6
2027	54.8	-0.6
2028	54.3	-0.5
2029	53.8	-0.5
2030	53.5	-0.3
2031	53.3	-0.2
2032	53.2	-0.1
2033	53.0	-0.2

Notes:

Figures exclude foreign domestic helpers.

- (1) Labour force participation rate refers to the proportion of labour force in the total land-based non-institutional population aged 15 and over. 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) The figure refers to the labour force participation rate for the fourth quarter of 2024, whilst the respective figure for the whole year of 2024 is not yet available.
- (3) The figure refers to the change in the labour force participation rate for the fourth quarter of 2024 compared with that for the fourth quarter of 2023.
- (4) The figure refers to the change in the projected labour force participation rate for 2025 compared with that for the fourth quarter of 2024.

2. The Labour and Welfare Bureau completed the 2023 Manpower Projection in 2024 assessing the manpower situation five years ahead (i.e. 2028), with 2023 as the base year. The related report was published in November 2024. According to the projections, Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, with over one-third being “skilled technical workers”.

As automation and technology application are accelerating business cycles and driving structural shifts in job types and skills requirements, we have shortened the projection period from the previous 10 years to five years to better capture short-to-medium term changes affecting manpower demand and supply. We would commence a mid-term update of the 2023 Manpower Projection in late 2025, with findings expected to be available in 2026.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)099**

**(Question Serial No. 1254)**

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 resident population of Hong Kong fluctuated significantly between 2018 and 2023. To cope with the uncertainties brought about by changes in the size and structure of the population, will the Financial Secretary consider setting up a dedicated fund for population contingency, which can be used to address unforeseen population-related problems, such as the pressure on public services brought about by large-scale population movement, and the demand for emergency medical assistance arising from an ageing population? If such a dedicated fund is to be set up, what is the estimated scale, and how will the source of funds and the management mechanism be designed, so as to ensure that the funds can be utilised in a timely and effective manner at critical moments?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 16)

Reply:

The Census and Statistics Department compiles new population projection every five years, including Hong Kong's population scale at various times of the projection period, which provides a common basis for various planning work of the Government. Hong Kong's population was over 7.5 million in mid-2024, and according to the latest projection, may reach 8.19 million in 2046. Excluding foreign domestic helpers, the proportion of elderly persons aged 65 and over is projected to increase to 36% of the population. The labour force participation rate will also gradually decline from approximately 55% in 2023 to around 52% in 2046. The ageing population will exert additional pressure on public services such as social welfare and healthcare services.

To address the challenges brought by changes in the population structure, and continuously align with and promote the long-term development of Hong Kong, the Government needs comprehensive planning across various policy areas, including economic development, infrastructure development, education and training, youth development, housing supply, social welfare, medical services, community support, childcare services, etc. Under the leadership of the Chief Executive, policy bureaux are performing their respective duties with cross-bureau collaboration, and formulating and implementing various population-related policy measures in response to the latest social and demographic conditions.

The Financial Services and the Treasury Bureau indicates that the Government has no plan at present to set up a dedicated population contingency fund. In carrying out the relevant work planning, policy bureaux will apply for additional resources or redeploy the existing ones in accordance with the established mechanism as appropriate and necessary.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)100**

**(Question Serial No. 1255)**

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:

Hong Kong is currently facing severe population aging, with slow growth in labour force. The Budget has set out initiatives in areas such as education, healthcare, and talent policy, but the specific implementation effects remain to be assessed. On education, while the Research Matching Grant Scheme and various scholarships can promote academic research and attract some talents, their effectiveness in attracting and retaining high-calibre talents and optimising workforce structure in the face of global talent competition is hard to estimate. On healthcare, the initiatives to increase the number of medical training places and improve healthcare facilities have limited effect in alleviating the pressure on the healthcare sector brought by aging. The great differences in medical needs among different age groups have also posed challenges to resource allocation. As to talent attraction, although many applications have been received under various talent admission schemes, the industry distribution of the approved talents and the extent to which it matches with the demand of industries in Hong Kong is not clear enough, resulting in difficulties in filling the manpower gap effectively. My question is: How can the Budget effect precise adjustments to address these problems so as to optimise Hong Kong's population structure and promote sustainable socio-economic development?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 17)

Reply:

In address the challenges of an ageing population and a decline in the labour force participation rate in Hong Kong, the Government needs comprehensive planning across various policy areas, so as to continuously align with and promote the long-term development of Hong Kong. Among them, the Education Bureau (EDB), the Health Bureau (HHB) and the Labour and Welfare Bureau (LWB) are responsible for the policy initiatives on education, medical services and talent attraction respectively. They will from time to time review the implementation and effectiveness of the relevant measures, and make timely adjustments in the light of factors such as social and demographic changes.



Education is the key to nurturing talent and the Government attaches great importance to it. The goal of the EDB is to build on Hong Kong's strengths to attract more outstanding talents from around the world, provide local students with broader international perspectives, and expand vocational and professional education and training, and thus nurture a diversified pool of talents, with a view to strengthening Hong Kong's momentum of development while contributing to the national development. To improve and enhance the quality of education, the EDB will implement various measures, including, as proposed in the Budget, launching a new round of the Research Matching Grant Scheme totalling \$1.5 billion to attract organisations to support research endeavours of institutions and raise the quota of the Hong Kong PhD Fellowship Scheme to 400 places per year; and setting up the Hong Kong Future Talents Scholarship Scheme for Advanced Studies, etc. The EDB is committed to developing Hong Kong into an international hub for post-secondary education and creating the "Study in Hong Kong" Brand.

On healthcare services, population ageing will exert a heavy toll on the public hospital system in particular. In the face of the pressure brought by an ageing population and chronic diseases, the HHB released the Primary Healthcare Blueprint in December 2022 to formulate the direction of development and strategies for strengthening Hong Kong's primary healthcare system to address the challenges brought about by an ageing population and the increasing prevalence of chronic diseases. The Budget proposed enhancing the public healthcare system and continuous strengthening of the community healthcare system, as well as reviewing the distribution, scale and priority of projects under the Second Hospital Development Plan, taking into account the latest demographic structure, planning and development situation in Hong Kong. It was also announced in the Budget that the number of medical training places will increase to 650 in the 2025/26 academic year. The public healthcare sector will leverage the revised legislative framework to admit non-locally trained healthcare professionals.

Given a lower labour force participation rate for the elderly persons, it will be inevitable for the overall labour force participation rate to drop consequentially. A dwindling labour force will likely impede the potential of economic growth. In this connection, the Government will make every effort to nurture local talents and unleash local workforce. On supporting the employment of older persons, the Labour Department (LD) provides diversified employment services to job seekers including older persons and encourages employers to engage older employees, and launched the three-year Re-employment Allowance Pilot Scheme in July 2024 to encourage older or middle-aged persons aged 40 or above who have not been in paid employment for three consecutive months or more to re-join the labour market. The LD also implements the Employment Programme for the Elderly and Middle-aged to encourage employers to hire persons aged 40 or above and provide them with on-the-job training. In addition, the Employees Retraining Board (ERB) provides around 700 market-oriented training courses straddling across 28 industries and generic skills for eligible persons including older persons. The ERB also provides training courses which gear towards the employment needs of older persons aged 50 or above to encourage the potential workforce to enter the labour market. Apart from general training courses, the ERB organises the Post-50 Internship Programme and the "Hire and Train" Scheme, so as to encourage the potential workforce, including persons who have recently retired, to enter the labour market.

To alleviate manpower shortage, the Government also actively trawls for outside talents to enlarge the local talent pool. The current-term Government has implemented a series of proactive measures to trawl for talents since end-2022 and received positive responses. The talents have brought along their families to settle in Hong Kong, which reversed the decline in the local workforce during the pandemic and effectively replenished the local population and manpower shortfall. As the local economy continues to grow after the pandemic, the labour market is anticipated to remain tight for some time in the future. As announced in the Budget Speech, the Government will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. We will also enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy by allowing young non-degree talents with professional and technical skills and experience to come to Hong Kong to join skilled trades facing manpower shortage.

The challenges brought by changes in the population structure involve a number of policy portfolios and require the concerted efforts of the whole Government as well as the entire society to tackle. Various policy bureaux will closely monitor changes in the local demography and manpower situation across industries, and will review and enhance relevant strategies and measures under their purview in a timely manner to meet Hong Kong's economic and social development needs.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)101**

**(Question Serial No. 1258)**

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 the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy will be enhanced by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. In this connection, would the Government inform this Committee of the following:

- (1) whether the Government has conducted any comprehensive survey on our labour market to assess the actual demand for local skilled trades and the necessity of bringing in non-degree professionals; what are the skilled trades facing manpower shortage that will be open to non-degree professionals;
- (2) given that effective matching of skills is the key to bringing in foreign talents, how will the Government ensure that the skills of these non-degree professionals are in line with the actual demand of Hong Kong; and
- (3) as the policy of bringing in non-degree professionals will inevitably cast impact on the local labour market, how will the Government assess the impact of this policy on local employment, and how will it safeguard the employment opportunities of local workers?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 20)

Reply:

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTF) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTP, at the time of application, they must have secured offers of employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs. There will be a quota on the number of technical professionals admitted so as to minimise the impact on local technical professionals, in line with the manpower policy of ensuring employment priority for locals.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)102**

**(Question Serial No. 1263)**

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 of Hong Kong, would the Government inform this Committee of the following:

- (1) the number and industry distribution of talents actually admitted to Hong Kong through various talent admission schemes (e.g. Top Talent Pass Scheme, Quality Migrant Admission Scheme, etc.) with a duration of stay of at least 12 months in the past 3 years by country or region;
- (2) data on these talents' employment in and contribution to Hong Kong, such as their employment rate, the number of enterprises they have established and their contribution to tax revenue;
- (3) data to illustrate the demand for talents in different industries and the effectiveness of talent admission schemes in addressing talent gaps;
- (4) whether the Government has compiled statistics on and analysed the attrition of admitted talents; if so, the rate of and the main reasons for the attrition; how the Government will take measures to reduce the attrition rate of talents and enhance their willingness to stay in Hong Kong, with supporting data and a description of specific measures?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 25)

Reply:

- (1) The Immigration Department (ImmD) has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

Talent admission scheme	2023	2024	2025 (as at February)
Top Talent Pass Scheme (TTPS)	35 583	39 918	6 495
General Employment Policy (GEP)#	7 953	5 627	1 612
Admission Scheme for Mainland Talents and Professionals (ASMTP)#	11 705	11 887	1 758
Quality Migrant Admission Scheme (QMAS)	12 276	9 981	1 910
Immigration Arrangements for Non-local Graduates (IANG)	23 905	23 017	2 398
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	81	80	13
Technology Talent Admission Scheme (TechTAS)	128	117	21
<b>Total</b>	<b>91 631</b>	<b>90 627</b>	<b>14 207</b>

# The numbers do not include cases of short-term employment.

The breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector in the past 3 years are tabulated below:

GEP

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Academic research and education	2 353	2 788	2 420
Arts/Culture	1 252	2 416	2 300
Tourism	300	1 861	2 020
Financial services	2 517	1 864	1 924
Recreation and sports	1 524	1 215	1 627
Commerce and trade	1 651	2 463	1 562
Engineering and construction	1 368	1 545	1 268
Catering services	403	512	485
Medical and healthcare services	173	335	329
Information technology	580	514	285
Architecture/Surveying	45	24	174
Telecommunications	89	80	123
Legal services	137	173	104
Manufacturing industries	66	100	104
Biotechnology	10	12	13
Traditional Chinese medicine	0	0	1
Others	5 033	12 452	16 861
<b>Total</b>	<b>17 501</b>	<b>28 354</b>	<b>31 600</b>

Note: Applications approved in a year may not all be received in the same year. The same applies to the tables below.

ASMTF

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Commerce and trade	1 902	3 511	3 979
Academic research and education	2 522	4 028	3 968
Arts/Culture	399	3 906	3 752
Recreation and sports	128	936	3 183
Engineering and construction	1 396	2 537	2 625
Financial services	2 812	3 004	2 156
Information technology	1 024	1 183	1 121
Tourism	16	159	288
Medical and healthcare services	527	165	204
Telecommunications	289	188	182
Catering services	41	105	153
Manufacturing industries	84	164	147
Legal services	115	121	86
Biotechnology	78	60	56
Architecture/Surveying	28	152	47
Traditional Chinese medicine	2	4	9
Others	478	1 652	1 787
<b>Total</b>	<b>11 841</b>	<b>21 875</b>	<b>23 743</b>



TechTAS

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Artificial intelligence	11	36	39
Biotechnology	21	24	10
Financial technologies	18	8	9
Cybersecurity	1	5	9
Data analytics	5	15	8
Microelectronics	0	4	8
Green technology	3	8	6
Material science	14	5	6
Integrated circuit design	1	3	6
Robotics	0	7	5
Advanced communication technologies	0	1	5
Digital entertainment	7	5	2
The Internet-of-Things	1	4	1
Quantum technology	0	0	0
<b>Total</b>	<b>82</b>	<b>125</b>	<b>114</b>

## QMAS

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Financial and accounting services	1 446	4 354	2524
Information technology and telecommunications	1 018	3 296	2167
Commerce and trade	232	960	941
Business support and human resources	250	984	668
Manufacturing industries	279	794	638
Architecture, surveying, engineering and construction	246	626	425
Human health and veterinary services	175	538	403
Legal services	191	498	345
Academic research and education	311	504	342
Logistics and transportation	69	171	135
Broadcasting and entertainment	46	126	93
Sports	13	40	66
Catering and tourism	19	61	61
Arts and culture	36	106	41
Others	147	573	478
<b>Total</b>	<b>4 478</b>	<b>13 631</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

### IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.

### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.

### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 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 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 breakdowns of the numbers of applications approved under the various talent admission schemes by region in the past 3 years are tabulated below:

### TTPS

Region	2022-23#	2023-24	2024-25 (as at February 2025)
Mainland China	11 729	46 753	34 983
Canada	128	541	355
The United States	104	549	263
Australia	105	347	213
Singapore	57	183	117
Others	275	1 058	854
<b>Total</b>	<b>12 398</b>	<b>49 431</b>	<b>36 785</b>

# TTPS has been launched from 28 December 2022.

GEP

Region	2022-23	2023-24	2024-25 (as at February 2025)
South Korea	1 317	3 310	4 409
Japan	1 488	2 651	3 301
Taiwan, China	1 272	2 525	3 246
The United Kingdom	1 437	2 274	2 335
The United States	1 199	1 908	1 932
Thailand	287	1 373	1 822
India	1 377	1 758	1 814
France	895	1 093	1 218
The Philippines	951	1 644	1 024
Malaysia	606	907	942
Others	6 672	8 911	9 557
<b>Total</b>	<b>17 501</b>	<b>28 354</b>	<b>31 600</b>

ASMTP

The ASMTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents.

2022-23	2023-24	2024-25 (as at February 2025)
11 841	21 875	23 743

IANG

Region	2022-23	2023-24	2024-25 (as at February 2025)
Mainland China	12 892	23 090	23 650
South Korea	166	209	167
India	186	194	107
Taiwan, China	100	110	95
Malaysia	83	98	62
Macao SAR	47	63	52
Pakistan	61	51	52
The United States	37	33	24
Canada	39	38	20
France	17	7	15
Others	561	619	540
<b>Total</b>	<b>14 189</b>	<b>24 512</b>	<b>24 784</b>

TechTAS

Region	2022-23	2023-24	2024-25 (as at February 2025)
Mainland China	64	115	100
Taiwan, China	2	0	4
The United States	2	2	3
Australia	1	0	2
Malaysia	2	1	0
The United Kingdom	1	0	0
South Korea	1	0	0
Others	9	7	5
<b>Total</b>	<b>82</b>	<b>125</b>	<b>114</b>

### QMAS

Region	2022-23	2023-24	2024-25 (as at February 2025)
Mainland China	4 303	13 427	9 138
Australia	38	41	43
Canada	44	42	36
The United States	28	38	35
Others	65	83	75
<b>Total</b>	<b>4 478</b>	<b>13 631</b>	<b>9 327</b>

Note: The number of applications approved refers to the number of successful cases passing the selection exercise.

### ASSG

Region	2022-23	2023-24	2024-25 (as at February 2025)
Canada	18	21	23
The United Kingdom	16	16	21
The United States	13	23	14
Australia	6	9	2
The Netherlands	4	3	2
Singapore	5	2	2
The Philippines	3	4	0
Others	5	14	11
<b>Total</b>	<b>70</b>	<b>92</b>	<b>75</b>

(2) and (3)

The Government has implemented a series of talent admission measures since end-2022 to attract and facilitate talents from all over the world to pursue development in Hong Kong. As at 28 February 2025, we received a total of more than 450 000 applications under the various talent admission schemes and approved over 290 000, among which about 196 000 talents with visas approved have arrived in Hong Kong, exceeding the target of admitting a total of 105 000 talents within 3 years.

The local labour force registered a continuous decline for 4 years from 2019 to 2022. The active measures trawling for talents successfully reversed the downward trend in the local workforce. In 2023, the labour force increased by 40 000 to 3.5 million when compared to that of 2022, with half of the increase coming from the 35-44 age group. As most of the arrived talents are at the working age, the inflow of talents also slowed the pace of population ageing. The median age of population rose by just 0.3 year in 2023, a significant reduction from the annual increase of 0.5 to 0.9 year from 2018 to

2022. Outside talents have been playing a crucial role in alleviating manpower shortages across various sectors.

The Labour and Welfare Bureau (LWB) completed the 2023 Manpower Projection (MP) in 2024. With 2023 as the base year, the MP projects the manpower situation of selected industries 5 years ahead (i.e. 2028), as well as detailed information such as the occupations in demand. Based on the projection, Hong Kong's economy will continue to grow during the projection period (2023-2028), driving sustained high demand for manpower from major sectors. The overall manpower shortage in Hong Kong is projected to reach 180 000 by 2028, and the 2023 MP has already factored in the impact of the existing measures on admission of outside talents and labour importation. The related report, which was published in November 2024, sets out in detail the projection findings on the future manpower requirements for Hong Kong in overall terms and for 17 selected industries, including the 8 key areas for the development of Hong Kong as outlined in the National 14th Five-Year Plan and the 9 significant sectors supporting local services and city operation.

The data on the overall manpower requirements for Hong Kong with a breakdown by the 17 selected industries in 2023 and 2028 are tabulated below:

Selected Industry	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change from 2023 to 2028	
	Number of persons	Number of persons	Number of persons	Average annual change
<b>Eight Centres</b>				
East-meets-West centre for international cultural exchange	246 300	265 000	+ 18 600	+ 1.5%
International aviation hub	62 200	89 900	+ 27 700	+ 7.7%
International financial centre	275 500	301 800	+ 26 300	+ 1.8%
International innovation and technology centre	60 200	96 400	+ 36 100	+ 9.8%
International trade centre	586 800	586 800	‡	‡
International transportation centre	250 100	253 000	+ 2 900	+ 0.2%
Regional centre for international legal and dispute resolution services	25 100	25 800	+ 700	+ 0.6%
Regional intellectual property trading centre	58 400	62 000	+ 3 600	+ 1.2%
<b>Nine Significant Sectors</b>				
Accommodation and food	269 600	272 500	+ 2 900	+ 0.2%
City operation	574 500	635 600	+ 61 100	+ 2.0%
Construction industry	310 800	359 800	+ 48 900	+ 3.0%
Education	181 700	183 900	+ 2 200	+ 0.2%
Health services	178 100	209 400	+ 31 400	+ 3.3%
Manufacturing	78 300	99 900	+ 21 600	+ 5.0%
Retail	290 500	293 000	+ 2 600	+ 0.2%
Social services	81 800	93 300	+ 11 400	+ 2.6%
Tourism	175 800	215 400	+ 39 600	+ 4.1%
<b>Overall</b>	<b>3 550 400</b>	<b>3 745 500</b>	<b>+ 195 100</b>	<b>+ 1.1%</b>

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

‡ Estimates within  $\pm 100$  or related rates of change derived based on such estimates.

Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making



contribution to the economy of Hong Kong. Among the talent admission schemes, GEP and ASMTP are employment-based schemes under which admitted talents will join the local employment market and bring economic contributions upon arrival in Hong Kong. Besides, the LWB has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation, information and communication technology services, and commerce and trade, etc., which are all key industries of Hong Kong. Based on the results of the survey, it is projected that the 30 000-odd 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. LWB will continually monitor the settlement of incoming talents and their employment status in Hong Kong.

- (4) In addition to “trawling for talents”, the Government also focuses on “retaining talents”. The 2024 Policy Address has thus set a key performance indicator (KPI) of approving at least 50 000 visa extension applications annually for talents admitted through talent admission schemes from 2025 to 2027. The KPI concerned is used to measure the effectiveness of the Government's efforts on “retaining talents”.

On the other hand, the Hong Kong Talent Engage (HKTE) has been maintaining close contact with the talents through direct contact with them and analysing their enquiries and requests for support services, which are received by HKTE or designated partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To enhance the willingness of talents to stay in Hong Kong, HKTE will strengthen its support service catering to the needs of incoming talents. HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of life-related topics such as job seeking, business start-up, children's education, etc. These include not less than 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers, as well as Cantonese learning classes. On children's education, HKTE will continue to co-organise seminars with sponsoring bodies or school organisations to provide more comprehensive information on local education. In addition, HKTE will continue to collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. It is envisaged that such work can help incoming talents and their families to stay in Hong Kong for long-term development.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)103**

**(Question Serial No. 1317)**

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 under the Programme that the Government 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:

- 1) the number of staff and expenditure of the team involved in the publicity and media for enhancing the awareness and brand building of Hong Kong;
- 2) the expenditure to be earmarked by the Hong Kong Talent Engage on talent summits, themed seminars, workshops, job fairs and integration activities as well as their expected outcomes; and
- 3) the annual maintenance fee, update fee and expenditure on management of technical staff for the artificial intelligence chatbot service?

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 38)

Reply:

1. In 2024-25 and 2025-26, the estimated expenditure of the Hong Kong Talent Engage (HKTE) for promotion and publicity, and enhancing the awareness and brand building of Hong Kong (including organising the Global Talent Summit • Hong Kong (GTS)) is about \$39 million and about \$36 million respectively. Staff members of all the 38 positions under the establishment of the HKTE have varying degrees of involvement in the work.
2. In 2025-26, the HKTE's estimated expenditure for organising the second GTS, themed seminars/workshops, job fairs and integration activities is tabulated below:

Activity	2025-26 Estimated expenditure (\$'000)
The second GTS	13,000
Themed seminars/workshops, job fairs and integration activities	4,000

The first GTS received a favourable response. It successfully promoted Hong Kong's dual role as an international talent hub and the country's gateway for talents to the international community. Staging the second GTS will help reinforce Hong Kong's position as an international hub for high-calibre talents and attract global talents and professionals to Hong Kong, whereas organising themed seminars/workshops, job fairs and integration activities covering various living topics such as job seeking, business start-up, children's education, etc., will help incoming talents and their families adapt to the life in Hong Kong and integrate into the local community, thereby enhancing their willingness to stay in Hong Kong for development.

3. A new chatbot function will be added to the online platform of the HKTE to answer in real-time general enquiries on talent admission schemes and settling in Hong Kong. The annual maintenance cost of the chatbot service is around \$35,000, which includes services such as updating of knowledge base, round-the-clock system performance monitoring, reports on user behaviour analysis, etc. As the HKTE staff responsible for the related work are also engaged with other duties, a breakdown of the staff costs is not available.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)104**

**(Question Serial No. 2841)**

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 in 2023-24, (a) the number of courses conducted, (b) the nature of the courses, (c) the number of enrolments and (d) the number of places available, and (ii) the funding granted for the purpose of offering such courses; and
- (2) with regard to the "Hire and Train" courses launched by the ERB in 2023-24, (i) the number of courses conducted, (ii) the number of places available, (iii) the types of industries involved, (iv) the number of participating trainees, and (v) the number of trainees who have quitted before completing the courses.

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 2)

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 2023-24 are at Annex.
- (2) In 2023-24, the "Hire and Train" Scheme (the Scheme) implemented by the ERB covered the industries of healthcare services, transportation and support services, environmental services and hotel, offering 4 courses with 164 training places. 135 trainees were hired by employers and participated in the Scheme, of whom 5 did not complete the courses.

**Number of training courses offered by each training body and approved by the Employees Retraining Board, number of intakes and course funding allocated to each training body in 2023-24**

	Training Body	Number of Training Courses Approved	Number of Intakes	Funding (\$'000)
1	Yan Oi Tong Limited	153	9 755	69,954
2	Queen Elizabeth Hospital - Hospital Authority	2	114	5,155
3	Li Fai Centre of Wushu	2	60	662
4	Logistics Practitioners Union	1	-	-
5	YMCA College of Careers	90	571	7,637
6	Star Chef Management School operated by Star Chef Management School Company Limited	8	141	934
7	Royal International College	16	756	6,353
8	Heung To College of Professional Studies	82	2 751	27,295
9	Hong Kong Manpower Development Centre Limited	18	1 427	19,802
10	Hong Kong Workers' Health Centre Limited	2	11	185
11	The Hong Kong Federation of Trade Unions	265	12 603	46,519
12	The Mental Health Association of Hong Kong	6	85	425
13	Aberdeen Kai-fong Welfare Association Limited	52	1 108	2,401
14	Hong Kong Association for Democracy and People's Livelihood	152	6 047	42,388
15	UOW College Hong Kong	1	-	-
16	Hong Kong Federation of Women Limited	1	-	-
17	Hong Kong Association of Gerontology	5	18	839
18	Caritas - Hong Kong	181	4 840	33,373
19	The Hong Kong Federation of Youth Groups	7	-	-
20	School of Continuing and Professional Education, City University of Hong Kong	91	895	16,842
21	Hong Kong Red Cross	7	450	5,960
22	Hongkong School of Commerce	60	588	4,043

23	Hong Kong International Aviation Academy Limited	2	-	-
24	Hong Kong Young Women's Christian Association	114	4 101	40,972
25	The Young Men's Christian Association of Hong Kong	63	2 002	11,673
26	Hong Kong Federation of Women's Centres Limited	116	6 542	37,360
27	Research Centre for Gerontology and Family Studies, The Hong Kong Polytechnic University (formerly The Institute of Active Ageing of The Hong Kong Polytechnic University)	1	16	87
28	The Society of Rehabilitation and Crime Prevention, Hong Kong	47	1 392	12,789
29	Hong Kong Rehabilitation Power	8	50	291
30	The Hong Kong Society for Rehabilitation	25	249	4,262
31	Xianggang Putonghua Yanxishe	3	255	1,444
32	The Scout Association of Hong Kong - The Friends of Scouting	40	1 953	6,232
33	Hong Kong Federation of Handicapped Youth	10	118	716
34	Hong Kong Sheng Kung Hui Lady MacLehose Centre	113	1 855	16,900
35	Hong Kong Sheng Kung Hui Welfare Council Limited	24	220	1,838
36	Hong Kong St. John Ambulance	3	425	1,594
37	Hong Kong Ballroom Dancing Council Limited	4	164	706
38	The Hong Kong School of Motoring Limited	5	32	113
39	Hong Kong Tour Guides General Union	1	-	-
40	TCHK	1	-	-
41	Hong Kong Electrical & Mechanical College (Evening School)	29	368	1,642
42	Hong Kong Employment Development Service Limited	117	2 061	15,313
43	Baptist Oi Kwan Social Service	158	3 882	31,202
44	The Evangelical Lutheran Church of Hongkong	80	5 159	75,176
45	Christian Action	135	11 962	94,855
46	Haven of Hope Christian Service	2	16	231
47	Methodist Centre	169	5 764	26,048

48	Yang Memorial Methodist Social Service	9	144	1,357
49	Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union	7	237	713
50	The Federation of Hong Kong and Kowloon Labour Unions	162	15 374	91,438
51	Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union	9	106	1,682
52	HKCT Group Limited	233	13 845	121,081
53	Vassar International Chinese Medical Society Limited	32	1 239	5,748
54	Neighbourhood & Worker's Service Centre	122	3 140	23,119
55	New Life Psychiatric Rehabilitation Association	5	56	241
56	New Territories Association Retraining Centre Limited	105	4 600	26,505
57	New Home Association Limited	7	5	1
58	S.K.H. Holy Carpenter Church Community Centre	58	989	7,097
59	St. James' Settlement	79	4 193	39,987
60	KCRA Community Education Enhancement Center Limited	167	3 657	18,508
61	Kwai Chung Hospital - Hospital Authority	2	104	3,784
62	Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited	13	-	-
63	Princess Margaret Hospital	2	100	3,503
64	Monita Hair & Beauty Academy	1	-	-
65	Clothing Industry Training Authority	14	385	1,314
66	The Neighbourhood Advice-Action Council	7	19	155
67	The Association of Electrical and Mechanical Engineering (Hong Kong) Limited	23	1 119	17,400
68	Vocational Training Council	131	5 445	74,412
69	Hospital & Clinic Nurses Association	4	40	70
70	OIWA Limited	25	736	2,392

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)105**

**(Question Serial No. 2907)**

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:

Regarding the dependants admitted to Hong Kong under various talent admission schemes, would the Government inform this Committee of the following:

- (1) the numbers of dependent children under the age of 18 who were admitted to Hong Kong for the first time as dependants under various talent admission schemes broken down by (i) age group (i.e. 0-2 years old, 3-5 years old, 6-8 years old, 9-11 years old, 12-14 years old, and 15-17 years old) and (ii) talent admission scheme in each of the past 3 years and this year so far;
- (2) the number of education-related enquiries received under “Supporting Services” on the website of Hong Kong Talent Engage (HKTE) broken down by nature of enquiry in each month over the past 2 years;
- (3) among the enquiries mentioned in (2), the number of cases requiring referral to other government departments for follow-up;
- (4) regarding “Supporting Services” on the HKTE website, the number of cases handled with the assistance of education-related partner organisations (i.e. (i) Caritas - Hong Kong, (ii) English Schools Foundation, (iii) ITS Education Asia, (iv) Yew Chung Yew Wah Education Network Limited, (v) CTF Education Group Limited, (vi) Hok Yau Club and (vii) Midland Education Consultancy Limited) broken down by nature of service in each year; and
- (5) the expenditure involved in engaging the partner organisations mentioned in (4) in each of the past 2 years.

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



Reply:

- (1) The numbers of unmarried dependent children under the age of 18 who were admitted to Hong Kong as dependants under various talent admission schemes from 2022 to February 2025 are tabulated below:

Talent admission schemes	2022	2023	2024	2025 (as at February 2025)
Top Talent Pass Scheme (TTPS) #	56	29 730	31 122	5 351
General Employment Policy	3 076	3 273	2 977	399
Admission Scheme for Mainland Talents and Professionals	2 213	6 122	5 872	938
Immigration Arrangements for Non-local Graduates	979	2 627	4 112	554
Technology Talent Admission Scheme	57	63	64	10
Quality Migrant Admission Scheme	3 767	15 292	11 111	2 040
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents	3	5	3	2

# The TTPS was launched on 28 December 2022.

The Immigration Department does not maintain the other statistical breakdowns mentioned in the question.

- (2) The number of education-related enquiries received by the Hong Kong Talent Engage (HKTE) on its website in each month since its establishment on 30 October 2023 is tabulated below:

Month	Number of education-related enquiries
November 2023	5
December 2023	8
January 2024	3
February 2024	4
March 2024	4
April 2024	4
May 2024	4
June 2024	2
July 2024	9
August 2024	7

Month	Number of education-related enquiries
September 2024	10
October 2024	16
November 2024	19
December 2024	12
January 2025	9
February 2025	11

The HKTE does not maintain any statistical breakdown of education-related enquiries by nature.

- (3) About 50 cases of the above education-related enquiries were referred to the Education Bureau for follow-up.
- (4) The numbers of enquiries that were referred to and handled with the assistance of the HKTE's designated working partners listed below in the past 2 years are tabulated as follows:

Designated working partner	2023-24 (From 30 October 2023 to 31 March 2024)	2024-25 (as at end-February 2025)
Caritas - Hong Kong	N/A <sup>#</sup>	28
English Schools Foundation	N/A <sup>#</sup>	41
ITS Education Asia	70	57
Yew Chung Yew Wah Education Network Limited	N/A <sup>#</sup>	8
CTF Education Group Limited	76	59
Hok Yau Club	82	64
Midland Education Consultancy Limited	70	56

# The organisations concerned were yet to become the HKTE's designated working partners in that year.

The HKTE and its designated working partners do not maintain any statistical breakdown of education-related enquiries handled by nature.

- (5) The HKTE is not required to pay for establishing partnership with these organisations and no expenditure is involved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)106**

**(Question Serial No. 2916)**

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 2025-26 Budget proposes to charge an application fee of \$600 under various talent and capital investor admission schemes, and to raise the visa fees, to be charged based on the duration of limit of stay, to \$600 or \$1,300 for cost recovery. In this connection, would the Government please inform this Committee of the following:

- (1) the respective numbers of applications processed by the Government under each talent and capital investor admission scheme, the manpower and expenditure involved in processing such applications, as well as the cost recovery rates in each of the past 3 years and this year to date; the Government's estimated cost recovery rate after the application fee is charged and the visa fees raised;
- (2) the specific calculation of the increase in government revenue by about \$620 million per annum brought by the above measures as estimated by the Government; and
- (3) whether the Government would regularly review and adjust the application fee under various talent and capital investor admission schemes to reflect changes in the costs of delivering the services concerned; if so, the details; if not, the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 22)

Reply:

- (1) The numbers of applications under the various talent admission schemes and the New Capital Investment Entrant Scheme (NCIES) in the past 3 years are tabulated below:

Talent admission scheme	2022-23	2023-24	2024-25 (as at February 2025)
Top Talent Pass Scheme (TTPS)	21 406	55 562	45 858
General Employment Policy (GEP)	19 102	30 849	33 628
Admission Scheme for Mainland Talents and Professionals (ASMTP)	13 282	24 727	26 611
Immigration Arrangements for Non-local Graduates (IANG)	14 906	25 758	26 185
Technology Talent Admission Scheme (TechTAS)	87	142	137
Quality Migrant Admission Scheme (QMAS)	28 732	83 587	49 512
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	115	140	136
NCIES#	Not Applicable	0	386

- # The Capital Investment Entrant Scheme (CIES) has ceased to accept applications since 15 January 2015 and the NCIES has been implemented since 1 March 2024.

The staff establishment and salary costs involved for processing applications under the various talent admission schemes, the CIES and the NCIES in the past 3 years are tabulated below:

Talent admission scheme		2022-23	2023-24	2024-25
TTPS†	Staff establishment (Number of posts)	10	10	15
	Salary costs* (\$'000)	1,930	7,920	12,380
GEP	Staff establishment (Number of posts)	28	28	28
	Salary costs* (\$'000)	19,800	20,300	21,150
ASMTP	Staff establishment (Number of posts)	24	24	23
	Salary costs* (\$'000)	14,930	15,310	15,740
IANG	Staff establishment (Number of posts)	11	14	14
	Salary costs* (\$'000)	6,110	8,760	9,150
TechTAS	Staff establishment (Number of posts)	3	3	3
	Salary costs* (\$'000)	2,440	2,500	2,600
QMAS	Staff establishment (Number of posts)	25	30	114
	Salary costs* (\$'000)	17,210	21,610	88,710
ASSG	Staff establishment (Number of posts)	12	12	9
	Salary costs* (\$'000)	6,200	6,360	5,930
CIES@	Staff establishment (Number of posts)	15	15	15
	Salary costs* (\$'000)	9,780	10,030	10,400
NCIES#	Staff establishment (Number of posts)	Not Applicable	0	4
	Salary costs* (\$'000)		0	2,910

† The TTPS was launched on 28 December 2022. Officers who handled the scheme in 2022-23 were arranged by the Immigration Department (ImmD) through temporary internal redeployment, and the corresponding salary costs were calculated on a proportional basis. Designated posts for the TTPS were created in 2023-24.

\* Calculated based on the notional annual mid-point salary.

@ The CIES has ceased to accept applications since 15 January 2015 and the ImmD has continued to process received applications in accordance with the approval criteria.

# The NCIES has been implemented since 1 March 2024.

The above costs have been reflected in the estimates of expenditure under Head 70 of the ImmD.

The various admission schemes for talent and capital investors have been well received since their introduction or enhancement. Taking talent admission schemes as an example, the number of applications for different talent admission schemes has soared from around 58 000 in 2022 to more than 221 000 in 2023 and around 208 000 in 2024, representing an increase of more than 250%. Processing such applications involve substantial administrative resources. The Government has therefore decided to introduce a universal application fee and raise the visa/entry permit issuance fees for applications under these admission schemes. The current fee levels are in general pegged to the average administrative costs of processing applications and issuing visas/entry permits, thereby reflecting the “users pay” principle.

- (2) Based on the available statistics of the period from early 2023 to end August 2024, we have estimated the annual caseload of the Applications received and approved in the next three years. On this basis, the estimated additional annual revenue in the next three financial years arising from the new fee structure will be approximately \$620 million, subject to the actual numbers of Applications received and approved.
- (3) Same as other Government fees, the Government will review the relevant fees in accordance with established procedures.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)107****(Question Serial No. 1001)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): (000) Operational expensesProgramme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

Since its establishment in 2023, the Hong Kong Talent Engage (HKTE) has been responsible for formulating and implementing targeted marketing programmes to promote various talent admission schemes as well as reaching out to talents to provide them with support and facilitation through organisation of and participation in a variety of activities. Would the Government inform this Committee of the following:

1. the staff establishment of the HKTE in 2023, 2024 and 2025 and the annual expenditure involved;
2. the specific policy initiatives of the HKTE in providing support for talents and the expenditure involved in each of the initiatives; and
3. the number of talents admitted to Hong Kong with the support from the HKTE, and among which the number of those who have taken up employment in Hong Kong?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 21)Reply:

1. The Hong Kong Talent Engage (HKTE) was established on 30 October 2023. It has a staff establishment of 38 positions, including 8 civil service posts. A breakdown of its expenditure by year is as follows:

(\$'000)	2023-24 Actual (30 October 2023 to 31 March 2024)	2024-25 Estimate	2025-26 Estimate
Salary	15,500	41,800	43,500
Operating expenditure	12,200	45,300	44,500
Total	27,700	87,100	88,000

The operating expenditure is for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.

2. The HKTE has been maintaining close liaison with the talents through direct contact with them and analysing their enquiries and requests for support services, which are received by the HKTE or designated working partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To cater for the needs of incoming talents, the HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of living topics such as job seeking, business start-up, children's education, etc. These include at least 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers, as well as Cantonese learning classes. On children's education, the HKTE will continue to co-organise seminars with school sponsoring bodies or school organisations to provide more comprehensive information on local education. In addition, the HKTE will continue to collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. Such work helps facilitate the early integration of incoming talents and their families into the local community and settle in Hong Kong. The estimated expenditure on support services for talents for 2025-26 is about \$4 million.
3. Whether or not talents choose to pursue development in Hong Kong depends on personal factors and various other considerations, and the approval of applications under talent admission schemes varies from case to case. As such, it is not feasible to identify which talents have relocated to Hong Kong through the support of the HKTE and no relevant statistics are maintained. Nevertheless, since its establishment on 30 October 2023, as of end-February 2025, the HKTE has processed about 37 000 enquiries, made referrals for about 11 000 requests for support services, and organised online and offline workshops and seminars with over 70 000 attendances/views in total.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)108**

**(Question Serial No. 1010)**

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 Government has stated that it will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. Would the Government inform this Committee of the following:

1. What are the specific measures of and the additional expenditures involved in the Scheme to invite top and leading talents to come to Hong Kong for development?
2. What are the standards or criteria to be adopted by the Government for determining the top and leading talents to be invited?
3. What is the expected time when the Government will implement these measures? Will they be long-term initiatives? How many additional overseas talents are expected to be attracted to Hong Kong for development under these measures?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 22)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

The Government will take the initiative to invite suitable top-notch and leading talents having regard to the development needs of the country and Hong Kong, and will not set a specific target for the number of invitees.

Top-notch talents invited under the new mechanism may come from a variety of industries or professions. Bureaux and departments participating in the mechanism will deploy existing resources to handle the relevant work, including providing various kinds of support to the invited talents.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)109**

**(Question Serial No. 1755)**

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:

To support the long-term economic development of Hong Kong, the Government should attract more talents and help them settle in Hong Kong. Please provide in tabular form the details of expenditure on the various tasks of the Hong Kong Talent Engage under the estimates of Programme (4):Talent Engagement and Support, including publicising and promoting various talent admission schemes, collaborating with various industries in organising online and offline activities to reach out to talents to provide them with support, facilitating talents and their families to settle in Hong Kong, etc. Please also provide information about the numbers of activities, numbers of people engaged and expenditure on each task.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 13)

Reply:

The details of the annual expenditure of the Hong Kong Talent Engage (HKTE) for publicising and promoting various talent admission schemes, as well as organising/collaborating with various industries in organising online and offline talent activities between HKTE's establishment on 30 October 2023 and February 2025 are tabulated below:

Event	2023-24 (From 30 October 2023 to 31 March 2024)			2024-25 (as at February 2025)		
	Number of events	Number of participants	Expenditure (\$'000)	Number of events	Number of participants/ viewership <sup>#</sup>	Expenditure (\$'000)
The first Global Talent Summit • Hong Kong	-	-	-	1	147 521	12,000
Outreach visit	14	3 010	500	33	16 328	5,000

Event	2023-24 (From 30 October 2023 to 31 March 2024)			2024-25 (as at February 2025)		
	Number of events	Number of participants	Expenditure (\$'000)	Number of events	Number of participants/ viewership <sup>#</sup>	Expenditure (\$'000)
Themed seminar, workshop, job fair and integration activity	5	58 121	200	57	330 748	3,200
Total	19	61 131	700	89	494 597	20,200

# The HKTE has offered live webcast and online replay services for themed seminars since April 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)110**

**(Question Serial No. 1571)**

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 stated in the Budget Speech that the Government will make every effort to trawl for talents and invite top and leading talents to come to Hong Kong for development. In this connection, would the Government please inform this Committee of the following:

1. whether subsidies or interest-free loans will be provided to companies employing international talents with professional backgrounds; if so, the details;
2. whether dedicated funds will be set aside to attract talents in international marine insurance, finance and law; if so, the details; if not, the reasons?

Asked by: Hon LAM San-keung (LegCo internal reference no.: 33)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

Top-notch talents invited may come from a variety of industries or professions. Bureaux and departments participating in the mechanism will deploy existing resources to handle the relevant work, including providing various kinds of support to the invited talents.

Invitations under the new mechanism will be extended to top-notch and leading talents who are keenly sought after by different major enterprises. It is not necessary for the Government to provide additional incentives to the organisations hiring such talents.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)111**

**(Question Serial No. 0288)**

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 paragraph 151 of the Budget Speech, the Government will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme, and will also enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy. In this connection, would the Government inform this Committee of the following:

1. the average approval time for various talent admission schemes in the past 3 years, together with the expenditure involved and specific outcomes of each scheme;
2. the total number of family members brought to Hong Kong by successful applicants under the Top Talent Pass Scheme in the past year; and
3. the outcome targets of the enhancement measures under the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy.

Asked by: Hon LAM Shun-chiu, Dennis (LegCo internal reference no.: 5)

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) can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of applications under the Quality Migrant Admission Scheme (QMAS) involves consultation with the Advisory Committee on Admission of Quality Migrants and Professionals or the Government's Assessment Panel, 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) in processing applications under various immigration policies/schemes in the past 3 years are tabulated below:

Talent admission scheme		2022-23	2023-24	2024-25
TTPS <sup>#</sup>	Staff establishment (Number of posts)	10	10	15
	Salary costs* (\$'000)	1,930	7,920	12,380
GEP <sup>&amp;</sup>	Staff establishment (Number of posts)	28	28	28
	Salary costs* (\$'000)	19,800	20,300	21,150
ASMTTP	Staff establishment (Number of posts)	24	24	23
	Salary costs* (\$'000)	14,930	15,310	15,740
IANG	Staff establishment (Number of posts)	11	14	14
	Salary costs* (\$'000)	6,110	8,760	9,150
TechTAS	Staff establishment (Number of posts)	3	3	3
	Salary costs* (\$'000)	2,440	2,500	2,600
QMAS	Staff establishment (Number of posts)	25	30	114
	Salary costs* (\$'000)	17,210	21,610	88,710
ASSG	Staff establishment (Number of posts)	12	12	9
	Salary costs* (\$'000)	6,200	6,360	5,930

# TTPS was launched on 28 December 2022. Officers handling TTPS in 2022-23 were arranged by the ImmD through temporary internal deployment, and the salary costs of the manpower involved were calculated on a pro-rata basis. The established posts for TTPS were created in 2023-24.

& 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 Government has implemented a series of talent admission measures since end-2022 to attract and facilitate talents from all over the world to come to Hong Kong for development. As at 28 February 2025, we received a total of more than 450 000 applications under the various talent admission schemes, and approved over 290 000, among which around 196 000 talents with visas approved have arrived in Hong Kong, exceeding the target of admitting a total of 105 000 talents within 3 years.



2. In 2024-25 (as at February 2025), a total of 34 162 approved applicants and 43 171 dependants were admitted to Hong Kong under TTPS.
3. According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under GEP and ASMTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)112**

**(Question Serial No. 2400)**

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 151 of the Budget Speech that the Government makes every effort to trawl for talents, and will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. The Admission Scheme for Mainland Talents and Professionals will also be enhanced. In this connection, would the Government inform this Committee of the numbers of incoming talents approved under various schemes so far, the average approval time required under the schemes, the places of origin of the talents, as well as the anticipated economic benefits for Hong Kong?

Asked by: Hon LAM So-wai (LegCo internal reference no.: 29)

Reply:

The Government has since end-2022 implemented a series of talent attraction measures to attract and facilitate talents from all over the world to come to Hong Kong for development. The numbers of applications approved under the various talent admission schemes in the past 3 years are tabulated below:

Talent admission scheme	2022-23	2023-24	2024-25 (as at February 2025)
Top Talent Pass Scheme # (TTPS)	12 398	49 431	36 785
General Employment Policy (GEP)	17 501	28 354	31 600
Admission Scheme for Mainland Talents and Professionals (ASMTP)	11 841	21 875	23 743
Immigration Arrangements for Non-local Graduates (IANG)	14 189	24 512	24 784
Technology Talent Admission Scheme (TechTAS)	82	125	114
Quality Migrant Admission Scheme (QMAS) @	4 478	13 631	9 327
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	70	92	75
<b>Total</b>	<b>60 559</b>	<b>138 020</b>	<b>126 428</b>

Note: Applications approved in a year may not all be received in the same year. The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

Assessments on the applications for visas/entry permits submitted under TTPS, GEP, ASMTP, IANG, TechTAS and ASSG can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of applications under QMAS involves consultation with the Advisory Committee on Admission of Quality Migrants and Professionals or the Government's Assessment Panel, etc., thus the processing time will be slightly longer and vary depending on individual circumstances.

The breakdowns of the numbers of applications approved under the various talent admission schemes by region in the past 3 years are tabulated below:

TTPS

Region	2022-23#	2023-24	2024-25 (as at February 2025)
Mainland China	11 729	46 753	34 983
Canada	128	541	355
The United States	104	549	263
Australia	105	347	213
Singapore	57	183	117
Others	275	1 058	854
<b>Total</b>	<b>12 398</b>	<b>49 431</b>	<b>36 785</b>

# TTPS has been launched from 28 December 2022.

GEP

Region	2022-23	2023-24	2024-25 (as at February 2025)
South Korea	1 317	3 310	4 409
Japan	1 488	2 651	3 301
Taiwan, China	1 272	2 525	3 246
The United Kingdom	1 437	2 274	2 335
The United States	1 199	1 908	1 932
Thailand	287	1 373	1 822
India	1 377	1 758	1 814
France	895	1 093	1 218
The Philippines	951	1 644	1 024
Malaysia	606	907	942
Others	6 672	8 911	9 557
<b>Total</b>	<b>17 501</b>	<b>28 354</b>	<b>31 600</b>

ASMTP

ASMTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents.

## IANG

Region	2022-23	2023-24	2024-25 (as at February 2025)
Mainland China	12 892	23 090	23 650
South Korea	166	209	167
India	186	194	107
Taiwan, China	100	110	95
Malaysia	83	98	62
Macao SAR	47	63	52
Pakistan	61	51	52
The United States	37	33	24
Canada	39	38	20
France	17	7	15
Others	561	619	540
<b>Total</b>	<b>14 189</b>	<b>24 512</b>	<b>24 784</b>

## TechTAS

Region	2022-23	2023-24	2024-25 (as at February 2025)
Mainland China	64	115	100
Taiwan, China	2	0	4
The United States	2	2	3
Australia	1	0	2
Malaysia	2	1	0
The United Kingdom	1	0	0
South Korea	1	0	0
Others	9	7	5
<b>Total</b>	<b>82</b>	<b>125</b>	<b>114</b>

## OMAS

Region	2022-23	2023-24	2024-25 (as at February 2025)
Mainland China	4 303	13 427	9 138
Australia	38	41	43
Canada	44	42	36
The United States	28	38	35
Others	65	83	75
<b>Total</b>	<b>4 478</b>	<b>13 631</b>	<b>9 327</b>

Note: The number of applications approved refer to the number of successful cases passing the selection exercise.

## ASSG

Region	2022-23	2023-24	2024-25 (as at February 2025)
Canada	18	21	23
The United Kingdom	16	16	21
The United States	13	23	14
Australia	6	9	2
The Netherlands	4	3	2
Singapore	5	2	2
The Philippines	3	4	0
Others	5	14	11
<b>Total</b>	<b>70</b>	<b>92</b>	<b>75</b>

Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making contribution to the economy of Hong Kong. Among the talent admission schemes, GEP and ASMTF are employment-based schemes under which admitted talents will join the local employment market and bring economic contributions upon arrival in Hong Kong. Besides, the Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. Based on the results of the survey, it is projected that the 30 000-odd 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. LWB will continually monitor the settlement of incoming talents and their employment status in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)113**

**(Question Serial No. 0677)**

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) provides comprehensive one-stop support to incoming talents, promotes globally Hong Kong's advantages and attracts talents. The HKTE plans to organise the second "Global Talent Summit • Hong Kong" early next year to reinforce Hong Kong's status as an international hub for high-calibre talent.

1. What are the overall annual operating budget and staff establishment of the HKTE?
2. What is the estimated expenditure of the second "Global Talent Summit • Hong Kong"? What is the percentage change in expenditure against the first Summit? How are the actual benefits of such activities (e.g. the specific contributions made to the Hong Kong economy and society) evaluated?
3. What was the HKTE's expenditure on promoting globally Hong Kong's advantages and attracting talents (including the figures for overseas promotion, media publicity and staff costs) in the past year?
4. What was the total expenditure on the relevant promotional activities? How does the Government assess the effectiveness of such promotional activities, for example, what indicators (e.g. number of applications for talent admission to Hong Kong, distribution of sectors) does it use to evaluate the success of these activities?

Asked by: Hon LEE Wai-king, Starry (LegCo internal reference no.: 8)

Reply:

1. The Hong Kong Talent Engage (HKTE) has a staff establishment of 38 positions, including 8 civil service posts. Its overall expenditure in 2025-26 is estimated to be about \$88 million, including about \$43.5 million for payroll cost and \$44.5 million for operational expenses. The latter will be used for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.
2. The first Global Talent Summit • Hong Kong (GTS) received a favourable response, with over 13 000 participation times and more than 130 000 views on the live webcast. It successfully promoted Hong Kong's dual role as an international talent hub and the country's gateway for talents to the international community. In view of this, the

HKTE will stage the second GTS in the first quarter of 2026. Comparable to that of the first GTS, the expenditure of the second GTS is estimated to be about \$13 million, an increase of \$1 million (+8%) over that of the first one. The GTS will help reinforce Hong Kong's position as an international hub for high-calibre talents, and attract global talents and professionals to Hong Kong. The specific contributions it makes to the Hong Kong economy and society are immeasurable.

3. In 2024-25, in promoting globally Hong Kong's advantages and talent attraction measures by the HKTE, the expenditure spent on outreach visits and promotional events in the Mainland and overseas was approximately \$7 million, whereas that on publicity on the HKTE's online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) and social media platforms (Facebook, Instagram, LinkedIn, Xiaohongshu, WeChat and YouTube) was approximately \$15 million. As the HKTE staff responsible for the publicity and promotion work also undertake other duties, a breakdown of the staff costs is not available.
4. In 2024-25, the HKTE's total expenditure on relevant promotional events was approximately \$27 million. Whether or not talents will come to Hong Kong depends on personal factors or various other considerations, and there is not a direct correlation with the promotional events. Nevertheless, since the launch of a series of talent attraction measures at end-2022, about 200 000 talents have arrived in Hong Kong under various talent admission schemes up to end-February 2025, exceeding the target of admitting a total of 105 000 talents within 3 years. The HKTE will continue to step up its promotion of Hong Kong's strengths and talent attraction measures to attract more global talents to Hong Kong.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)114**

**(Question Serial No. 3067)**

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:

To implement the policy of “supporting Hong Kong’s position to become an international hub for high-calibre talents” as stated in the Resolution of the Third Plenary Session of the 20th Central Committee of the Communist Party of China and enhance the attractiveness of Hong Kong to talents from both the Mainland and overseas, would the HKSAR Government inform this Committee of the following:

1. the professional background, places of origin and sector distribution of the approved talents since the launch of the Top Talent Pass Scheme, how the Government evaluates the contributions of these talents to Hong Kong’s economy and industry development, and whether the Government will consider making adjustments to the eligibility of the Scheme or expanding the list of eligible institutions having regard to industry needs;
2. the specific strategies to attract international high-calibre talents to Hong Kong for development, such as whether a co-operation mechanism will be established with top-notch universities, research institutes or enterprises around the world;
3. regarding the actual needs of incoming talents in working and living in Hong Kong, what measures are in place to further incentivise them to stay in Hong Kong, such as support for their accommodation, children’s education and career development.

Asked by: Hon LEE Wai-king, Starry (LegCo internal reference no.: 38)

Reply:

1. Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 28 February 2025, a total of 98 614 applications have been approved. A breakdown of the number of approved applications by region is tabulated below:

Region	Number of persons
Mainland China	93 465
Canada	1 024
The United States	916
Australia	665
Singapore	357
Others	2 187
<b>Total</b>	<b>98 614</b>

The Immigration Department adjusted the application procedures on 1 March 2023, requiring applicants with work experience to declare the sectors of their occupations. From 1 March 2023 to 28 February 2025, 79 186 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	Number of persons
Financial services	13 465
Commerce and trade	12 877
Innovation and technology	11 653
Information and communication technology services	8 492
Manufacturing industries	4 056
Engineering and Construction	3 760
Business support and Human resources	3 444
Academic research and education	2 937
Medical and healthcare services (including Chinese medicine and veterinary medicine)	2 324
Marketing/Public relations	2 190
Architecture and Surveying	1 904
Legal and Dispute resolution services	1 857
Accounting services	1 696
Arts and culture	1 389
Insurance/Brokerage services	889
Logistics and Transport	807
Environmental technology services	790

Industry/sector	Number of persons
Broadcasting and Entertainment	590
Catering services	473
Creative industries and Performing arts	363
Tourism	267
Recreation and Sports	235
Government-related	183
Aviation	166
Agriculture	120
Maritime services	95
Religious organisations	5
Others	2 159
<b>Total</b>	<b>79 186</b>

The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation and information technology services, and commerce and trade, etc., which are all key industries of Hong Kong. Based on the results of the survey, it is projected that the 30 000-odd 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.

LWB will learn about TTPS entrants' employment status in Hong Kong through their applications for extension of stay. It will also continue to keep track of the local manpower situation and needs, and review the arrangements under TTPS in a timely manner.

2. To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the Hong Kong Talent Engage (HKTE) has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. Since its establishment in October 2023 up to February 2025, HKTE has conducted 47 outreach visits to the Mainland and overseas, including countries such as the United Kingdom, Germany, Canada, Malaysia, Singapore, South Korea, Vietnam, Saudi Arabia and the United Arab Emirates, etc. During the visits, HKTE would meet with representatives of eligible universities under TTPS and other prominent tertiary institutions, chambers of commerce and trade associations with a view to building a close and extensive network to get across the latest local talent information to target talents in a focused manner. In addition, HKTE will participate in the key job fairs, exhibitions and conventions, and organise events and forums locally to attract global talents from various professions proactively, promote the boundless opportunities and talent attraction measures of Hong Kong. Talents who have settled in Hong Kong are

also invited to visit their hometowns and share the experience of their development in Hong Kong.

HKTE will continue to expand the network of working partners by collaborating with local and international research institutions (e.g. Hong Kong Science and Technology Youth Federation, Hong Kong Young Scientist Association and TUM.AI, a German innovation and technology institution, etc.), and student associations (e.g. AIESEC global and Young Founders' Club of Germany, etc.). Through these networks, HKTE reaches out to and keeps contact with international high-calibre talents to attract them to pursue development in Hong Kong.

3. HKTE has been maintaining close contact with the talents through direct contact with them and analysing their enquiries and requests for supporting services, which are received by HKTE or designated partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To cater to the needs of incoming talents, HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of life-related topics such as job seeking, business start-up, children's education, etc. These include not less than 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers, as well as Cantonese learning classes. On children's education, HKTE will continue to co-organise seminars with sponsoring bodies or school organisations to provide more comprehensive information on local education. As for the housing needs of incoming talents, HKTE will invite its housing and integrated settlement services partners to give advice and assistance. In addition, HKTE will continue to collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. It is envisioned that such work can help incoming talents and their families to stay in Hong Kong for long-term development.

The role of the Government is not merely to provide the necessary support for talents, but also to continue the efforts in boosting the economy and the growth of emerging industries so as to provide a favourable environment for the development of local and overseas talents. This would provide concrete support for the establishment of an international hub for high-calibre talents.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)115**

**(Question Serial No. 1430)**

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:

Regarding the Quality Migrant Admission Scheme (QMAS), would the Government inform this Committee of the following:

- (1) the total number of applications approved in the past 3 years, and the total number of persons (including dependants) who have arrived in Hong Kong under the QMAS so far;
- (2) the distributions of the nationality, industry engaged, occupation and income of the persons (including applicants and dependants) who have come to Hong Kong under the QMAS;
- (3) on inviting top and leading talents to come to Hong Kong for development, the determining factors for choosing industries and the criteria for selecting talents;
- (4) the trades included in skilled trades facing manpower shortage?

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 26)

Reply:

- (1) A total of 27 436 applications were approved under the Quality Migrant Admission Scheme (QMAS) in the past 3 years. A breakdown by year is as follows:

2022-23	2023-24	2024-25 (as at February 2025)
4 478	13 631	9 327

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

The Immigration Department (ImmD) has been keeping the statistics of talents and dependants admitted to Hong Kong under QMAS since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

Persons admitted to Hong Kong under QMAS	2023	2024	2025 (as at February)
Applicant	12 276	9 981	1 910
Dependant	21 544	18 438	3 773
<b>Total</b>	<b>33 820</b>	<b>28 419</b>	<b>5 683</b>

- (2) The breakdowns of the numbers of approved applicants under QMAS by region and industry/sector in the past 3 years are tabulated below:

Region	2022-23	2023-24	2024-25 (as at February 2025)
Mainland China	4 303	13 427	9 138
Australia	38	41	43
Canada	44	42	36
The United States	28	38	35
Others	65	83	75
<b>Total</b>	<b>4 478</b>	<b>13 631</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Financial and accounting services	1 446	4 354	2 524
Information technology and telecommunications	1 018	3 296	2 167
Commerce and trade	232	960	941
Business support and human resources	250	984	668
Manufacturing industries	279	794	638
Architecture, surveying, engineering and construction	246	626	425
Human health and veterinary services	175	538	403
Legal services	191	498	345
Academic research and education	311	504	342
Logistics and transportation	69	171	135
Broadcasting and entertainment	46	126	93
Sports	13	40	66

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Catering and tourism	19	61	61
Arts and culture	36	106	41
Others	147	573	478
<b>Total</b>	<b>4 478</b>	<b>13 631</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under the QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. ImmD does not maintain the statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

- (3) The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which QMAS seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.
- (4) According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are "skilled technical workers". In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)116**

**(Question Serial No. 1434)**

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 has been over 2 years since the launch of the Top Talent Pass Scheme (TTPS). In this connection, would the Government inform this Committee of the following:

- (1) the total numbers of approved applications and incoming talents (together with their dependants) since the launch of the TTPS;
- (2) among those whose first visas have expired, the number of applicants who have successfully renewed their visas, and the average length of stay for the new visas granted; the percentage of successful renewals; the common reasons for denying renewals; and
- (3) whether the Government has compiled any statistics on the employment status of the applicants in Hong Kong; if so, the occupations and income distribution?

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 30)

Reply:

- (1) Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 28 February 2025, a total of 98 614 applications have been approved, among which 81 997 talents have arrived in Hong Kong. During the same period, a total of 111 030 dependants have been approved for admission to Hong Kong under TTPS, of which 93 768 have arrived in Hong Kong.
- (2) The first batch of visas under TTPS only started expiring from end-December 2024. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics after a certain number of applications for extension of stay have accumulated and release them at an opportune time. Based on preliminary observations, we consider the status of extension of stay satisfactory.

- (3) Under TTPS, persons admitted to Hong Kong, upon expiry of their first visas, must have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation and information technology services, and commerce and trade, which are all key industries of Hong Kong. Their salaries were generally higher than the average salaries in Hong Kong, with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents were \$100,000 or above, while those of some 10% were even \$200,000 or above.

LWB will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)117**

**(Question Serial No. 3035)**

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 151 of the Budget Speech that the Government makes every effort to trawl for talents, and will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. In this connection, would the Government inform this Committee of the following:

1. What is the specific definition of “top and leading talents”? Will it be focused on fields such as artificial intelligence (AI)? If yes, what are the details? If not, what are the reasons?
2. When will the specific plan be announced?

Asked by: Hon LEUNG Mei-fun, Priscilla (LegCo internal reference no.: 9)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments (including but not limited to the field of artificial intelligence) of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)118**

**(Question Serial No. 1735)**

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 key task of the Electrical and Mechanical Services Department in 2025-26 is to provide support to the Urban Renewal Authority for implementation of the Lift Modernisation Subsidy Scheme, which provides financial incentive and appropriate professional support to eligible owners of private residential or composite (commercial/residential uses) buildings, so as to encourage them to carry out lift modernisation works, thereby enhancing the safety of aged lifts. In light of the shortage of lift workers and increasing number of lift works at present, the Labour and Welfare Bureau (LWB) estimates that the Vocational Training Council will increase the trainee places provided in vocational training from 198 200 in the 2024/25 academic year to 203 090 in the 2025/26 academic year. Would the LWB inform this Committee of the number of additional trainee places to be provided for lift works-related training in the 2025/26 academic year?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 5)

Reply:

The number of trainee places provided under vocational training refers to the quotas for in-service training courses. In the 2025/26 academic year, the Vocational Training Council (VTC) will increase the trainee places under vocational training by 4 890 compared to the revised estimate for the 2024/25 academic year. The increase is mainly due to the provision of short courses on vocational training covering areas such as finance, management, information technology, languages and communications, etc. In the 2025/26 academic year, the VTC plans to offer about 1 100 trainee places for training courses related to the lift/elevator industry, including professional diploma courses as well as foundational and upskilling in-service training courses. The number of places is similar to that of the 2024/25 academic year. When planning the quotas for in-service training courses, the VTC takes into account factors such as market conditions in the lift/escalator engineering industry and the estimated enrolment number. Apart from in-service training courses, the VTC also makes available other training pathways, such as the Apprenticeship Scheme, to meet the local manpower demand in lift/escalator engineering. The VTC will continue to maintain close communication with the industry and adjust the number of places where necessary.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)119**

**(Question Serial No. 2337)**

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:

Question: Regarding the training of skilled workers for the local high-end manufacturing industries, would the Bureau please provide the following information:

- (a) Did the Bureau reserve any resources in the estimates for the training of skilled workers for high-end manufacturing industries?
- (b) Did the Bureau estimate the training demand of skilled workers for high-end manufacturing industries for the next few years?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 32)

Reply:

(a) and (b)

According to the report on the 2023 Manpower Projection published by the Labour and Welfare Bureau in 2024, it is projected that by 2028, the manpower demand in the manufacturing industry (including the advanced manufacturing industry) will increase from 78 300 in 2023 to 99 900 in 2028. There will be a shortage of 9 000 to 14 000 workers in the industry, with over half of them being “skilled technical workers”. Occupations of high demand include technicians for the installation and maintenance of advanced manufacturing facilities, automation/robotics engineers, etc. The relevant projection results will help in the planning of policies related to manpower and training.

Currently, the training of technical personnel in the advanced manufacturing industry is mainly funded by the Innovation and Technology Commission (ITC) under the Innovation, Technology and Industry Bureau and the Education Bureau (EDB). To encourage the manufacturing industry (including the advanced manufacturing industry) to upgrade and transform through the use of innovation and technology, and to promote the development of new industrialisation in Hong Kong, the New Industrialisation and Technology Training Programme under the Innovation and Technology Fund subsidises local enterprises on a Government:enterprise (2:1) matching basis to train their staff in advanced technologies,

especially those related to new industrialisation. The ITC anticipates that the number of training sessions to be funded under the training programme will be 2 904 in 2025. The ITC is unable to provide the relevant estimates.

The Vocational Training Council also utilises the recurrent subvention from the EDB to provide the training required by relevant industries, including the Higher Diploma in Mechanical Engineering, Higher Diploma in Artificial Intelligence and Robotics, Higher Diploma in Computer and Data Engineering, and Professional Diploma in Innovative Industrial Engineering, etc. The estimated expenditure involved has been incorporated into the overall accounts, therefore the itemised figures cannot be provided.

In addition, the Office for Attracting Strategic Enterprises (OASES) is dedicated to attracting enterprises from industries of strategic importance to Hong Kong (including the advanced manufacturing industry) to pursue development in Hong Kong. It also actively promotes and encourages these strategic enterprises that have established their presence in Hong Kong to consider participating in the talent training programmes launched by the Government to provide support for talent cultivation. Meanwhile, OASES has also been promoting and encouraging these strategic enterprises to engage with universities and research institutes to discuss potential research collaborations and matters related to talent development, so that there would be more avenues to nurture talents to meet the needs of the enterprises. OASES has a dedicated team of three members for advanced manufacturing and new energy technology. The resources allocated for the salary costs for this team is \$3.2 million in 2025/26. The main tasks of the team are to identify strategic enterprises in the fields of advanced manufacturing and new energy technology around the globe, attract and assist them in establishing and/or expanding their businesses in Hong Kong, such as setting up international regional headquarters, research centres, treasury centres, etc., and to promote talent development and training within the industries.

With the development of technology, advanced industries and “new industrialization”, the market demand for talents and training in the advanced manufacturing industry will continue to rise. The policy bureaux/departments will flexibly utilise the resources and continuously train the talents needed for the advanced manufacturing industry.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)120**

**(Question Serial No. 2338)**

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 “One Examination, Multiple Certification” (OEMC) arrangement, would the Government please provide the following information:

- (a) the number of Hong Kong residents enrolled for the OEMC examinations, the number and proportion of persons who passed the examinations and obtained the relevant certificates, the number and proportion of persons who secured employment with a breakdown by trade in the past 3 years;
- (b) the expenditure and manpower allocation of the Vocational Training Council (VTC) for the implementation of the OEMC arrangement in the past 3 years;
- (c) starting from 2025-26, the VTC will provide examination fee subsidies to Hong Kong residents who pass the examinations under the OEMC arrangement. Please provide the estimated number of persons benefitting from the initiative and the amount of subsidies in 2025-26, with a breakdown by trade.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 33)

Reply:

The Labour and Welfare Bureau (LWB) subvents the Vocational Training Council (VTC) to provide various types of vocational training and related services, including the implementation of the “One Examination, Multiple Certification” (OEMC) arrangement for the beauty and hairdressing industries. The day-to-day operation of the implementation of the OEMC arrangement (including the coordination of examination-related matters in the Mainland, Hong Kong and Macao) is mainly handled by an executive assistant of the VTC under the supervision of its management. The VTC has been allocating the subvention flexibly to provide different services and does not keep a breakdown of the expenditure for the implementation of the OEMC arrangement.

Starting from 2025/26, the VTC will provide an examination fee subsidy of \$1,000 each to Hong Kong residents who pass the OEMC examinations of the beauty and hairdressing industries. Assuming that there are 100 candidates passing the examination in each of the two industries, the estimated amount of subsidies to be provided in 2025/26 is about \$200,000. The LWB does not need to provide VTC with additional subvention for this purpose.

No Hong Kong residents have enrolled for the OEMC examinations of the beauty and hairdressing industries in the past three years. The VTC will enhance promotional efforts on the OEMC arrangement and the subsidy arrangement from 2025/26 onwards through various channels such as social media platforms, newspapers, magazines, physical publicity activities (e.g. trade exhibitions, distribution of publicity leaflets to practitioners, etc), with a view to attracting more Hong Kong residents to enroll for the examinations.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)121**

**(Question Serial No. 2340)**

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 Vocational Professionals Admission Scheme can help replenish the manpower of skilled workers. Applications for the two-year scheme will be open upon graduation of the first batch of eligible non-local students enrolled in designated full-time Vocational Training Council Higher Diploma programmes in mid-2026. Has the Government considered expanding the scheme to include more eligible programmes for sectors or trades currently facing shortage in Hong Kong and working out a corresponding estimate?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 35)

Reply:

Education is the key to nurturing talent. The Education Bureau (EDB) supports the Vocational Training Council (VTC) through subvention to provide vocational and professional education and training (VPET), including offering a wide range of full-time and part-time VPET programmes which lead to formal qualifications from post-secondary three up to the Master's degree level. The programmes offered cover a spectrum of disciplines, including business; child care, elderly and community services; design; engineering; health and life sciences; hospitality and information technology, etc. The Labour and Welfare Bureau (LWB) subvents the VTC to offer short-term training courses that do not lead to the formal qualifications, covering industries such as engineering, business, hospitality and information technology, etc.

To implement the Vocational Professionals Admission Scheme (VPAS), the LWB will allocate \$7.7 million to the VTC in 2025/26 for promotion and publicity in the Mainland and other regions, development of information technology systems and administration of the scheme.

The VTC offers a total of 109 full-time Higher Diploma programmes, among which 27 programmes meeting the following three criteria were designated as VPAS eligible programmes (eligible programmes) in the 2024/25 academic year. These programmes (1) relate to the trades essential for sustainable development of Hong Kong, but with acute local

manpower shortage in specific occupations which have to be filled only by trained or even licensed technicians; (2) provide training in technical skills as necessary for occupations mentioned under (1), and (3) encounter difficulties in enrolment of sufficient local students to ensure steady supply of manpower for the relevant technical occupations to meet the market demand. The 27 eligible programmes fall under five technical trades, which are aviation, transport and logistics; innovation and technology; electrical and mechanical services; building, civil engineering and built environment; and maritime.

As many technical trades are still facing manpower shortage, the Government will increase the number of eligible programmes by adding seven additional technical trades in the 2025/26 academic year, covering environmental conservation, healthcare, life and health technology, laboratory service, e-commerce, property management, and automobile engineering. The number of eligible programmes will be increased to 34 in the 2025/26 academic year. The LWB will closely monitor the implementation of the pilot scheme and review it in the light of actual circumstances.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)122**

**(Question Serial No. 3207)**

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:

In view of the current shortage of manpower in multiple industries, there is a need to train more local vocational and professional talents. The Labour and Welfare Bureau's estimated subvention to the Vocational Training Council for 2025-26 is 0.2% less than that for 2024-25. Would the Secretary please advise which items are having a reduction in subvention, and whether vocational and professional training will be affected?

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

Reply:

The Labour and Welfare Bureau (LWB) provides subvention to the Vocational Training Council (VTC) for the provision of vocational training including in-service short courses, the Apprenticeship Scheme, the Vocational Professionals Admission Scheme (VPAS) and the Engineering Graduate Training Scheme, as well as services such as trade and skills testing and certification. In 2025-26, the LWB will continue to provide additional resources for the VTC to conduct preparatory work of the VPAS, provide registered apprentices with additional training allowance, and subsidise graduated apprentices in undertaking upskilling courses of relevant trades.

Although the estimated overall subvention to the VTC is slightly lower than that in 2024-25, we are confident that the VTC will flexibly deploy resources and implement strategic measures to enhance cost-effectiveness, thereby ensuring that vocational training services remain unaffected.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)123**

**(Question Serial No. 3245)**

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 Matters Requiring Special Attention that the Government will “monitor the admission of talents through the enhanced talent admission regime, including the Top Talent Pass Scheme, and roll out enhancement measures to reform various aspects of the talent admission regime”. In this connection, would the Government inform this Committee of the following:

1. what are the respective staff establishment and estimated expenditure of the department involved in the related “talent admission schemes” in the coming year?
2. the respective numbers of applications for admission to Hong Kong and approvals under various existing talent admission schemes in the past year in tabular form. What is the employment status of these talents upon arrival in Hong Kong? Has the Government compiled statistics on the distribution of their industries and their monthly salaries?
3. On “monitoring the admission of talents and rolling out enhancement measures to reform various aspects of the talent admission regime” as stated in the Programme, has the Government drawn up a specific timetable? In order to maintain the competitiveness of various talent admission schemes and effectively meet the local manpower needs, has the Government considered relaxing the flexibility of the review mechanism or even introducing random vetting of applicants’ academic qualifications, application purposes and work experience, etc., with a view to minimising different kinds of misuse and utilising the resources of talents admitted properly? If yes, what are the details?

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

Reply:

1. The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the various talent admission schemes in 2025-26 are tabulated below:

Talent admission scheme		2025-26
Top Talent Pass Scheme (TTPS)	Staff establishment (Number of posts)	15
	Salary costs* (\$'000)	12,750
General Employment Policy (GEP)&	Staff establishment (Number of posts)	28
	Salary costs* (\$'000)	21,780
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Staff establishment (Number of posts)	23
	Salary costs* (\$'000)	16,210
Immigration Arrangements for Non-local Graduates (IANG)	Staff establishment (Number of posts)	14
	Salary costs* (\$'000)	9,430
Technology Talent Admission Scheme (TechTAS)	Staff establishment (Number of posts)	3
	Salary costs* (\$'000)	2,680
Quality Migrant Admission Scheme (QMAS)	Staff establishment (Number of posts)	114
	Salary costs* (\$'000)	91,370
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	Staff establishment (Number of posts)	9
	Salary costs* (\$'000)	6,100

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

Apart from the staff establishment listed above, ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 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 ImmD.

2. The numbers of applications received and approved under the various talent admission schemes in 2024-25 (as at February 2025) are tabulated below:

Talent admission scheme	Number of applications received	Number of applications approved
TTPS	45 858	36 785
GEP	33 628	31 600
ASMTP	26 611	23 743
IANG	26 185	24 784
TechTAS	137	114
QMAS <sup>@</sup>	49 512	9 327
ASSG	136	75
<b>Total</b>	<b>182 067</b>	<b>126 428</b>

Note: Applications approved in a year may not all be received in the same year.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

In 2024-25 (as at February 2025), the breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

GEP

Industry/Sector	Number of persons
Academic research and education	2 420
Arts/Culture	2 300
Tourism	2 020
Financial services	1 924
Recreation and sports	1 627
Commerce and trade	1 562
Engineering and construction	1 268
Catering services	485
Medical and healthcare services	329
Information technology	285
Architecture/Surveying	174
Telecommunications	123
Legal services	104
Manufacturing industries	104
Biotechnology	13
Traditional Chinese medicine	1
Others	16 861
<b>Total</b>	<b>31 600</b>

Monthly remuneration	Number of persons
Below \$20,000	15 955
\$20,000 - \$39,999	8 491
\$40,000 - \$79,999	4 042
\$80,000 or above	3 112
<b>Total</b>	<b>31 600</b>

ASMTTP

Industry/Sector	Number of persons
Commerce and trade	3 979
Academic research and education	3 968
Arts/Culture	3 752
Recreation and sports	3 183
Engineering and construction	2 625
Financial services	2 156
Information technology	1 121
Tourism	288
Medical and healthcare services	204
Telecommunications	182
Catering services	153
Manufacturing industries	147
Legal services	86
Biotechnology	56
Architecture/Surveying	47
Traditional Chinese medicine	9
Others	1 787
<b>Total</b>	<b>23 743</b>

Monthly remuneration	Number of persons
Below \$20,000	10 238
\$20,000 - \$39,999	8 201
\$40,000 - \$79,999	4 084
\$80,000 or above	1 220
<b>Total</b>	<b>23 743</b>



TechTAS

Industry/Sector	Number of persons
Artificial intelligence	39
Biotechnology	10
Financial technologies	9
Cybersecurity	9
Data analytics	8
Microelectronics	8
Green technology	6
Material science	6
Integrated circuit design	6
Robotics	5
Advanced communication technologies	5
Digital entertainment	2
The Internet-of-Things	1
Quantum technology	0
<b>Total</b>	<b>114</b>

Monthly remuneration	Number of persons
Below \$20,000	0
\$20,000 - \$39,999	61
\$40,000 - \$79,999	44
\$80,000 or above	9
<b>Total</b>	<b>114</b>

## QMAS

Industry/Sector	Number of persons
Financial and accounting services	2 524
Information technology and telecommunications	2 167
Commerce and trade	941
Business support and human resources	668
Manufacturing industries	638
Architecture, surveying, engineering and construction	425
Human health and veterinary services	403
Legal services	345
Academic research and education	342
Logistics and transportation	135
Broadcasting and entertainment	93
Sports	66
Catering and tourism	61
Arts and culture	41
Others	478
<b>Total</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. ImmD does not maintain statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

## ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are

required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 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 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 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.

3. As announced in the 2024 Policy Address, the Government will reform various aspects of the talent admission regime to build a quality talent pool for development and reinforce Hong Kong's status as an international hub for high-calibre talent. Some of the measures have already been implemented. For example, with effect from November 2024, the list of eligible universities under TTPS has been expanded by adding 13 top Mainland and overseas universities; with effect from the day of announcement in the 2024 Policy Address, the validity period of the first visa of high-income talents under TTPS has been extended to 3 years; and starting from November 2024, the General Point Test under QMAS has been enhanced by adopting a more objective and clear scoring criteria, and streamlining the selection process.

Other enhancement measures will be rolled out progressively to trawl for talents, including the new mechanism soon to be introduced under QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong; and the new channels to be provided in the first half of this year under GEP and ASMTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

In respect of processing of applications, ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner to ensure that only applicants meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under the various talent admission schemes must provide accurate, complete and true information in their applications, including making declaration according to the eligibility criteria of their income, academic qualifications and/or work experience as well as any criminal convictions records, with relevant supporting documents. Moreover, ImmD requires all applicants of Categories B and C under TTPS and QMAS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. 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. ImmD will also conduct surprise inspections from time to time, including

on-site verifications against the employing company on the operating model, financial status and employee information, so as to determine the authenticity of the information provided by the applicant or his/her employing company when applying for a visa, entry permit or extension of stay.

Any person who knowingly and wilfully makes a statement or gives information that he/she 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, 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 place 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/she will be subject to removal back to his/her place of origin.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)124**

**(Question Serial No. 0049)**

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 Matters Requiring Special Attention in 2025-26, the Bureau will enhance the talent admission regime including the Top Talent Pass Scheme (TTPS). In this connection, will the Government advise this Committee of the following:

1. To build Hong Kong into an international hub for high-calibre talents, it is imperative for the city to absorb talents from different countries and backgrounds. According to the information provided by the Government earlier, 32 566 applications from the Mainland were approved under the TTPS in the first 10 months of last year, accounting for about 94.8% of the total number of applications. How will the Government promote the scheme abroad so as to cast a wider net for talents?
2. In order to attract talents to settle down and take root in Hong Kong, it is rather crucial to let them acquire properties, secure employment and bring in their children to pursue studies in Hong Kong. In this connection, has the Government kept track of the TTPS and maintained statistics on the number of persons admitted into Hong Kong under the scheme who have acquired properties, secured employment and brought in their children to pursue studies in Hong Kong since its launch; if so, of the details; if not, the reasons for that?
3. There have been views that the Mainland's foreign exchange controls constitute inconvenience to Mainland talents in the acquisition of Hong Kong properties. Will the Government consider taking this matter into account in enhancing the talent admission regime and discussing it with the Mainland authorities; if so, of the details; if not, the reasons for that?

Asked by: Hon LO Wai-kwok (LegCo internal reference no.: 11)

Reply:

1. Since its launch on 28 December 2022 up to 28 February 2025, the Top Talent Pass Scheme (TTPS) has received over 120 000 applications, of which nearly 99 000 were approved. About 40% of the applicants, approved according to their academic qualifications (i.e. Categories B and C), graduated from top-notch universities in the United States, Australia, the United Kingdom, Canada, etc. They are generally

younger with good academic qualifications and work experience, as well as rich international experience and global perspective. These talents can enrich the local talent pool and inject new impetus into the high-quality development of the Hong Kong economy.

To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the Hong Kong Talent Engage (HKTE) has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. Since its establishment in October 2023 up to February 2025, HKTE has conducted 47 outreach visits to the Mainland and overseas, including countries such as the United Kingdom, Germany, Canada, Malaysia, Singapore, South Korea, Vietnam, Saudi Arabia and the United Arab Emirates, etc. During the visits, HKTE would meet with representatives of eligible universities or institutions under TTPS, chambers of commerce and trade associations with a view to building a close and extensive network to get across the latest talent information to target talents in a focused manner. In addition, HKTE will participate in the key job fairs, exhibitions and conventions, and organise events and forums locally to attract global talents from various professions proactively, promote the boundless opportunities and talent attraction measures of Hong Kong. Talents who have settled in Hong Kong are also invited to visit their hometowns and share the experience of their development in Hong Kong.

In addition, HKTE leverages 6 social media platforms (i.e. Facebook, Instagram, LinkedIn, WeChat, Xiaohongshu and YouTube) and news platforms to conduct targeted promotion and timely feature positive news and posts, interesting stories of incoming talents, photos and videos to tell good stories of Hong Kong and trawl for more talents to come to Hong Kong for development.

In 2025, HKTE will continue to organise outreach publicity and promotional activities, and conduct no less than 15 visits to the Mainland, Asia Pacific, Middle East, Europe and North America regions to organise talent promotional activities. HKTE will also stage the second Global Talent Summit • Hong Kong in the first quarter of 2026 to consolidate Hong Kong's position as an international hub for high-calibre talents and attract global talents and professionals to Hong Kong.

2. The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation, information and communication technology services, commerce and trade, etc., which are all key industries of Hong Kong. Their salaries were generally higher than the average salaries in Hong Kong, with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents were \$100,000 or above, while those of some 10% were even \$200,000 or above. The survey results also showed that the majority of the incoming talents were living in rental properties, while around 5% were living in self-owned properties. Moreover, 79% of the dependent children of TTPS entrants were studying or planned to study in Hong Kong.

LWB will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

3. Relevant bureaux and departments of the Government have been in discussion with financial regulatory authorities in the Mainland on various cross-boundary remittance arrangements, such as how to provide more facilitation arrangements for the convenience and benefit of the public and the business sector while ensuring that the risks are manageable. For cross-boundary remittance arrangements for Mainland talents entering Hong Kong under TTPS, the relevant bureaux and departments will continue to, taking account of their practical needs (e.g. home ownership, setting up companies, investment), proactively explore facilitation arrangements with the Mainland authorities concerned.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)125**

**(Question Serial No. 1116)**

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 Matters Requiring Special Attention in 2025-2026, the Government states that the Hong Kong Talent Engage will “leverage the six social media platforms (i.e. Facebook, Instagram, LinkedIn, WeChat, Xiaohongshu and YouTube) and news platforms to timely feature positive news and posts, interesting stories of incoming talents, photos and videos to tell good stories of Hong Kong, and interviews with industry and opinion leaders to provide authoritative information and insights to talents”. In this connection, will the Government inform this Committee of:

- (a) the manpower and resources allocated for 2024-25 and 2025-26 to execute this task; and
- (b) breakdown of the number of followers in respect of the six social media platforms in 2024 and the expected number in 2025?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 36)

Reply:

- (a) The Hong Kong Talent Engage (HKTE) has 8 dedicated positions that are primarily responsible for publicity and marketing related tasks. They have different levels of involvement in promotional efforts on social media platforms and news platforms. The expenditures on publicity on the online platform (www.hkengage.gov.hk) and 6 social media platforms in 2024-25 and 2025-26 are around \$15 million and around \$10 million respectively.
- (b) A breakdown of the number of followers of the 6 social media platforms of HKTE is tabulated as follows:

Social media platform	2024 (Actual)	2025 (Estimate)
Facebook	9 056	20 000
Instagram	1 296	7 000
LinkedIn	10 891	26 000
Xiaohongshu	2 622	13 000
WeChat	54 405	64 000
YouTube	307	1 000



Total	78 577	131 000
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Note: Official accounts commenced operation on Facebook, Instagram and YouTube on 5 April 2024, and Xiaohongshu on 6 November 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)126**

**(Question Serial No. 1991)**

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:

Among the indicators, the number of trainee places provided under vocational training in the 2025/26 academic year is 8.3% lower than that in the last academic year. In this connection, would the Government inform this Committee of the following:

- a) What are the main reasons for the decrease in trainee places in the relevant year? In which areas of vocational training is the relevant decrease mainly found? What are the details?
- b) The enrolment rate in the 2023/24 academic year was 136% but the completion rate was only 96%, meaning that as much as 40% of the trainees were unable to complete their training despite the high enrolment rate. What are the reasons for that?

Asked by: Hon LUK Hon-man, Benson (LegCo internal reference no.: 15)

Reply:

- a) The number of trainee places for vocational training in the 2025/2026 academic year is 203 090, representing a decrease of 8.3% as compared with 221 570 places in the 2023/24 academic year. The Vocational Training Council (VTC) flexibly adjusts the number and types of training courses on offer to address manpower needs and market changes. In response to market demand, the VTC organised more short-term training sessions such as seminars and workshops in the 2023/24 academic year, covering various areas including health and life sciences, business, design, engineering, hospitality and tourism, and information technology. With an increase in these short-term training sessions, the number of training places in the academic year also rose accordingly. For the 2025/26 academic year, it is anticipated that there will be a significant increase in market demand for longer and more in-depth courses in areas such as health and life sciences, design, and information technology. Consequently, the VTC will offer more of such courses, with the number of trainee places reduced accordingly, but the training hours to be provided will increase by nearly 10% as compared with the 2023/24 academic year.

- b) Enrolment rate refers to the actual number of enrolments in the in-service training courses as a proportion of the target number of enrolments within a specified period. Completion rate refers to the number of trainees who have successfully completed the above courses/training as a proportion of the total number of trainees within a specified period. Enrolment rate and completion rate are not directly comparable. In 2023/24 academic year, the enrolment rate of 136% reflected the high demand for vocational training across sectors, resulting in the actual number of enrolments exceeding the target number, while the completion rate of 96% showed that the vast majority of trainees have completed the courses/training within the specified period.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)127**

**(Question Serial No. 0882)**

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 stated in paragraph 249(b) of the Budget Speech that, with immediate effect, an application fee of \$600 will be charged under various talent and capital investor admission schemes. The visa fees, to be charged based on the duration of limit of stay, will be raised to \$600 or \$1,300. It is estimated that government revenue will increase by about \$620 million per annum. In this connection, will the Government inform this Committee of the following:

1. The visa application fee has more than doubled with immediate effect. The Government explained that this measure is put forth due to the substantial administrative resources required in processing visa-related applications. Has the Government calculated the actual administrative cost of processing each type of visa application? If so, please provide the relevant statistics in detail.
2. According to the Government, the fee adjustment was made with reference to overseas practice. Please tabulate the relevant figures of fees charged in overseas jurisdictions that the Government has studied or made reference to, and further elaborate on the specific justifications for raising various visa fees to \$600 or \$1,300?
3. There are views that a substantial increase in visa fees may affect the willingness of some talents to stay in Hong Kong. Will the Government consider reallocating a reasonable amount of the revenue from adjusted visa fees to enhance existing talent support policies, thereby strengthening support for those staying in Hong Kong and assisting in their career development?

Asked by: Hon MA Fung-kwok (LegCo internal reference no.: 5)

Reply:

- (1) The various admission schemes for talent and capital investors have been well received since their introduction or enhancement. Taking talent admission schemes as an example, the number of applications has soared from around 58 000 in 2022 to more than 221 000 in 2023 and around 208 000 in 2024, representing an increase of more than 250%. Processing such applications involved substantial administrative resources. The Government has therefore decided to introduce a universal application fee and increase the visa/entry permit issuance fees for applications under these admission

schemes. The current fee levels are in general pegged to the average administrative costs of processing the applications and issuing visas/entry permits, thereby reflecting the “users pay” principle. Based on the available statistics for the period from early 2023 to end August 2024, we have estimated the annual caseload of the applications received and approved in the next three years. On this basis, the estimated additional revenue arising from the new fee structure will be approximately \$620 million per annum in the coming three financial years, and the exact amount is subject to the actual numbers of applications received and approved.

(2) and (3)

When determining the fee levels, the Government has drawn reference to those for similar applications in overseas jurisdictions including Singapore, the United Kingdom, Australia, New Zealand, etc. Applicants for work or resident visas in these jurisdictions are required to pay fees at different stages of their application process, such as submission and approval of application and/or issuance of visa. The details are set out in the table below:

Jurisdiction	Application fee	Visa issuance fee	Other fees
Singapore	~HK\$600	~HK\$1,300	-
United Kingdom	~HK\$7,000	-	~HK\$10,000*
Australia	~HK\$24,000	-	-
New Zealand	~HK\$7,000	-	-

\* This refers to the immigration health surcharge.

With reference to the fees charged for similar applications in overseas jurisdictions, we are of the view that the new fee level is modest and certainly affordable to talents and capital investors targeted by our Admission Schemes. Indeed, Hong Kong’s attraction lies not in the low application cost for admission, but our abundant development opportunities as an international city with pivotal institutional strengths and the country’s gateway to the world. The revenue generated from the new fees will be credited to the General Revenue. The Government will allocate resources to various public services and streams of work, including ongoing provision of talent support services, in accordance with established mechanism.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)128**

**(Question Serial No. 3060)**

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:

According to Programme (4), the Labour and Welfare Bureau has been endeavouring to attract global talents to Hong Kong. It has drawn up the Talent List of Hong Kong for attracting high-quality talents in an effective and focused manner to support Hong Kong's development into a high value-added and diversified economy. Please set out the total number of applications received by the Government, categorised by the 9 industry segments, under the relevant admission schemes in each of the recent 3 years. Among the applications, how many have or have not been approved, and how many are being processed? What is the average time required for processing an application? What are the manpower and expenditure involved in processing the applications this year? With the expansion of the Talent List, will the Government increase the manpower for processing applications under the relevant admission schemes in the coming year? If yes, what are the details? Will the Government consider further expanding the scope of the Talent List by including professions such as artisans and pilot-scale test coordination managers to expedite technology transfer and commercialisation in the midstream and downstream industries of Hong Kong? If yes, what are the details? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 227)

Reply:

The Talent List has been applied to the Quality Migrant Admission Scheme (QMAS) since its first promulgation in 2018 and has been extended to the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) since end-2022.

The breakdowns of the numbers of applications that met the eligibility criteria under the Talent List and the numbers of approved applications under the above 3 talent admission schemes by the 9 industry segments since 2023 up to February 2025 are tabulated as follows:

Industry segment on the List		2023	2024	2025 (as at February)
Business Support#	Number of applications that met the eligibility criteria under the Talent List	8	22	5
	Number of applications approved	8	22	5
Creative Industries, Arts and Culture, Performing Arts	Number of applications that met the eligibility criteria under the Talent List	28	56	39
	Number of applications approved	28	56	39
Development and Construction#	Number of applications that met the eligibility criteria under the Talent List	119	133	25
	Number of applications approved	114	137	25
Environmental Technology Services	Number of applications that met the eligibility criteria under the Talent List	17	27	11
	Number of applications approved	17	27	11
Financial Services	Number of applications that met the eligibility criteria under the Talent List	193	150	31
	Number of applications approved	174	168	31
Healthcare Services#	Number of applications that met the eligibility criteria under the Talent List	9	54	5
	Number of applications approved	9	54	5
Innovation and Technology	Number of applications that met the eligibility criteria under the Talent List	149	186	21
	Number of applications approved	133	199	23
Legal and Dispute Resolution Services	Number of applications that met the eligibility criteria under the Talent List	13	25	14
	Number of applications approved	13	25	14
Aviation and Shipping	Number of applications that met the eligibility criteria under the Talent List	15	28	9
	Number of applications approved	14	29	9

Industry segment on the List		2023	2024	2025 (as at February)
<b>Total</b>	<b>Number of applications that met the eligibility criteria under the Talent List</b>	<b>551</b>	<b>681</b>	<b>160</b>
	<b>Number of applications approved</b>	<b>510</b>	<b>717</b>	<b>162</b>

Note1: Applications approved in a year may not all be received in the same year.

Note2: The number of applications approved under QMAS refer to the number of successful cases passing the selection exercise.

# The industry segment was incorporated into the Talent List subsequent to a review in May 2023.

As at end-February 2025, none of the applications that met the eligibility criteria under the Talent List in the above 9 industry segments has been rejected. The Immigration Department (ImmD) does not maintain statistics on the number of applications which claim to fall under the professions on the Talent List but fail to meet the relevant criteria upon verification. Among the applicants who met the eligibility criteria under the Talent List, the applications of 2 QMAS applicants are yet to be discussed by the Advisory Committee on Admission of Quality Migrants and Professionals (Advisory Committee).

Assessments on the applications for visas/entry permits submitted under GEP and ASMTTP can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of applications under QMAS involves consultation with the Advisory Committee or the Government's Assessment Panel, etc., thus the processing time will be slightly longer and vary depending on individual circumstances.

The staff establishment and salary costs of ImmD in processing applications under GEP, ASMTTP and QMAS in 2024-25 are tabulated below:

Talent admission scheme		2024-25
GEP&	Staff establishment (Number of posts)	28
	Salary costs* (\$'000)	21,150
ASMTTP	Staff establishment (Number of posts)	23
	Salary costs* (\$'000)	15,740
QMAS	Staff establishment (Number of posts)	114
	Salary costs* (\$'000)	88,710

& 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 ImmD.

ImmD will continue to closely monitor the demand for application under the relevant schemes and deploy manpower and existing resources as appropriate to handle the relevant work, with a view to continuously providing flexible, highly efficient and quality services.

A new round of review of the Talent List was completed in February this year. The updated Talent List, which has taken effect since 1 March, includes talents required for the development of industries related to the “eight centres”. As a living instrument reflecting the latest market demand for outside talents, the Government will conduct timely reviews in the light of the situation. Relevant industries will be assessed by the bureaux and departments concerned. If it is identified that talents of the specific professions/occupations on the Talent List are readily available in the local employment market, or if there is a shortage of professionals in certain industry segments but not included on the List, the Government will propose modifications to the List after considering relevant factors and confirming that the modifications are fully justified.

For professions/occupations not on the Talent List, employers with proven difficulties in local recruitment may still admit talents from outside Hong Kong to fill vacancies. The relevant bureaux and departments will also closely engage with industry stakeholders and provide them with appropriate support through other measures.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)129**

**(Question Serial No. 0957)**

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. The 2024 Policy Address announced that the Government has accepted the recommendations of a review report to introduce a policy initiative of reforming the ERB and vigorously strengthening the training of local workers. The role and positioning of the ERB will be enhanced from providing employment-related training targeted at low-skilled workers to devising skills-based training programmes and strategies for the entire workforce. Please inform this Committee of the following:

1. the information on the number, age distribution and educational attainment of the 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 and whether the trainees have special educational needs (SEN);
2. the number of in-service trainees by age and educational attainment in the past 5 years; and
3. given that the service target of ERB courses has been expanded to include citizens with higher educational attainment, whether the ERB has any plan to conduct surveys on aspects such as the preferences and training needs of citizens with high educational attainment and the demands in the job market, and to formulate corresponding measures for attracting citizens with high educational attainment to enrol in its courses and providing them with relevant employment support; and whether the ERB has planned to collaborate with academic institutions or higher education institutions in enhancing the recognition of and broadening the reach of its courses; if so, the details; if not, the reasons.

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

Reply:

1. The breakdowns of intakes in the courses of the Employees Retraining Board (ERB) in the past 5 years (i.e. 2020-21 to 2024-25) by age group and educational attainment are as follows:

Age Group	Number of Intakes				
	2020-21	2021-22	2022-23	2023-24	2024-25 (as at 28 February 2025)
15 - 19	1 017	1 237	1 018	1 538	1 848
20 - 29	8 476	10 237	8 576	7 457	7 334
30 - 39	15 438	19 855	18 180	15 927	15 584
40 - 49	24 774	31 686	30 244	28 490	28 139
50 - 59	35 127	45 374	43 756	40 494	39 485
60 or above	28 476	41 308	48 551	52 433	54 070
<b>Total</b>	<b>113 308</b>	<b>149 697</b>	<b>150 325</b>	<b>146 339</b>	<b>146 460</b>

Educational Attainment	Number of Intakes				
	2020-21	2021-22	2022-23	2023-24	2024-25 (as at 28 February 2025)
Secondary 3 or lower	32 819	41 128	41 447	41 850	40 302
Secondary 4 to 7	58 540	77 634	79 028	84 229	81 669
Diploma to sub-degree	14 924	19 634	19 507	20 237	20 722
Above sub-degree <sup>Note (i)</sup>	7 025	11 301	10 343	23 <sup>Note (ii)</sup>	3 767
<b>Total</b>	<b>113 308</b>	<b>149 697</b>	<b>150 325</b>	<b>146 339</b>	<b>146 460</b>

The ERB does not keep information on trainees with special educational needs.

Notes:

- (i) The ERB launched the “Love Upgrading Special Scheme” from 2019-20 to 2022-23 and the “Love IT • Upgrading Scheme” in 2024-25. All eligible persons could participate in the schemes irrespective of their educational attainment. The same applies hereinafter.
- (ii) Prior to the ERB’s expansion of service target in January 2025, its courses targeted 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. 2020-21 to 2024-25) by age group and educational attainment are as follows:

Age Group	Number of In-service Intakes				
	2020-21	2021-22	2022-23	2023-24	2024-25 (as at 28 February 2025)
15 - 19	91	138	112	86	112
20 - 29	2 266	2 572	1 982	1 115	1 063
30 - 39	4 028	4 797	3 968	2 458	2 541
40 - 49	5 582	7 347	6 607	4 672	4 686
50 - 59	7 252	8 660	7 697	5 920	5 847
60 or above	3 820	4 917	5 028	4 743	4 493
<b>Total</b>	<b>23 039</b>	<b>28 431</b>	<b>25 394</b>	<b>18 994</b>	<b>18 742</b>

Educational Attainment	Number of In-service Intakes				
	2020-21	2021-22	2022-23	2023-24	2024-25 (as at 28 February 2025)
Secondary 3 or lower	5 588	6 645	6 060	4 589	4 220
Secondary 4 to 7	11 775	14 711	13 477	11 258	10 156
Diploma to sub-degree	3 479	4 295	3 863	3 146	3 230
Above sub-degree <sup>Note (i)</sup>	2 197	2 780	1 994	1 <sup>Note (ii)</sup>	1 136
<b>Total</b>	<b>23 039</b>	<b>28 431</b>	<b>25 394</b>	<b>18 994</b>	<b>18 742</b>

Notes (i) and (ii): Same as those in Part 1 of the reply.

3. The ERB is undertaking reforms in phases to enhance its role and positioning to devising skills-based training programmes and strategies for the entire workforce, with a view to encouraging and supporting people with different backgrounds and educational attainments in pursuing lifelong learning and skills upgrading, thereby enhancing the competitiveness of the local labour force.

Since 1 January 2025, the ERB has lifted the restriction on educational attainment of trainees and expanded the service target to the entire local labour force aged 15 or above. The ERB will strengthen its research capabilities to grasp the trends for prevailing and future skills demands and the manpower needs of different industries (including emerging sectors). The ERB will formulate an appropriate training framework to guide its training bodies to develop suitable courses to meet the upskilling needs of people with different backgrounds and educational attainments (including those with higher educational attainment), including courses on artificial intelligence, technology application, as well as environmental, social and governance, and professional

certification courses. The ERB will strengthen career planning and job matching services and, having regard to its repositioning and expansion of service target, explore ways to enhance the level of its career planning and employment support services, thereby providing more comprehensive career development support for its service target. The ERB will also strengthen collaboration with higher education institutions and leading enterprises to offer more and a wider diversity of courses on skills upgrading.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)130**

**(Question Serial No. 0963)**

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 Vocational Professionals Admission Scheme (VPAS) is a pilot scheme launched by the HKSAR Government. It aims to attract non-local students of the Vocational Training Council (VTC) to remain in Hong Kong for employment in the relevant skilled trades upon graduation, thereby filling the talent gaps of skilled talents and promoting industry development. The VPAS will run as a pilot programme for 2 years (i.e. intakes in 2024/25 and 2025/26 academic years) to attract non-local students (including those from the Mainland and other countries/places) to come to Hong Kong to study in eligible VTC full-time (2-year) Higher Diploma programmes in skilled trades as designated by the Government (covering 34 professional programmes in 12 skilled trades) and remain in the city upon graduation for employment in jobs relevant to their expertise and become skilled talents in key trades. In this connection, would the Government inform this Committee of the following:

1. Detailed information on the application and enrolment situation of various programmes, including the number of programme places, student gender profile, countries/places of origin of students, number of applicants, number of final enrolments as well as programme contents. In addition, has the Bureau conducted any assessment on the implementation of the programmes, including the popularity of the programmes, employers' demand for and their feedback on talents in the relevant skilled trades, relevance of the programme contents to the actual needs of the trades, learning performance of students and their adaptation (e.g. language proficiency, cultural adaptation and competence in professional skills), as well as the long-term effectiveness of the programmes (e.g. data on graduate employment rates, trade satisfaction rates, etc.)?
2. Graduates may apply to remain in Hong Kong for employment within a specified period under the VPAS. Has the Bureau assessed how many foreign students will be attracted to study in Hong Kong and remain here for employment upon graduation in the first year of implementation of the scheme? Have relevant policy objectives been set on, for instance, the target number of non-local students to be attracted per year, the target ratio of students remaining in Hong Kong for employment upon graduation as well as the anticipated contributions of the scheme to filling the talent gaps of skilled talents?

Moreover, will the Bureau devise a mechanism to monitor and assess the effectiveness of the scheme continuously and adjust the policies in the light of actual circumstances?

3. What measures will the Bureau adopt to enhance publicity for the scheme so as to attract more elite students to come to Hong Kong for vocational studies? Specifically, does the Bureau have any targeted campaign to conduct focused promotion in Mainland China, Southeast Asian countries and other target regions through social media, education fairs, partnering institutions, etc.; and
4. What measures will the Bureau adopt to strengthen support for students throughout the duration of studies and the job-seeking process after graduation? For example, will the Bureau provide assistance such as subsidies on accommodation, scholarships, language training and support for cultural adaptation? Besides, will the Bureau collaborate with the trades to offer internship opportunities or job matching service to enhance the appeal of the programmes and the career prospects of graduates?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 21)

Reply:

1. The Education Bureau supports the Vocational Training Council (VTC) through subvention to provide vocational and professional education and training (VPET), including offering a wide range of full-time and part-time VPET programmes which lead to formal qualifications from post-secondary three up to the Master's degree level. In the 2024/25 academic year, the VTC offered over 100 full-time VPET Higher Diploma (HD) programmes covering areas such as business; childcare, elderly and community services; innovation and technology, as well as electrical and mechanical engineering. Among them, 27 were designated as eligible programmes under Vocational Professionals Admission Scheme (VPAS) (eligible programmes), covering five 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, there were insufficient local students enrolled in these eligible programmes to meet the manpower needs of relevant trades. Upon the Government's announcement about the launch of the VPAS, we notice that the eligible programmes attracted many non-local students aspiring to apply to stay in Hong Kong for development after graduation. The information on the applications for and enrolment of various eligible programmes in the 2024/25 academic year as requested in the question is tabulated at the **Annex**.

The VTC is responsible for running and administering the programmes it offers. It has also put in place mechanisms to ensure that the relevant programmes meet the manpower demand in relevant trades, as well as to assess students' performance and the long-term effectiveness of the programmes (including the employment rates of graduates and the trades' level of satisfaction with the graduates). In addition, the VTC will maintain close liaison with the trades and engage in thorough discussions with the relevant training boards on the above assessment factors to ensure that the curricula and effectiveness of the programmes align with the needs of the trades.

2. The VPAS allows non-local students who have enrolled in eligible programmes in the 2024/25 and 2025/26 academic years to apply for staying in Hong Kong for one year to seek jobs relevant to their disciplines upon graduation. The Government will review the

VPAS after the two-year pilot period. The VPAS will be open for applications only after the 600 non-local students enrolled in eligible programmes in the 2024/25 academic year graduate from mid-2026. 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. There is no estimation on the actual number of graduates who will stay and work in Hong Kong.

3. The VTC is launching a publicity campaign to recruit students for the 2025/26 academic year. To widen the student pool, the VTC will visit Mainland China and Southeast Asia to publicise and promote the relevant programmes and the VPAS. Publicity will also be carried out via various media channels, such as online platforms and education fairs. In parallel, the VTC's operation centre in Shenzhen will collaborate with the trades to organise thematic seminars.
4. To support students (local and non-local ones) enrolled in its programmes, the VTC has set up a working group and developed plans to assist students in adapting to the campus life in various aspects such as student recruitment, facilities, teaching, student support (including language training and cultural adaptation support), and support for teaching staff. The VTC will also continue to mobilise its industry network to assist students in taking up internships and graduates in looking for job opportunities. Moreover, the VTC encourages enterprises through the enterprise subsidy scheme to support students' learning by providing internship placements, job offers and scholarships.



**Information on applications for and enrolment of various VPAS eligible programmes  
in the 2024/25 academic year**

	Skilled trade	VPAS Eligible programmes	Number of places	Number of applications	Number of enrolled local students		Number of enrolled non-local students				Total number of students
					Number of local students	Male : Female ratio (%:%)	Mainland China, Macao and Taiwan	Overseas countries/regions	Number of non-local students	Male : Female ratio (%:%)	
1.	Innovation and Technology	HD in Software Engineering	460	683	414	90% : 10%	25	6	31	77% : 23%	445
2.		HD in Cloud and Data Centre Administration	150	166	111	87% : 13%	17	0	17	59% : 41%	128
3.		HD in Cybersecurity	180	257	89	93% : 7%	14	0	14	79% : 21%	103
4.		HD in AI and Smart Technology	60	214	28	93% : 7%	23	0	23	74% : 26%	51
5.		HD in Data Science and AI	90	164	49	86% : 14%	29	1	30	57% : 43%	79
6.		HD in AI and Mobile Applications Development	90	182	77	86% : 14%	12	1	13	69% : 31%	90
7.		HD in Game Software Development	120	294	105	87% : 13%	7	0	7	100% : 0%	112
8.		HD in Games and Animation	210	406	178	84% : 16%	11	1	12	50% : 50%	190
9.		HD in Multimedia, VR and Interactive Technology	150	229	125	87% : 13%	26	0	26	38% : 62%	151
10.		HD in Theme Park and Theatre Creative Technology	60	91	41	73% : 27%	10	0	10	30% : 70%	51
11.	Electrical and Mechanical Services	HD in Mechanical Engineering	145	320	137	96% : 4%	16	0	16	100% : 0%	153
12.		HD in Electrical Engineering	255	561	205	96% : 4%	32	0	32	78% : 22%	237
13.	Building, Civil Engineering and Built Environment	HD in Civil Engineering	260	699	244	88% : 12%	5	0	5	100% : 0%	249
14.		HD in Building Studies	140	166	83	87% : 13%	8	0	8	100% : 0%	91
15.		HD in Surveying	170	234	96	86% : 14%	11	1	12	58% : 42%	108
16.		HD in Building Services Engineering	275	436	238	93% : 7%	12	0	12	83% : 17%	250
17.		HD in Architectural Technology and Design	60	73	25	80% : 20%	6	0	6	67% : 33%	31
18.		HD in Architectural Design	240	485	202	62% : 38%	9	2	11	55% : 45%	213
19.		HD in Landscape Architecture									
20.	HD in Geospatial Science and Land Surveying	60	106	39	74% : 26%	4	0	4	75% : 25%	43	
21.	Aviation, Transport and Logistics	HD in Aviation Inflight and Passenger Services	90	113	32	31% : 69%	11	0	11	9% : 91%	43
22.		HD in Aviation Services and Transport Studies	140	170	18	72% : 28%	58	0	58	52% : 48%	76
23.		HD in Aviation and Logistics	155	427	18	61% : 39%	170	3	173	57% : 43%	191
24.		HD in Airport Operations Management	180	431	97	60% : 40%	37	2	39	38% : 62%	136
25.		HD in Aviation Systems and Operations	85	139	31	90% : 10%	22	2	24	67% : 33%	55
26.		HD in Aircraft Maintenance Engineering	75	272	46	93% : 7%	6	0	6	83% : 17%	52
27.	Maritime	HD in Maritime Studies	85	70	26	92% : 8%	-	-	-	-	26
<b>Total</b>			<b>3 985</b>	<b>7 388</b>	<b>2 754</b>	<b>85% : 15%</b>	<b>581</b>	<b>19</b>	<b>600</b>	<b>61% : 39%</b>	<b>3 354</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)131**

**(Question Serial No. 0968)**

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 roll out enhancement measures to reform various aspects of the talent admission regime, including, for example, providing a new admission channel for young and experienced specialists to join the specific local skilled trades facing acute manpower shortage, with a view to sustaining Hong Kong’s role as an international talent hub”. In this connection, would the Government inform this Committee of the following:

1. regarding the existing talent admission regime, (i) the total 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 geographical distribution, including countries and regions, of the sources of talents for the applications received under each scheme in the preceding year;
2. regarding talents who have come to Hong Kong under the talent admission schemes, (i) statistics on their occupation and industry distribution; (ii) statistics on median wages; (iii) the average duration of stay for work in Hong Kong;
3. information on how the Government will enhance the talent admission regime in the future, including specific plans, timetable, trades or particular types of persons involved, and the relevant work targets; and
4. the Hong Kong Talent Engage (HKTE) was established on 30 October 2023 to formulate talent attraction strategies and provide support services for incoming talents. Has the Government reviewed the work effectiveness and targets of the HKTE? Apart from promoting various talent admission schemes and building Hong Kong’s image as a key talent hub in the region, does the HKTE have any plans to strengthen support for incoming talents and their children in order to encourage them to settle in Hong Kong?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 26)

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 numbers of applications received and approved under the various talent admission schemes in 2024-25 (as at February 2025) are tabulated below:

Talent admission scheme	Number of applications received	Number of applications approved
TTPS	45 858	36 785
GEP	33 628	31 600
ASMTP	26 611	23 743
IANG	26 185	24 784
TechTAS	137	114
QMAS @	49 512	9 327
ASSG	136	75
<b>Total</b>	<b>182 067</b>	<b>126 428</b>

Note: Applications approved in a year may not all be received in the same year.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

The breakdowns of the numbers of applications approved under the various talent admission schemes by region in 2024-25 (as at February 2025) are tabulated below:

TTPS

Region	Number of persons
Mainland China	34 983
Canada	355
The United States	263
Australia	213
Singapore	117
Others	854
<b>Total</b>	<b>36 785</b>

## GEP

Region	Number of persons
South Korea	4 409
Japan	3 301
Taiwan, China	3 246
The United Kingdom	2 335
The United States	1 932
Thailand	1 822
India	1 814
France	1 218
The Philippines	1 024
Malaysia	942
Others	9 557
<b>Total</b>	<b>31 600</b>

## ASMTP

The ASMTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents. In 2024-25 (as at February 2025), there were 23 743 applications approved under the ASMTP.

## IANG

Region	Number of persons
Mainland China	23 650
South Korea	167
Indonesia	136
India	107
Taiwan, China	95
Malaysia	62
Macao Special Administrative Region (SAR)	52
Pakistan	52
The United States	24
Canada	20
Others	419
<b>Total</b>	<b>24 784</b>

### TechTAS

Region	Number of persons
Mainland China	100
Taiwan, China	4
The United States	3
Australia	2
Macao SAR	2
Others	3
<b>Total</b>	<b>114</b>

### QMAS

Region	Number of persons
Mainland China	9 138
Australia	43
Canada	36
The United States	35
Others	75
<b>Total</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

### ASSG

Region	Number of persons
Canada	23
The United Kingdom	21
The United States	14
Brazil	3
Australia	2
The Netherlands	2
Singapore	2
Others	8
<b>Total</b>	<b>75</b>

2. In 2024-25 (as at February 2025), the breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

GEP

Industry/Sector	Number of persons
Academic research and education	2 420
Arts/Culture	2 300
Tourism	2 020
Financial services	1 924
Recreation and sports	1 627
Commerce and trade	1 562
Engineering and construction	1 268
Catering services	485
Medical and healthcare services	329
Information technology	285
Architecture/Surveying	174
Telecommunications	123
Legal services	104
Manufacturing industries	104
Biotechnology	13
Traditional Chinese medicine	1
Others	16 861
<b>Total</b>	<b>31 600</b>

Monthly remuneration	Number of persons
Below \$20,000	15 955
\$20,000 - \$39,999	8 491
\$40,000 - \$79,999	4 042
\$80,000 or above	3 112
<b>Total</b>	<b>31 600</b>

ASMTF

Industry/Sector	Number of persons
Commerce and trade	3 979
Academic research and education	3 968
Arts/Culture	3 752
Recreation and sports	3 183
Engineering and construction	2 625
Financial services	2 156
Information technology	1 121
Tourism	288
Medical and healthcare services	204
Telecommunications	182
Catering services	153
Manufacturing industries	147
Legal services	86
Biotechnology	56
Architecture/Surveying	47
Traditional Chinese medicine	9
Others	1 787
<b>Total</b>	<b>23 743</b>

Monthly remuneration	Number of persons
Below \$20,000	10 238
\$20,000 - \$39,999	8 201
\$40,000 - \$79,999	4 084
\$80,000 or above	1 220
<b>Total</b>	<b>23 743</b>

TechTAS

Industry/Sector	Number of persons
Artificial intelligence	39
Biotechnology	10
Cybersecurity	9
Financial technologies	9
Data analytics	8
Microelectronics	8
Green technology	6
Integrated circuit design	6
Material science	6
Advanced communication technologies	5
Robotics	5
Digital entertainment	2
The Internet-of-Things	1
Quantum technology	0
<b>Total</b>	<b>114</b>

Monthly remuneration	Number of persons
Below \$20,000	0
\$20,000 - \$39,999	61
\$40,000 - \$79,999	44
\$80,000 or above	9
<b>Total</b>	<b>114</b>



## QMAS

Industry/Sector	Number of persons
Financial and accounting services	2 524
Information technology and telecommunications	2 167
Commerce and trade	941
Business support and human resources	668
Manufacturing industries	638
Architecture, surveying, engineering and construction	425
Human health and veterinary services	403
Legal services	345
Academic research and education	342
Logistics and transportation	135
Broadcasting and entertainment	93
Sports	66
Catering and tourism	61
Arts and culture	41
Others	478
<b>Total</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. The Immigration Department (ImmD) does not maintain statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

## ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are

required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

#### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 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 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 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.

ImmD does not maintain other statistics mentioned in the question.

3. As announced in the 2024 Policy Address, the Government will reform various aspects of the talent admission regime to build a quality talent pool for development and reinforce Hong Kong's status as an international hub for high-calibre talent. Some of the enhancement measures on talent attraction have been implemented already while other measures will be rolled out progressively.

The Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which QMAS seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

In addition, according to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are "skilled technical workers". In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under GEP and ASMTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage. The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades,

including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

4. The work of the Hong Kong Talent Engage (HKTE) mainly includes formulating targeted recruitment and publicity strategies for different talent groups, carrying out proactive external promotions of Hong Kong's strengths and talent attraction measures, attracting global talents with diverse backgrounds to come to Hong Kong, and collaborating with partners from various sectors in assisting incoming talents in their long-term development in Hong Kong by providing them with comprehensive one-stop support services. The key performance indicators (KPIs) of HKTE are as follows:

KPI	2024 (Actual)	2025 (Estimate)
<b>Awareness and Brand Building</b>		
number of www.hkengage.gov.hk page views	5 927 495 $\Psi$	6 200 000 $\phi$
number of social media platforms	6	6
number of social media post impressions	74 217 148 $\Psi$	45 000 000 $\mu$
number of social media followers (as at end of the year)	78 577	131 000
number of media coverage $@$	N.A.	300
<b>Engagement and Support Services</b>		
number of industry and working partners	82	90
number of outreach initiatives	84	130
number of themed workshops, seminars and job fairs	50	55
percentage of online and in-person enquiry services to be responded within 48 hours	99	95

$\Psi$  The numbers of page views and social media impressions in 2024 are partly attributable to the publicity efforts relating to the first Global Talent Summit • Hong Kong (GTS).

$\phi$  The estimated increase in the number of page views is based on the annual projection after netting out the effects of GTS but taking into account the anticipated increase in visits to the website following its upgrading.

$\mu$  The estimated decrease in the number of social media post impressions is based on the annual projection after netting out the effects of GTS.

$@$  New indicator as from 2025.

HKTE has been maintaining close contact with the talents through direct contact with them and analysing their enquiries and requests for support services, which are received by HKTE or designated partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To cater to the needs of incoming talents, HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of life-related topics such as job seeking, business start-up, children's education, etc. These include not less than 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers, as well as Cantonese learning classes. On children's education, HKTE will continue to co-organise seminars with sponsoring bodies or school organisations to provide more comprehensive information on local education. In addition, HKTE will continue to collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. HKTE envisions that such work can help incoming talents and their families integrate into the local community and settle in Hong Kong as early as possible.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)132**

**(Question Serial No. 0973)**

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 2025 Budget Speech that the Government will enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. Would the Government provide this Committee with specific details and implementation progress of the relevant policies, including details of the enhancement measures, policy objectives, expected outcomes, the types of skilled trades covered, and the potential impact on the local labour market?

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

Reply:

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTP, at the time of application, they must have secured offers of

employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs. There will be a quota on the number of technical professionals admitted so as to minimise the impact on local technical professionals, in line with the manpower policy of ensuring employment priority for locals.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)133**

**(Question Serial No. 2496)**

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:

Over the past few years, many incoming talents, including top talents, quality migrants and professional talents, have paid their taxes in full and made significant contributions to the economic development of Hong Kong. However, the benefits they enjoy in Hong Kong are rather limited, especially in terms of healthcare, education and social security, which are not comparable to those of local citizens. In this year's Budget, the Government plans to substantially raise visa fees by nearly sixfold to \$600 or \$1300 based on the length of the limit of stay, which undoubtedly aggravates the burden of these talents. In this connection, would the Government inform this Committee of the following:

1. This increase in visa fees by the Government is primarily to address the pressure on public finances. Although these talents have made continuous contributions to the Hong Kong economy, they face a substantial increase in visa fees when renewing their visas. Could the Government guarantee that the visa fees will be reduced or restored to the original level once the public finance crisis is resolved, so as to ease the burden on these talents?
2. The Government announced in January 2023 that there were 5 799 approved applications from talents for entry into Hong Kong. Of these applications, what was the percentage of the Top Talent Pass Scheme (TTPS)? The Government also announced in March 2025 that the number of visa renewals in February was 300. Of these renewals, what was the percentage of the TTPS?
3. The Government has previously estimated that the various talent admission schemes would bring about some \$34 billion of economic benefits to Hong Kong, but no further elaboration was given in this year's Budget. Is the estimate still valid? Is there a more specific and concrete evaluation or adjustment to the estimate over time?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 13)

Reply:

1. Many overseas jurisdictions charge applicants for employment or residence visa at different stages of the application process. The introduction of application fees and increase in visa fees seek to reflect the administrative costs involved in the relevant work and uphold the “user pays” principle. As compared with the charges on foreigners in other jurisdictions, the new fees are affordable for talents and capital investors under the specified admission schemes and will not affect the appeal of Hong Kong to incoming talents. As with other government fees and charges, we will conduct regular reviews on the relevant application fees and visa fees based on the “user pays” principle in accordance with the mechanism.

2. A total of 5 799 applications were approved in the first month since the launch of the Top Talent Pass Scheme (TTPS), i.e. from 28 December 2022 to 27 January 2023.

As it generally takes time for talents to make preparations before moving to Hong Kong, not many talents arrived in Hong Kong to activate their visas within the first month since the launch of TTPS. Since the limit of stay of the visas under TTPS is counted from the date of visa activation upon arrival of the approved talents, as at end-January 2023, the visas of only about 300 TTPS entrants has expired. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics after a certain number of applications for extension of stay have accumulated and release them at an opportune time. Based on preliminary observations, we consider the number of extension of stay satisfactory.

3. The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. Based on the results of the survey, it is projected that the 30 000-odd 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. LWB will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)134**

**(Question Serial No. 2508)**

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:

Since its establishment, the Hong Kong Talent Engage (HKTE) strives to provide comprehensive one-stop support to incoming talents and carry out proactive outreach promotion of Hong Kong's strengths to attract high-calibre talents from all over the world. Furthermore, the HKTE plans to organise the second "Global Talent Summit · Hong Kong" early next year to further reinforce Hong Kong's status as an international talent hub. These initiatives are of significant importance for enhancing Hong Kong's competitiveness and promoting economic development. In this connection, would the Government inform this Committee of:

1. On the services for newly-arrived talents, please set out in tabular form the specific policies and measures launched by the HKTE since its establishment. How did these measures assist incoming talents in better integrating into the local community and making full use of their professional competencies?
2. Will the Government introduce new policies and measures in respect of the services for the new arrivals? For instance, how will the support services on housing, education, healthcare, etc. be further optimised to attract more talents to Hong Kong?
3. On promoting globally Hong Kong's strengths and attracting talents, what specific plans or measures does the HKTE have in place? For example, how will the HKTE strengthen co-operation with international organisations, enterprises and professional bodies so as to enhance Hong Kong's attractiveness in the global talent market?
4. As the HKTE plans to organise the second "Global Talent Summit · Hong Kong" early next year, please introduce the relevant situation and contents of the Summit, such as its theme, objectives and anticipated outcomes, and how will the Summit further boost Hong Kong's status as an international talent hub?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 25)

Reply:

1. Since its establishment on 30 October 2023, the Hong Kong Talent Engage (HKTE) strives to provide comprehensive one-stop support to talents. As at February 2025, the support services provided to incoming talents and their families by the HKTE are tabulated below:

Support service	Details
Online and offline themed seminar and workshop/Cantonese learning class	The HKTE has organised 28 themed seminars and 22 Cantonese learning classes. To cater for the needs of incoming talents, the themed seminars invited leaders from various industries and admitted talents to share career information and tips on starting a business. Representatives from different education organisations and school principals also shared information on local education. Apart from attending the seminars in person, talents can also watch live webcast or replay via the online platform/social media platforms of the HKTE. Meanwhile, Cantonese learning classes will help enhance the Cantonese speaking and listening skills of incoming talents, and help them understand the local culture and customs, thereby expediting their integration into the Hong Kong society.
Job fair	The HKTE has organised, co-organised and participated in 10 job fairs to directly match job-seeking talents with employers. The job fairs help incoming talents or those who are interested in coming to Hong Kong look for jobs based on their skills, so as to make better use of their professional competencies.
Integration activity	The HKTE has, in collaboration with volunteer groups, organised 2 integration activities for incoming talents to participate in volunteer services, so as to strengthen the connection and exchange between talents and the local community, thereby facilitating better integration of talents into the local society.
Enquiry	The HKTE's online platform ( <a href="http://www.hkengage.gov.hk">www.hkengage.gov.hk</a> ) has processed about 37 000 enquiries, mainly involving matters such as talent schemes, visa and job seeking.
Support matching service	The HKTE's online platform currently connects with over 80 designated working partners to provide talents with advice and services in respect of job matching, accommodation, education, banking and insurance services, business and corporate services, integrated settlement services as well as networking and community through online matching services. Around 11 000 referrals of support service requests have been made so far.

2. The HKTE has been maintaining close and direct contact with talents, and analysing their enquiries and requests for support services, which are received by the HKTE or designated working partners on the online platform, so as to understand and follow up on their development and needs in Hong Kong. To cater for the needs of incoming

talents, the HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of living topics such as job seeking, business start-up, children's education, etc. These include at least 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers. On children's education, the HKTE will continue to co-organise seminars with school sponsoring bodies or school organisations to provide more comprehensive information on local education. As for the housing needs of incoming talents, the HKTE will invite its working partners from accommodation and integrated settlement services to give advice and assistance. In addition, the HKTE will continue to organise Cantonese learning classes, and collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. Such work can help incoming talents and their families integrate into the local community as early as possible, with a view to attracting more talents to Hong Kong.

3. To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the HKTE has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. Since its establishment on 30 October 2023 and up to February 2025, the HKTE has conducted 47 outreach visits to the Mainland and overseas, including countries such as the United Kingdom, Germany, Canada, Malaysia, Singapore, South Korea, Vietnam, Saudi Arabia and the United Arab Emirates. During the visits, the HKTE will meet with representatives of eligible universities under the Top Talent Pass Scheme and other renowned higher education institutions, chambers of commerce and trade associations, so as to build a strong and close network to get across the latest talent information in Hong Kong to target talents in a focused manner. In addition, the HKTE will participate in the key job fairs, exhibitions and conventions, and organise events and forums locally to attract global talents from various professions proactively, as well as to promote the boundless opportunities and talent attraction measures of Hong Kong. Talents who have settled in Hong Kong are also invited to visit their hometowns and share the experience of their development in Hong Kong.

The HKTE will continue to expand the network of working partners by collaborating with local and international research institutions (e.g. Hong Kong Science and Technology Youth Federation, Hong Kong Young Scientist Association and TUM.AI, a German innovation and technology institution), and student associations (e.g. AIESEC global and Young Founders' Club of Germany). Through these networks, the HKTE reaches out to and keeps contact with international high-calibre talents to attract them to pursue development in Hong Kong.

Moreover, to enhance the awareness and brand building of Hong Kong to promote globally Hong Kong's strengths, the HKTE hosted the inaugural Global Talent Summit • Hong Kong (GTS) in early May 2024, which received a favourable response. It successfully promoted Hong Kong's dual role as an international talent hub and the country's gateway for talents to the international community.

In 2025, the HKTE will continue to organise outreach publicity and promotional activities, and conduct at least 15 visits to the Mainland, Asia Pacific, Middle East, Europe and North America regions to organise talent promotional activities. The

HKTE will also stage the second GTS in the first quarter of 2026 to reinforce Hong Kong's position as an international hub for high-calibre talents and enhance Hong Kong's attractiveness in the global talent market.

4. The expenditure of the second GTS hosted by the HKTE is estimated to be comparable to that of the first GTS, which is approximately \$13 million. The second GTS is currently under planning and its specific details are yet to be finalised. Staging the second GTS will help consolidate Hong Kong's position as an international hub for high-calibre talents, and attract global talents and professionals to Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)135**

**(Question Serial No. 2509)**

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 Government has been actively implementing strategies to “trawl for talents” in recent years. The Financial Secretary has announced in this year’s Budget Speech that the Government will invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme, and will also enhance the Admission Scheme for Mainland Talents and Professionals (ASMTP) and the General Employment Policy by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. These initiatives are of great significance in alleviating the city’s talent shortage and enhancing its competitiveness. In this connection, would the Government inform this Committee of the following:

1. What are the specific achievements made by the Government so far regarding “inviting top and leading talents to come to Hong Kong for development”? For instance, how many such talents have been attracted to Hong Kong and what contributions have they made to the local economy and society?
2. What is the specific definition of “top and leading talents”? Would the Government disclose the specific number of such talents and their industry distribution, i.e. the proportion of talents in the fields of technology, finance, innovation, etc.?
3. Regarding the enhancement of the ASMTP, what specific policies have been introduced by the Government? For instance, what improvements have been made in terms of application requirements, approval procedures and support measures?
4. Has the Government compiled statistics to identify the professional fields and skilled trades facing manpower shortages currently? Would it announce the relevant list regularly to help industries and the public keep abreast of the actual demand for talents in Hong Kong?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 26)

Reply:

1. & 2. The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

Top-notch talents invited under the new mechanism may come from a variety of industries or professions. The Government will take the initiative to invite suitable top-notch and leading talents having regard to the development needs of the country and Hong Kong, and will not set a specific target for the number of invitees.

3. & 4. The Government has since end-2022 streamlined the processes for the Admission Scheme for Mainland Talents and Professionals (ASMTP) and the General Employment Policy (GEP) and extended the limit of stay of relevant visas. Employers can now apply directly under ASMTP or GEP for hiring eligible outside talents falling under the 60 professions on the Talent List without the need to prove their difficulties in local recruitment, thus shortening the time to recruit outside talents. Assessments on the applications can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. Furthermore, the Immigration Department has implemented a series of facilitation measures for eligible employing companies and applicants, including simplifying the requirements of supporting documents.

The Labour and Welfare Bureau (LWB) completed the 2023 Manpower Projection (MP) in 2024. With 2023 as the base year, the MP projects the manpower situation of selected industries 5 years ahead (i.e. 2028), as well as detailed information such as the occupations in demand. The report was published in November 2024. LWB plans to commence a mid-term update of the 2023 MP by end-2025, with results expected to be available in 2026.

According to the 2023 MP, Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are "skilled technical workers". In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland

Talents and Professionals (ASMTP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTP, at the time of application, they must have secured offers of employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs.

LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)136**

**(Question Serial No. 1599)**

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:

On fostering a caring and inclusive community, the Continuing Education Fund (CEF) was established in 2002 to encourage local residents to pursue continuing education. Currently, the maximum subsidy for each eligible applicant is \$25,000. Among all applicants, what is the percentage of those who have used up the maximum subsidy? Does the Government have any plans to review and adjust the scheme, and progressively increase the subsidy amount under the CEF?

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 1)

Reply:

As at 31 January 2025, there were about 940 000 accounts under the Continuing Education Fund (CEF), among which about 6 900 account holders fully used up the subsidy of \$25,000, representing less than 1% of the total number of accounts. About 87% of the accounts under the CEF had an unused balance of \$15,000 or above, enabling learners to take around two CEF courses given the current median CEF course fee of \$7,800. The Government considers that the current CEF subsidy ceiling of \$25,000 could satisfy the demand. The Government will continue to keep in view the operation of the CEF and the views of stakeholders, and consider the need to review the existing arrangements as appropriate.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)137**

**(Question Serial No. 1007)**

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:

According to Programmes 3 and 4, 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; 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:

1. There are views that the LWB's aims are not duly reflected in the key performance indicator under item 10 of Programme 3, i.e. 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 approved applications for visa extension under various talent admission schemes. Will the LWB review and update the indicator to better achieve its aims? If not, what are the reasons?
2. It is stated in paragraph 15 of Programme 4 that the Hong Kong Talent Engage (HKTE) will co-organise job fairs with the industries and employer organisations to directly match job-seeking talents with employers. Will the LWB build on the experience of the existing job fairs and keep abreast of the times by enhancing the "Jobs and Salaries" function on the HKTE website and establishing an online "job matching platform" for incoming high-calibre talents and professionals to facilitate employers and employees in identifying quality talents and positions quickly in the corresponding professions, so that talents may take up their new jobs right upon their arrival in Hong Kong, thereby meeting the manpower demand of different enterprises, business associations and quasi-government organisations? If not, what are the reasons?

Asked by: Hon TAN Sunny (LegCo internal reference no.: 5)

Reply:

1. Since the implementation of a series of talent admission measures in end-2022, the various talent admission schemes have been well-received by outside talents. As at 28 February 2025, over 450 000 applications were received under the various talent admission schemes, with more than 290 000 applications approved. During the same period, around 196 000 talents arrived in Hong Kong through various talent admission schemes, exceeding the target of attracting altogether 105 000 talents in 3 years from 2023 to 2025.

In addition to “trawling for talents” successfully, the Government also focuses on “retaining talents” and has thus set a key performance indicator of approving at least 50 000 visa extension applications annually for talents from 2025 to 2027. The talents seeking visa extension should have settled in and made contribution to Hong Kong, such as taking up employment or establishing/joining in business in Hong Kong. Therefore, the new indicator clearly aligns with the aim under Programme (3) regarding manpower development, viz. enriching the local talent pool through “retaining talents” to meet the changing manpower demands of the economy and sustain the impetus for Hong Kong’s economic development.

2. The job matching services rendered by the Hong Kong Talent Engage (HKTE) mainly include the provision of job vacancy information through the website and organising online and in-person job fairs. At present, about 5 000 real-time quality job opportunities are featured daily on HKTE’s online platform, through which talents can submit their curricula vitae directly to apply for the jobs. In addition, HKTE will organise at least 12 online and in-person job fairs with the industries and employer organisations in 2025, covering different professional services such as financial, technology, legal and engineering services, to provide a platform for employers to reach out to job-seeking talents directly, with a view to enhancing the effectiveness of job matching.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)138**

**(Question Serial No. 2599)**

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 various talent admission schemes mentioned in the Programme, please inform this Committee of the following:

- (1) What are the estimated expenditure and staff establishment for the various talent admission schemes in the coming year?
- (2) What were the numbers of incoming talents and their dependants admitted to Hong Kong under various talent admission schemes in the past 3 years?
- (3) What were the numbers of applications for visa extension approved under various talent admission schemes and the industry distribution of these approved cases in the past 3 years?

Asked by: Hon TAN Yueheng (LegCo internal reference no.: 7)

Reply:

- (1) The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the various talent admission schemes in 2025-26 are tabulated below:

Talent admission scheme		2025-26
Top Talent Pass Scheme (TTPS)	Staff establishment (Number of posts)	15
	Salary costs* (\$'000)	12,750
General Employment Policy (GEP)&	Staff establishment (Number of posts)	28
	Salary costs* (\$'000)	21,780
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Staff establishment (Number of posts)	23
	Salary costs* (\$'000)	16,210
Immigration Arrangements for Non-local Graduates (IANG)	Staff establishment (Number of posts)	14
	Salary costs* (\$'000)	9,430
Technology Talent Admission Scheme (TechTAS)	Staff establishment (Number of posts)	3
	Salary costs* (\$'000)	2,680
Quality Migrant Admission Scheme (QMAS)	Staff establishment (Number of posts)	114
	Salary costs* (\$'000)	91,370
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	Staff establishment (Number of posts)	9
	Salary costs* (\$'000)	6,100

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

Apart from the staff establishment listed above, ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 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 ImmD.

- (2) ImmD has been keeping the statistics of talents and dependants admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

Talent admission scheme	2023		2024		2025 (as at February)	
	Number of talents admitted to Hong Kong	Number of dependants admitted to Hong Kong	Number of talents admitted to Hong Kong	Number of dependants admitted to Hong Kong	Number of talents admitted to Hong Kong	Number of dependants admitted to Hong Kong
TTPS	35 583	35 931	39 918	48 936	6 495	8 901
GEP#	7 953	5 608	5 627	5 377	1 612	780
ASMTP#	11 705	10 121	11 887	9 224	1 758	1 605
IANG	23 905	4 640	23 017	6 844	2 398	1 013
TechTAS	128	100	117	108	21	24
QMAS	12 276	21 544	9 981	18 438	1 910	3 773
ASSG	81	6	80	7	13	0
<b>Total</b>	<b>91 631</b>	<b>77 950</b>	<b>90 627</b>	<b>88 934</b>	<b>14 207</b>	<b>16 096</b>

# The numbers do not include cases of short-term employment.

- (3) The numbers of applications approved for extension of stay under the various talent admission schemes in the past 3 years are tabulated below:

Talent admission scheme	2022-23	2023-24	2024-25 (as at February 2025)
GEP	15 876	14 688	13 221
ASMTP	7 847	7 430	9 682
QMAS	1 237	1 362	2 512
IANG	10 673	11 239	6 209
ASSG	62	60	41
TechTAS	77	67	67
<b>Total</b>	<b>35 772</b>	<b>34 846</b>	<b>31 732</b>

Note: Applications approved in a year may not all be received in the same year.

The first batch of visas under TTPS only started expiring from end-December 2024. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics

after a certain number of applications for extension of stay have accumulated and release them at an opportune time.

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong 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 breakdown of the numbers of approved applications for extension of stay under IANG by industry/sector are tabulated below:

Industry/sector	2022-23	2023-24	2024-25 (as at February 2025)
Financial services	4 394	4 413	2 668
Academic research and education	1 393	1 856	786
Commerce and trade	1 606	1 419	746
Information technology	508	471	211
Telecommunications	211	339	208
Engineering and construction	217	279	165
Legal services	158	207	100
Medical and healthcare services	119	145	89
Architecture/Surveying	84	117	57
Manufacturing industries	33	73	46
Tourism	26	48	44
Catering services	29	44	22
Arts/Culture	49	47	18
Recreation and sports	25	19	14
Traditional Chinese medicine	9	15	12
Biotechnology	33	37	9
Others	1 779	1 710	1 014
<b>Total</b>	<b>10 673</b>	<b>11 239</b>	<b>6 209</b>

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are

required to have taken up employment in Hong Kong 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 breakdown of the numbers of approved applications for extension of stay under ASSG by industry/sector are tabulated below:

Industry/sector	2022-23	2023-24	2024-25 (as at February 2025)
Financial services	13	7	7
Commerce and trade	7	4	3
Academic research and education	5	6	4
Engineering and construction	3	4	3
Information technology	1	3	0
Manufacturing	1	2	4
Telecommunications	0	0	1
Legal services	1	0	0
Arts/Culture	0	0	0
Architecture/Surveying	1	0	0
Others	30	34	19
<b>Total</b>	<b>62</b>	<b>60</b>	<b>41</b>

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)139**

**(Question Serial No. 2600)**

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 Estimates that during 2025-26, the Hong Kong Talent Engage (HKTE) will conduct outreach visits to various regions and countries for organising promotional activities to attract talents. In this connection, would the Government provide this Committee with details of the promotional plan and the estimated expenditure involved?

Asked by: Hon TAN Yueheng (LegCo internal reference no.: 8)

Reply:

To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the Hong Kong Talent Engage (HKTE) has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. In 2025-26, the HKTE will conduct outreach visits to the Mainland, Asia Pacific, Middle East, Europe and North America regions to organise promotional activities to attract talents. During the visits, the HKTE will meet with representatives of eligible universities or institutions under the Top Talent Pass Scheme, chambers of commerce and trade associations with a view to building a close and extensive network to get across the latest talent information to target talents in a focused manner. In addition, the HKTE will participate in the key job fairs, exhibitions and conventions, and organise events and forums locally to attract global talents from various professions proactively, as well as to promote the boundless opportunities and talent attraction measures of Hong Kong. Talents who have settled in Hong Kong are also invited to visit their hometowns and share the experience of their development in Hong Kong.

In 2025-26, the HKTE's expenditure on outreach visits and promotional activities in the Mainland and overseas is estimated to be about \$7 million. Outreach visits are still under planning and concrete details have yet to be finalised. A visit to Kuala Lumpur, Malaysia in mid-April has been confirmed to conduct talent engagement activities in conjunction with Mainland cities in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) and the Macao Special Administrative Region to promote the development opportunities in the GBA.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)140**

**(Question Serial No. 2609)**

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:

On trawling for talents, please inform this Committee of the following: the Government will enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. How does the Government evaluate the practical skills of these non-degree talents with professional and technical qualifications, and how does it ensure their smooth integration into Hong Kong's labour market? Will the admission of non-degree talents have an impact on the employment opportunities of the local workforce?

Asked by: Hon TAN Yueheng (LegCo internal reference no.: 16)

Reply:

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are "skilled technical workers". In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTP, at the time of application, they must have secured offers of

employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs. There will be a quota on the number of technical professionals admitted so as to minimise the impact on local technical professionals, in line with the manpower policy of ensuring employment priority for locals.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)141****(Question Serial No. 0873)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

Attracting global talents to Hong Kong is conducive to enhancing its competitiveness worldwide. Regarding the work of the Hong Kong Talent Engage (HKTE), would the Government inform this Committee of the following:

1. the annual budget, expenditure and projects involved since the establishment of the HKTE in 2023;
2. the administrative structure, staff establishment and salary expenditure of the HKTE;
3. how can it be ascertained that there is no overlapping of the functions of the HKTE with those of similar organisations (such as the Invest Hong Kong and the Office for Attracting Strategic Enterprises) to ensure prudent use of resources?
4. whether there is any key performance indicator (KPI) for the HKTE's work to measure its effectiveness. If yes, what are the details; if not, what are the reasons?

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

1. and 2. The Hong Kong Talent Engage (HKTE) was established on 30 October 2023. It has a staff establishment of 38 positions, including 8 civil service posts. A breakdown of its expenditure by year is as follows:

(\$'000)	2023-24 Actual (30 October 2023 to 31 March 2024)	2024-25 Estimate	2025-26 Estimate
Salary	15,500	41,800	43,500
Operating expenditure	12,200	45,300	44,500
Total	27,700	87,100	88,000

The operating expenditure is for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.

3. The major tasks of the HKTE include formulating targeted recruitment and publicity strategies for different talent groups and carrying out proactive outreach promotion of Hong Kong's strengths and opportunities with a view to attracting more talents to come to Hong Kong to pursue development, as well as collaborating with partners from various sectors to provide incoming talents with comprehensive one-stop support services and assist them in their long-term development in Hong Kong.

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, Belt and Road Office, etc. to form a strong Hong Kong team, in which each party leverages its respective strengths without any overlapping of work. By collaborating with each other, they will achieve synergy for promoting Hong Kong's strengths and opportunities together, thereby attracting enterprises and talents to settle in the city.

4. The key performance indicators (KPIs) of the HKTE are as follows:

KPI	2024 (Actual)	2025 (Estimate)
<b>Awareness and Brand Building</b>		
Number of www.hkengage.gov.hk page views	5 927 495Ψ	6 200 000φ
Number of social media platforms	6	6
Number of social media post impressions	74 217 148Ψ	45 000 000μ
Number of social media followers (as at end of the year)	78 577	131 000
Number of media coverage@	N/A	300
<b>Engagement and Support Services</b>		
Number of industry and working partners	82	90
Number of outreach initiatives	84	130
Number of themed workshops, seminars and job fairs	50	55
Percentage of online and in-person enquiry services to be responded within 48 hours	99	95

Ψ The numbers of page views and social media impressions in 2024 are mainly attributable to the publicity efforts relating to the first Global Talent Summit • Hong Kong (GTS).

φ The estimated increase in the number of page views is based on the annual projection after netting out the effects of the GTS but taking into account the anticipated increase in visits to the website following its upgrading.

- μ The estimated decrease in the number of social media post impressions is based on the annual projection after netting out the effects of the GTS.
- @ New indicator as from 2025.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)142**

**(Question Serial No. 0874)**

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:

Regarding the statistics on talents admitted to Hong Kong, please inform this Committee of the following:

1. the number of applications for various talent admission schemes (and the number of persons involved) and the number of approved applications (and the number of persons involved) in the past 3 years;
2. the industry distribution of the admitted talents and the number of persons involved;
3. whether the Government has assessed the actual contribution of the admitted talents to Hong Kong's economy, such as the impact on Hong Kong's GDP, tax revenue and employment market; if yes, the details; if not, the reasons.

Asked by: Hon TANG Fei (LegCo internal reference no.: 28)

Reply:

1. A breakdown of the numbers of applications received and approved under the various talent admission schemes in the past 3 years is tabulated below:

Talent admission scheme		2022-23	2023-24	2024-25 (as at February 2025)
Top Talent Pass Scheme (TTPS) #	No. of applications received	21 406	55 562	45 858
	No. of applications approved	12 398	49 431	36 785
General Employment Policy (GEP)	No. of applications received	19 102	30 849	33 628
	No. of applications approved	17 501	28 354	31 600

Talent admission scheme		2022-23	2023-24	2024-25 (as at February 2025)
Admission Scheme for Mainland Talents and Professionals (ASMTP)	No. of applications received	13 282	24 727	26 611
	No. of applications approved	11 841	21 875	23 743
Immigration Arrangements for Non-local Graduates (IANG)	No. of applications received	14 906	25 758	26 185
	No. of applications approved	14 189	24 512	24 784
Technology Talent Admission Scheme (TechTAS)	No. of applications received	87	142	137
	No. of applications approved	82	125	114
Quality Migrant Admission Scheme (QMAS) <sup>@</sup>	No. of applications received	28 732	83 587	49 512
	No. of applications approved	4 478	13 631	9 327
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	No. of applications received	115	140	136
	No. of applications approved	70	92	75
<b>Total</b>	<b>No. of applications received</b>	<b>97 630</b>	<b>220 765</b>	<b>182 067</b>
	<b>No. of applications approved</b>	<b>60 559</b>	<b>138 020</b>	<b>126 428</b>

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.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

2. In the past 3 years, the breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector are tabulated below:

GEP

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Academic research and education	2 353	2 788	2 420
Commerce and trade	1 651	2 463	1 562
Arts/Culture	1 252	2 416	2 300
Financial services	2 517	1 864	1 924
Tourism	300	1 861	2 020
Engineering and construction	1 368	1 545	1 268
Recreation and sports	1 524	1 215	1 627
Information technology	580	514	285
Catering services	403	512	485
Medical and healthcare services	173	335	329
Legal services	137	173	104
Manufacturing industries	66	100	104
Telecommunications	89	80	123
Architecture/Surveying	45	24	174
Biotechnology	10	12	13
Traditional Chinese medicine	0	0	1
Others	5 033	12 452	16 861
<b>Total</b>	<b>17 501</b>	<b>28 354</b>	<b>31 600</b>

Note: The numbers of applications in the table are identical to the numbers of applicants involved. The same applies to the tables below.



ASMTF

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Academic research and education	2 522	4 028	3 968
Arts/Culture	399	3 906	3 752
Commerce and trade	1 902	3 511	3 979
Financial services	2 812	3 004	2 156
Engineering and construction	1 396	2 537	2 625
Information technology	1 024	1 183	1 121
Recreation and sports	128	936	3 183
Telecommunications	289	188	182
Medical and healthcare services	527	165	204
Tourism	16	159	288
Manufacturing industries	84	164	147
Architecture/Surveying	28	152	47
Legal services	115	121	86
Catering services	41	105	153
Biotechnology	78	60	56
Traditional Chinese medicine	2	4	9
Others	478	1 652	1 787
<b>Total</b>	<b>11 841</b>	<b>21 875</b>	<b>23 743</b>

TechTAS

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Artificial intelligence	11	36	39
Biotechnology	21	24	10
Data analytics	5	15	8
Financial technologies	18	8	9
Robotics	0	7	5
Green technology	3	8	6
Material science	14	5	6
Digital entertainment	7	5	2
Cybersecurity	1	5	9
The Internet-of-Things	1	4	1
Microelectronics	0	4	8
Integrated circuit design	1	3	6
Advanced communication technologies	0	1	5
Quantum technology	0	0	0
<b>Total</b>	<b>82</b>	<b>125</b>	<b>114</b>

## QMAS

Industry/Sector	2022-23	2023-24	2024-25 (as at February 2025)
Financial and accounting services	1 446	4 354	2 524
Information technology and telecommunications	1 018	3 296	2 167
Business support and human resources	250	984	668
Commerce and trade	232	960	941
Manufacturing industries	279	794	638
Architecture, surveying, engineering and construction	246	626	425
Human health and veterinary services	175	538	403
Academic research and education	311	504	342
Legal services	191	498	345
Logistics and transportation	69	171	135
Broadcasting and entertainment	46	126	93
Arts and culture	36	106	41
Catering and tourism	19	61	61
Sports	13	40	66
Others	147	573	478
<b>Total</b>	<b>4 478</b>	<b>13 631</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. The Immigration Department (ImmD) does not maintain statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.

### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain the statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.

### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 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 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 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.

3. The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation, information and communication technology services, commerce and trade, etc., which are all key industries of Hong Kong. Their salaries were generally higher than the average salaries in Hong Kong, with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents were \$100,000 or above, while those of some 10% were even \$200,000 or above. Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making contribution to the economy of Hong Kong.

Based on the results of the survey, it is projected that the 30 000-odd TTPS entrants who arrived in Hong Kong in 2023 would 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. LWB will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)143**

**(Question Serial No. 1966)**

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:

With regard to Hong Kong's talent admission policies, the former Chief Executive and Vice-Chairman of the National Committee of the Chinese People's Political Consultative Conference has issued comments twice, querying "whether the Government has sufficient manpower to ensure the authenticity of the information submitted by applicants". In this connection, would the Government inform this Committee of the following:

1. According to government figures, there were over 400 000 applications under various talent admission schemes in the past 2 years. What were the manpower and resources spent by the SAR Government on verifying the accuracy and authenticity of the information in the talent admission applications in each of the past 2 financial years?
2. Among them, how many cases involving the use of false information and falsified academic qualifications were uncovered and how were they handled?
3. How many talent admission applications does the Government expect to receive in the new financial year? What are the estimated manpower and resources required for verifying the information in the applications?
4. It is announced in the Budget that a new fee will be charged under various talent admission schemes. When will the fee start to be charged? What is the estimated amount of government revenue thus generated?

Asked by: Hon TSE Wai-chun, Paul (LegCo internal reference no.: 15)

Reply:

1, 3 and 4.

The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications (including the verification of information in the applications) under the various talent admission schemes from 2023-24 to 2025-26 are tabulated below:

Talent admission scheme		2023-24	2024-25	2025-26
Top Talent Pass Scheme (TTPS)	Staff establishment (Number of posts)	10	15	15
	Salary costs* (\$'000)	7,920	12,380	12,750
General Employment Policy <sup>&amp;</sup> (GEP)	Staff establishment (Number of posts)	28	28	28
	Salary costs* (\$'000)	20,300	21,150	21,780
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Staff establishment (Number of posts)	24	23	23
	Salary costs* (\$'000)	15,310	15,740	16,210
Immigration Arrangements for Non-local Graduates	Staff establishment (Number of posts)	14	14	14
	Salary costs* (\$'000)	8,760	9,150	9,430
Technology Talent Admission Scheme	Staff establishment (Number of posts)	3	3	3
	Salary costs* (\$'000)	2,500	2,600	2,680
Quality Migrant Admission Scheme (QMAS)	Staff establishment (Number of posts)	30	114	114
	Salary costs* (\$'000)	21,610	88,710	91,370
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents	Staff establishment (Number of posts)	12	9	9
	Salary costs* (\$'000)	6,360	5,930	6,100

<sup>&</sup> Including Employment Stream and Investment Stream.

\* Calculation based on the notional annual mid-point salary.

Apart from the staff establishment listed above, ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 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 ImmD.

It is expected that a total of nearly 180 000 applications will be received under the various talent admission schemes in 2025-26. To peg to the costs and reflect the "user pays" principle, the 2025-26 Budget announced that a new application fee will be introduced under the various admission schemes to attract talents and capital investors, and the visa/entry permit issuance fees for approved applications will be raised based on the length of the limit of stay. The new fees have come into effect since 26 February 2025. The estimated annual revenue thus generated in the next 3 financial years will be about \$700 million, an increase of about \$620 million as compared to that before the

introduction of the new fees, subject to the actual numbers of applications received and approved.

2. ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner to ensure that only applicants meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under the 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. Moreover, ImmD requires all applicants of Categories B and C under TTPS and QMAS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. 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/she 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 refusing such applications, 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/she will be subject to removal back to his/her place of origin.

ImmD does not maintain the statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)144**

**(Question Serial No. 1967)**

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:

A state leader was reported to have said that there were Mainlanders taking the opportunity of coming to Hong Kong as “talents” to fulfil their purposes of enrolling their children in schools for Hong Kong people and enjoying tax concessions in the Mainland under the policy of “Hong Kong taxation for Hong Kong people”, all of which went against the original intention of Hong Kong’s talent policies.

Did the SAR Government make any projection on how much local education and social welfare resources of the new financial year will be taken up by the above-mentioned “talents” who do not intend to stay in Hong Kong for their development? How much burden would be placed on Hong Kong taxpayers unreasonably?

Asked by: Hon TSE Wai-chun, Paul (LegCo internal reference no.: 16)

Reply:

Approved applicants under the 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. The basic welfare benefits enjoyed by incoming talents and their dependants are comparable to those in other international cities. Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making contribution to the economy of Hong Kong. These are the key considerations of the Government in making great effort to trawl for talents. The Government will continually monitor the settlement of incoming talents in Hong Kong and refine or adjust the relevant policies as necessary.

It takes time for talents and the local job market to acclimate which is a normal interactive process. Whether a talent can ultimately be granted an extension of stay or chooses to stay in Hong Kong for development depends on his/her own conditions and other different factors.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)145**

**(Question Serial No. 3246)**

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:

1. What are the respective numbers of talents admitted to Hong Kong under the Top Talent Pass Scheme, the Quality Migrant Admission Scheme and the Admission Scheme for Mainland Talents and Professionals since their implementation?
2. What are the respective numbers of persons who have come to Hong Kong as the dependants of the talents mentioned above? What are their age groups and education levels?

Asked by: Hon WONG Chun-sek, Edmund (LegCo internal reference no.: 46)

Reply:

1. The numbers of applications approved under the Top Talent Pass Scheme (TTPS), the Quality Migrant Admission Scheme (QMAS) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) in the past 5 years are tabulated as follows:

Talent admission scheme	2020-21	2021-22	2022-23	2023-24	2024-25 (as at February 2025)
TTPS <sup>#</sup>	Not applicable		12 398	49 431	36 785
QMAS <sup>@</sup>	2 173	1 980	4 478	13 631	9 327
ASMTP	7 926	10 168	11 841	21 875	23 743
<b>Total</b>	<b>10 099</b>	<b>12 148</b>	<b>28 717</b>	<b>84 937</b>	<b>69 855</b>

<sup>#</sup> The TTPS has been launched from 28 December 2022.

<sup>@</sup> The number of applications approved refers to the number of successful cases passing the selection exercise.

2. The Immigration Department (ImmD) has been keeping the statistics of talents and dependants admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the number of dependants admitted to Hong Kong as at end-February 2025 is tabulated below:

Talent admission scheme	2023	2024	2025 (as at February)
TTPS	35 931	48 936	8 901
QMAS	21 544	18 438	3 773
ASMTP	10 121	9 224	1 605
<b>Total</b>	<b>67 596</b>	<b>76 598</b>	<b>14 279</b>

The ImmD does not maintain other statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)146**

**(Question Serial No. 0224)**

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 Estimates that the Labour and Welfare Bureau will support the Human Resources Planning Commission in advising the Government on policies and measures on human resources. In this connection, will the Government advise this Committee whether the Commission has discussed the impact of the development of artificial intelligence (AI) on the local employment market, including conducting studies on the reduction in manpower demand as a result of the application of AI in various trades and industries; if it has, of the details; if it has not, whether it intends to allocate resources to launch such studies?

Asked by: Hon WONG Kam-fai, William (LegCo internal reference no.: 2)

Reply:

The Human Resources Planning Commission (HRPC) is a high-level policy consultation platform chaired by the Chief Secretary for Administration. The Labour and Welfare Bureau (LWB) sets aside annually administrative expenses for the provision of secretariat support to the HRPC.

The HRPC consolidates resources and efforts of the Government and various sectors to examine and holistically co-ordinate policies and measures on human resources. Relevant bureaux or departments (B/Ds) are responsible for conducting research, implementing policies and measures as necessary, and absorbing the related expenses.

Since its establishment, the HRPC has discussed various issues pertaining to manpower development. Those relating to technological development include the impact of automation on Hong Kong's human resources, promotion of technology application amongst the working population and local enterprises, attraction and retention of technology talents, as well as enhanced development of local technology manpower resources. Recently, the HRPC discussed the 2023 Manpower Projection (2023 MP) published by the LWB in November 2024, which included the impact of artificial intelligence (AI) application and automation on the manpower situation up to 2028.

According to the 2023 MP, the application of automation and AI are becoming increasingly prevalent for the purpose of enhancing efficiency and productivity, covering sectors such as hospitality, retail, aviation and banking. Some sectors estimate a possible reduction in manpower requirements by about 10% to 20% upon the adoption of automation and AI. At the same time, AI and automation increase the demand for roles that require advanced skills, such as AI specialists, data scientists and digital transformation experts. The LWB has set aside resources to commence a mid-term update of the 2023 MP in late 2025 to understand stakeholders' outlook on the manpower situation of Hong Kong in the coming three years, including the impact of AI and business digitisation on manpower requirement. The HRPC will be consulted in the process, and the results are expected to be released in 2026.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)147**

**(Question Serial No. 1686)**

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 the Government will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme, and will also enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. In this connection, would the Government inform this Committee of the following:

1. the fields in which top and leading talents will be invited to come to Hong Kong for development; whether the Government will take the lead in proactively inviting them or collaborate with universities/institutions, public organisations or private enterprises to do so; and
2. the areas covered under “professional and technical” and the specific definition of “young and with experience”?

Asked by: Hon WONG Kam-fai, William (LegCo internal reference no.: 33)

Reply:

1. The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

2. According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)148**

**(Question Serial No. 1181)**

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 Budget Speech that the Government will continue to make every effort to trawl for talents. Regarding various talent admission schemes, including the Top Talent Pass Scheme (TTPS), the General Employment Policy, the Admission Scheme for Mainland Talents and Professionals, the Quality Migrant Admission Scheme, the Technology Talent Admission Scheme, the Immigration Arrangements for Non-local Graduates and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents, would the Government inform this Committee of the following:

- (1) the expenditure on non-social media promotion and marketing since the establishment of the Hong Kong Talent Engage;
- (2) the respective numbers of applicants, successful applicants, rejected applicants and arrivals in Hong Kong under various talent admission schemes (including Categories A, B and C under the TTPS) in the last 3 years;
- (3) for talent admission schemes under which applications can be made for eligible dependent spouses and children to come to Hong Kong, the numbers of such dependant applicants, successful dependant applicants, rejected dependant applicants and dependant arrivals in Hong Kong;
- (4) the statistics on occupation and industry distribution as well as median wages of persons who have come to Hong Kong under various talent admission schemes in 2024-25;
- (5) the number of persons whose visas have expired since the implementation of the TTPS, and, among them, the numbers of applicants for extension of stay, unsuccessful applicants, unsuccessful applicants due to insufficient documents (including proof of academic qualifications issued by a third party and proof of income), as well as those who did not apply for extension of stay upon expiry of their visas; and
- (6) whether suspicious cases have been identified among the applications for extension of stay and referred to law enforcement agencies for follow-up; if so, what are the nature and number of cases involved?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 1)

Reply:

- (1) The Hong Kong Talent Engage was established on 30 October 2023. Its expenditures on publicity and marketing conducted other than on social media in 2023-24 (from 30 October 2023 to 31 March 2024) and 2024-25 were approximately \$5 million and \$30 million respectively.
- (2) The numbers of applications received, approved and refused under the various talent admission schemes in the past 3 years are tabulated below:

Talent admission scheme		2022-23	2023-24	2024-25 (as at February 2025)
Top Talent Pass Scheme (TTPS)#	Number of applications received	21 406	55 562	45 858
	Number of applications approved	12 398	49 431	36 785
	Number of applications refused	632	3 144	2 075
General Employment Policy (GEP)	Number of applications received	19 102	30 849	33 628
	Number of applications approved	17 501	28 354	31 600
	Number of applications refused	330	486	447
Admission Scheme for Mainland Talents and Professionals (ASMTP)	Number of applications received	13 282	24 727	26 611
	Number of applications approved	11 841	21 875	23 743
	Number of applications refused	153	256	338
Immigration Arrangements for Non-local Graduates (IANG)	Number of applications received	14 906	25 758	26 185
	Number of applications approved	14 189	24 512	24 784
	Number of applications refused	21	17	26
Technology Talent Admission Scheme (TechTAS)	Number of applications received	87	142	137
	Number of applications approved	82	125	114
	Number of applications refused	0	0	0
Quality Migrant Admission Scheme (QMAS)@	Number of applications received	28 732	83 587	49 512
	Number of applications approved	4 478	13 631	9 327
	Number of applications refused	3 034	9 811	93 344



Talent admission scheme		2022-23	2023-24	2024-25 (as at February 2025)
Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG)	Number of applications received	115	140	136
	Number of applications approved	70	92	75
	Number of applications refused	2	1	1
<b>Total</b>	<b>Number of applications received</b>	<b>97 630</b>	<b>220 765</b>	<b>182 067</b>
	<b>Number of applications approved</b>	<b>60 559</b>	<b>138 020</b>	<b>126 428</b>
	<b>Number of applications refused</b>	<b>4 172</b>	<b>13 715</b>	<b>96 231</b>

Note: Applications approved/refused in a year may not all be received in the same year. The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

A breakdown of the numbers of applications received, approved and refused under TTPS by category is tabulated below:

	2022-23			2023-24			2024-25 (as at February 2025)		
	Category A	Category B	Category C	Category A	Category B	Category C	Category A	Category B	Category C
Number of applications received	4 706	11 082	5 618	16 849	28 611	10 102	15 900	20 900	9 058
Number of applications approved	2 015	6 271	4 112	12 567	27 856	9 008	10 881	18 202	7 702
Number of applications refused	60	287	285	1 538	1 162	444	983	692	400

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 3 years of work experience over the past 5 years immediately preceding the date of application.

Category C refers 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.

ImmD has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

Talent admission scheme		2023	2024	2025 (as at February)
TTPS	Category A	9 038	12 251	1 722
	Category B	19 568	20 255	3 656
	Category C	6 977	7 412	1 117
GEP#		7 953	5 627	1 612
ASMTP#		11 705	11 887	1 758
IANG		23 905	23 017	2 398
TechTAS		128	117	21
QMAS		12 276	9 981	1 910
ASSG		81	80	13
<b>Total</b>		<b>91 631</b>	<b>90 627</b>	<b>14 207</b>

# The numbers do not include cases of short-term employment.

- (3) The numbers of dependant visa/entry permit applications received, approved and refused under the various talent admission schemes in the past 3 years are tabulated below:

Talent admission scheme		2022-23	2023-24	2024-25 (as at February 2025)
TTPS#	Number of applications received	17 613	62 158	55 796
	Number of applications approved	8 772	56 578	45 680
	Number of applications refused	312	3 986	2 669
GEP	Number of applications received	7 208	7 055	6 373
	Number of applications approved	6 657	6 113	5 521
	Number of applications refused	67	89	80
ASMTP	Number of applications received	7 331	13 113	11 467
	Number of applications approved	5 823	10 517	9 052
	Number of applications refused	134	305	466
IANG	Number of applications received	3 086	5 899	8 124
	Number of applications approved	2 523	4 769	6 467
	Number of applications refused	4	7	19

Talent admission scheme		2022-23	2023-24	2024-25 (as at February 2025)
TechTAS	Number of applications received	129	140	118
	Number of applications approved	102	116	97
	Number of applications refused	0	0	0
QMAS	Number of applications received	14 868	91 867	139 907
	Number of applications approved	9 930	23 191	19 890
	Number of applications refused	5 554	13 630	150 807
ASSG	Number of applications received	62	36	41
	Number of applications approved	6	12	4
	Number of applications refused	0	0	1
<b>Total</b>	<b>Number of applications received</b>	<b>50 297</b>	<b>180 268</b>	<b>221 826</b>
	<b>Number of applications approved</b>	<b>33 813</b>	<b>101 296</b>	<b>86 711</b>
	<b>Number of applications refused</b>	<b>6 071</b>	<b>18 017</b>	<b>154 042</b>

# TTPS has been launched from 28 December 2022.

ImmD has been keeping the statistics of dependants admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

Talent admission scheme	2023	2024	2025 (as at February)
TTPS	35 931	48 936	8 901
GEP	5 608	5 377	780
ASMTTP	10 121	9 224	1 605
IANG	4 640	6 844	1 013
TechTAS	100	108	24
QMAS	21 544	18 438	3 773
ASSG	6	7	0
<b>Total</b>	<b>77 950</b>	<b>88 934</b>	<b>16 096</b>

- (4) In 2024-25 (as at February 2025), the breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

**GEP**

Industry/Sector	Number of persons
Academic research and education	2 420
Arts/Culture	2 300
Tourism	2 020
Financial services	1 924
Recreation and sports	1 627
Commerce and trade	1 562
Engineering and construction	1 268
Catering services	485
Medical and healthcare services	329
Information technology	285
Architecture/Surveying	174
Telecommunications	123
Legal services	104
Manufacturing industries	104
Biotechnology	13
Traditional Chinese medicine	1
Others	16 861
<b>Total</b>	<b>31 600</b>

Monthly remuneration	Number of persons
Below \$20,000	15 955
\$20,000 - \$39,999	8 491
\$40,000 - \$79,999	4 042
\$80,000 or above	3 112
<b>Total</b>	<b>31 600</b>

ASMTF

Industry/Sector	Number of persons
Commerce and trade	3 979
Academic research and education	3 968
Arts/Culture	3 752
Recreation and sports	3 183
Engineering and construction	2 625
Financial services	2 156
Information technology	1 121
Tourism	288
Medical and healthcare services	204
Telecommunications	182
Catering services	153
Manufacturing industries	147
Legal services	86
Biotechnology	56
Architecture/Surveying	47
Traditional Chinese medicine	9
Others	1 787
<b>Total</b>	<b>23 743</b>

Monthly remuneration	Number of persons
Below \$20,000	10 238
\$20,000 - \$39,999	8 201
\$40,000 - \$79,999	4 084
\$80,000 or above	1 220
<b>Total</b>	<b>23 743</b>

TechTAS

Industry/Sector	Number of persons
Artificial intelligence	39
Biotechnology	10
Cybersecurity	9
Financial technologies	9
Data analytics	8
Microelectronics	8
Green technology	6
Integrated circuit design	6
Material science	6
Advanced communication technologies	5
Robotics	5
Digital entertainment	2
The Internet-of-Things	1
Quantum technology	0
<b>Total</b>	<b>114</b>

Monthly remuneration	Number of persons
Below \$20,000	0
\$20,000 - \$39,999	61
\$40,000 - \$79,999	44
\$80,000 or above	9
<b>Total</b>	<b>114</b>

## QMAS

Industry/Sector	Number of persons
Financial and accounting services	2 524
Information technology and telecommunications	2 167
Commerce and trade	941
Business support and human resources	668
Manufacturing industries	638
Architecture, surveying, engineering and construction	425
Human health and veterinary services	403
Legal services	345
Academic research and education	342
Logistics and transportation	135
Broadcasting and entertainment	93
Sports	66
Catering and tourism	61
Arts and culture	41
Others	478
<b>Total</b>	<b>9 327</b>

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. ImmD does not maintain statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

## ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are

required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 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 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 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.

- (5) The first batch of visas under TTPS only started expiring from end-December 2024. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics after a certain number of applications for extension of stay have accumulated and release them at an opportune time.
- (6) ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner to ensure that only applicants meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under the 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. Moreover, ImmD requires all applicants of Categories B and C under TTPS and QMAS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. 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/she 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 refusing such applications, ImmD will also initiate criminal investigations into the cases concerned. Offenders are liable on conviction to a maximum fine of HK\$150,000 and imprisonment for 14 years. In addition, 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/she will be subject to removal back to his/her place of origin.



ImmD does not maintain the statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)149**

**(Question Serial No. 1182)**

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 the Government will allow young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage under the Admission Scheme for Mainland Talents and Professionals (ASMTP) and the General Employment Policy (GEP). In this connection, would the Government inform this Committee of the following:

- (1) the estimated staff establishment and salary costs involved in the ASMTP and GEP in 2025-26, and whether manpower has been increased as a result of the said admission schemes for young non-degree talents;
- (2) the “skilled trades facing manpower shortage” that are initially identified;
- (3) the quotas for the schemes;
- (4) the definition of “young” and whether an upper age limit has been initially set;
- (5) how the Government ensures that the professional and technical qualifications of the relevant talents comply with the registration or licensing requirements for practice in Hong Kong;
- (6) whether the trades and staff unions have been fully consulted to keep abreast of the latest supply of and demand for the relevant skilled trades; and
- (7) whether there are specific measures to ensure the priority of local workers in employment, such as requiring that the salaries of the relevant talents must be no less than the median monthly wages of local workers taking up similar positions.

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 2)

Reply:

- (1) The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) in 2025-26 are tabulated below:

Talent admission scheme		2025-26
GEP&	Staff establishment (Number of posts)	28
	Salary costs* (\$'000)	21,780
ASMTP	Staff establishment (Number of posts)	23
	Salary costs* (\$'000)	16,210

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

Apart from the staff establishment listed above, the ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 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.

(2) to (7)

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under GEP and ASMTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTP, at the time of application, they must have secured offers of employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs. There will be a quota on the number of technical professionals admitted so as to minimise the impact on local technical professionals, in line with the manpower policy of ensuring employment priority for locals.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement,

which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)150**

**(Question Serial No. 2584)**

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:

1. Please provide 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 joined the tourism industry after completing the courses in 2024.
2. Please provide the numbers of enrolments and the proportion of non-local students in courses covered by the Vocational Professionals Admission Scheme (VPAS) broken down by skilled trade.
3. When will the Government include the hospitality and tourism industry in the VPAS in response to the demands of the tourism industry?

Asked by: Hon YIU Pak-leung (LegCo internal reference no.: 34)

Reply:

1. The Education Bureau (EDB) supports the Vocational Training Council (VTC) through subvention to provide vocational and professional education and training (VPET), including offering a wide range of full-time and part-time VPET programmes which lead to formal qualifications from post-secondary three up to the Master's degree level. In the 2023/24 academic year, the numbers of full-time subvented programmes relating to hotel, tourism, hospitality and conference and exhibition, the numbers of places and enrolments, and the ratios of local to non-local students are tabulated below:

Type of programmes	Number of programmes	Number of places	Actual Intake (Percentage of the total intake)(%)		
			Local students	Non-local students	Total
Higher Diploma	4	260	272 (99.3%)	2 (0.7%)	274 (100%)
Foundation Diploma	3	655	719 (100%)	0 (0%)	719 (100%)
Diploma	1	48	43 (100%)	0 (0%)	43 (100%)

The Labour and Welfare Bureau (LWB) subvents the VTC to offer short-term training courses that do not lead to formal qualifications. Such courses aim to upgrade the skills and knowledge of the training targets who are local in-service personnel. In the 2023/24 academic year, there were 19 in-service training courses relating to hospitality and tourism. It was originally planned to offer 481 places, but due to the higher-than-expected enrolment of individual courses, the final total intake was 679. The VTC does not keep a breakdown of local and non-local students.

Some trainees in the in-service training courses are industry practitioners. The VTC does not keep statistics on the percentage of graduates of the above courses joining the tourism sector after completing the courses.

2. To alleviate the manpower shortage in skilled trades, the Government announced in the 2023 Policy Address the pilot implementation of the Vocational Professionals Admission Scheme (VPAS), allowing non-local students enrolled in eligible full-time Higher Diploma (HD) programmes (eligible programmes) offered by the VTC in the 2024/25 and 2025/26 academic years to stay in Hong Kong for one year after graduation to seek jobs relevant to their disciplines. In the 2024/25 academic year, 27 relevant HD programmes were designated as eligible programmes under the VPAS, covering five skilled trades, namely aviation, transport and logistics; innovation and technology; electrical and mechanical services; building, civil engineering and built environment; and maritime. The number of students and the percentage of non-local students in the eligible programmes by technical trade are as follows:

Technical trade	Number of local students	Number of non-local students	Total number of students	Percentage of non-local students (%)
Innovation and technology	1 217	183	1 400	13%
Electrical and mechanical services	342	48	390	12%
Building, civil engineering and built environment	927	58	985	6%
Aviation, transport and logistics	242	311	553	56%
Maritime services	26	0	26	0%
<b>Total</b>	<b>2 754</b>	<b>600</b>	<b>3 354</b>	<b>18%</b>

3. In finalising the list of eligible programmes under the VPAS, the Government has taken into account the latest manpower situation in different technical trades and the criteria for inclusion of eligible programmes under the VPAS, including that these programmes:
- (a) relate to the trades essential for sustainable development of Hong Kong, but with acute local manpower shortage in specific occupations which have to be filled only by trained or even licensed technicians;
  - (b) provide training in technical skills as necessary for occupations mentioned under (a), and
  - (c) encounter difficulties in enrolment of sufficient local students to ensure steady supply of manpower for the relevant technical occupations to meet the market demand.

The HD programmes relating to hospitality and tourism do not meet all the criteria above and are therefore not designated as eligible programmes. The LWB will keep a close watch on the implementation of the VPAS and conduct reviews when necessary.

The VPAS is one of the Government's many measures to address the local manpower shortage of skilled trades. The policy bureaux have been closely monitoring the manpower situation of the industries and exploring with the industries on corresponding measures. We are aware of the recently published Development Blueprint for Hong Kong's Tourism Industry 2.0, in which the Culture, Sports and Tourism Bureau has put forward various measures to attract new entrants and nurture professionals to meet the manpower needs of tourism development in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)151**

**(Question Serial No. 1484)**

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 paragraph 152 of the Budget Speech that the Hong Kong Talent Engage (HKTE) provides comprehensive one-stop support to incoming talents, promotes globally Hong Kong's advantages and attracts talents. The HKTE plans to organise the second "Global Talent Summit • Hong Kong" early next year to reinforce Hong Kong's status as an international hub for high calibre talent. In this connection, would the Government inform this Committee of the following:

1. the staff establishment, total expenditure and breakdown expenditure on various items (including operation, local and overseas publicity, talent support services, talent attraction) of the HKTE in each of the past 2 years; the estimated total expenditure and breakdown of expenditure on various items this year;
2. the respective numbers of promotional activities that the HKTE organised in the Mainland, Asia Pacific, Middle East, Europe and North America regions to attract global talents in the past 2 years; the estimated numbers of promotional activities to be organised in various regions this year;
3. the numbers of themed seminars, workshops and integration activities hosted by the HKTE and the respective numbers of participants in the past 2 years;
4. the numbers of enquiries and referral cases for support services received by the HKTE's online platform in each of the past 2 years, with a breakdown by type of enquiry; and
5. the breakdown of expenditure on various items, number of participating organisations, number of participants and effectiveness of the first Summit held in May last year; and the details, scale and estimated expenditure of the second Summit?

Asked by: Hon YUNG Hoi-yan (LegCo internal reference no.: 34)

Reply:

1. The Hong Kong Talent Engage (HKTE) was established on 30 October 2023. It has a staff establishment of 38 positions, including 8 civil service posts. The total expenditure and its breakdown by year are as follows:

(\$'000)	2023-24 Actual	2024-25 Revised	2025-26 Estimate



	(30 October 2023 to 31 March 2024)		
Salary	15,500	41,800	43,500
Operating expenditure	12,200	45,300	44,500
Total	27,700	87,100	88,000

The operating expenditure is for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.

- To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the HKTE has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. The information on the region and number of visits made by the HKTE in the past 2 years is as follows:

	2023-24 (30 October 2023 to 31 March 2024)	2024-25 (as at February 2025)
Region	Number of visits	Number of visits
The Mainland	13	25
Asia Pacific	1	3
Middle East	0	1
Europe	0	2
North America	0	2
Total	14	33

In 2025, the HKTE will conduct at least 15 visits to the Mainland, Asia Pacific, Middle East, Europe and North America regions to organise talent promotional activities.

- The number of online and offline themed seminars, workshops and integration activities organised by the HKTE and the respective number of participants/viewership in the past 2 years are tabulated as follows:

	2023-24 (30 October 2023 to 31 March 2024)		2024-25 (as at February 2025)	
Event	Number of event	Number of participants	Number of event	Number of participants/viewership <sup>#</sup>
Themed seminar	2	121	26	71 668
Workshop	-	-	22	390
Integration activity	-	-	2	90
Total	2	121	50	72 148

<sup>#</sup>The HKTE has offered live webcast and online replay services for themed seminars since April 2024.

4. The number of enquiries and referral cases for support services received by the HKTE in the past 2 years are tabulated as follows:

Type	2023-24 (30 October 2023 to 31 March 2024)		2024-25 (as at February 2025)	
	Number of enquiries received	Number of referral cases for support services	Number of enquiries received	Number of referral cases for support services
Talent scheme and visa	5 862	Not applicable	6 469	Not applicable
Employment	8 507	2 506	9 791	4 034
Children's education	52	298	103	313
Accommodation	10	562	13	659
Others	1 323	622	4 651	2 006
Total	15 754	3 988	21 027	7 012

5. The HKTE organised the inaugural “Global Talent Summit • Hong Kong” (GTS) in early May 2024. The expenditure was approximately \$12 million, of which about \$1.6 million was venue costs, and the remainder was the expenditure on production as well as promotion and publicity. Some 70 organisations participated in the GTS with over 13 000 participation times and more than 130 000 views on the live webcast. It successfully promoted Hong Kong’s dual role as an international talent hub and the country’s gateway for talents to the international community.

In view of the favourable response received by the first GTS, the HKTE will stage the second GTS in the first quarter of 2026. The GTS will help reinforce Hong Kong’s position as an international hub for high-calibre talents, and attract global talents and professionals to Hong Kong. The expenditure is estimated to be about \$13 million. The second GTS is currently under planning and its specific details are yet to be finalised.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)152**

**(Question Serial No. 2990)**

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 new indicator, namely the “number of approved applications for visa extension under various talent admission schemes”, the initial target has been set at 50 000 persons. What is the rationale for setting this target? Talent admission schemes have consistently followed an “easy entry, strict renewal” policy, with established standards for visa extensions. If the number of approved applications is set as an indicator, will this exert pressure on the approving authority, leading to a relaxation of visa extension standards in order to meet the target?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 25)

Reply:

In addition to “trawling for talents”, the Government also focuses on “retaining talents”. The 2024 Policy Address has thus set a key performance indicator (KPI) of approving at least 50 000 visa extension applications annually for talents admitted through the talent admission schemes from 2025 to 2027. The Government has set this KPI primarily based on the extension data between 2021 and 2023, and has also drawn reference from the numbers of incoming talents approved under the various talent admission schemes in recent years. The KPI concerned is used to measure the effectiveness of the Government’s efforts on “retaining talents”, rather than as a factor to be considered by the Immigration Department (ImmD) in approving talents’ applications for extension of stay.

ImmD adopts a stringent mechanism for examining each visa, entry permit and extension of stay application under the talent admission schemes. When applying for extension of stay, eligible incoming talents are required to provide ImmD with concrete supporting information and documents, including employment contracts, proof and accounts of their business operation, tax demand notes, etc. If necessary, ImmD will visit the applicants’ reported work and business premises to conduct on-site verification. ImmD will examine each application in detail to see if it meets the eligibility criteria for extension of stay, so as to

ensure that only persons meeting the eligibility criteria will be permitted to stay in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)153**

**(Question Serial No. 2379)**

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): ()

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency  
(Gilford LAW)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Continuing Education Fund (CEF) under the Programme, please advise on the following:

1. the numbers of accounts under the CEF, the changes in the numbers of accounts, and the distribution of account holders' account balance in the past 2 years;
2. the numbers of the CEF reimbursable courses, the numbers of subsidy recipients, and the average amount of subsidy reimbursed in the past 2 years, with a breakdown by area of study;
3. regarding those areas of study where there are manpower shortage and needs of talent for development, whether the Government will consider including more relevant courses in the list of reimbursable courses or launching special programmes, such as increasing the amount of subsidy and adjusting the co-payment ratios, to attract more people to enrol in such courses and pursue a career in relevant areas; and
4. how the CEF courses dovetailed with the development positioning of Hong Kong and provided corresponding relevant skills, so that people who were interested could easily enrol in the past 2 years. Will the amount of CEF subsidy and the co-payment ratios be reviewed again in future, with special emphasis on tying in with the transformation of industries and the development of emerging industries in Hong Kong, so as to provide training for nurturing working adults?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 37)

Reply:

- 1, 3 & 4. In the past 2 years, there were 913 166 and 940 886 accounts under the Continuing Education Fund (CEF) respectively, which is an increase of 27 720 accounts (3%) during the period. As at 31 January 2025, there were about 940 000 accounts under the CEF, among which about 6 900 account holders had used up the subsidy of \$25,000, representing less than 1% of the total number of accounts. Nearly

87% of the accounts under the CEF had an unused balance of \$15,000 or above, which could be used by learners for enrolment in about 2 CEF courses as the current median course fee of the CEF courses is \$7,800. The Government is of the view that the current CEF subsidy ceiling can satisfy the demand of the learners. The Government will continue to keep track of the operation of the CEF and the views of stakeholders, and consider the need to review the existing arrangements as appropriate.

Applications have been accepted for registration under the CEF in respect of all courses registered under the Qualifications Register, which cover 14 areas of study and training. As at 31 January 2025, over 4 500 CEF courses were offered by over 120 course providers, giving learners a wide range of choices for continuing education. The Government will continue to encourage existing and other course providers to develop new courses, with a view to meeting the latest market trends in professions and skills. As for the manpower supply and needs of individual industries, relevant policy bureaux, industry stakeholders or course providers will conduct relevant research and develop industry-based manpower strategies and specific training courses as needed.

2. Breakdown of the numbers of courses with valid registration under the CEF and subsidy recipients, as well as the average amounts of reimbursement by area of study in the past 2 years are set out at the Annex.

**Number of CEF Courses with Valid Registration, Number of Subsidy Recipients,  
and Average Amount of Reimbursement by Area of Study**

2023-24

Area of study (Note (i))	Number of courses with valid registration	Number of subsidy recipients (Note (ii))	Average amount of reimbursement (\$)
Business Services	-	4 949	7,126
Design		931	7,009
Financial Services		2 992	6,501
Languages		6 188	8,033
Logistics		573	9,941
Tourism		480	5,855
Interpersonal and Intrapersonal Skills for the Workplace		32	8,164
Creative Industries		912	12,257
Specification of Competency Standards (SCS)-based (Note (iv))	112	8 228	4,918
A01 - Architecture and Town Planning	144	949	9,019
A02 - Arts, Design and Performing Arts	220	1 265	9,744
A03 - Business and Management	1 798	12 144	9,160
A04 - Computer Science and Information Technology	261	1 685	6,582
A05 - Education	83	1 786	10,364
A06 - Engineering and Technology	432	3 192	7,706
A07 - Humanities	143	998	10,142
A08 - Languages and Related Studies	282	1 841	9,622
A09 - Law	79	482	9,012
A10 - Mass Media and Communications, Journalism and Public Relations	117	519	5,064
A11 - Medicine, Dentistry and Health Sciences	268	4 507	7,553
A12 - Sciences	137	865	7,351
A13 - Services	319	2 310	8,628
A14 - Social Sciences	300	2 537	8,249
<b>Total</b>	<b>4 695</b>	<b>60 365</b>	-

2024-25 (as at 31 January 2025)

Area of study (Note (i))	Number of courses with valid registration	Number of subsidy recipients (Note (ii))	Average amount of reimbursement (\$)
Business Services	-	701	10,366
Design		137	14,710
Financial Services		223	4,745
Languages		2 808	7,767
Logistics		159	11,411
Tourism		17	3,958
Interpersonal and Intrapersonal Skills for the Workplace		-	-
Creative Industries		207	15,741
Specification of Competency Standards (SCS)-based (Note (iv))		104	8 955
A01 - Architecture and Town Planning	146	1 015	8,665
A02 - Arts, Design and Performing Arts	219	1 584	9,853
A03 - Business and Management	1 732	15 960	9,180
A04 - Computer Science and Information Technology	260	1 908	6,292
A05 - Education	91	1 486	9,649
A06 - Engineering and Technology	426	2 799	7,172
A07 - Humanities	111	806	9,917
A08 - Languages and Related Studies	251	2 229	9,184
A09 - Law	80	494	10,192
A10 - Mass Media and Communications, Journalism and Public Relations	116	505	5,340
A11 - Medicine, Dentistry and Health Sciences	273	3 917	7,692
A12 - Sciences	139	778	6,547
A13 - Services	336	2 301	8,923
A14 - Social Sciences	245	2 166	8,282
<b>Total</b>	<b>4 529</b>	<b>51 155</b>	-

Note (i) After the introduction of the enhancement measures on 1 April 2019, applications have been accepted for registration under the CEF in respect of all courses registered under the Qualifications Register, including SCS-based courses; Specification of Generic (Foundation) Competencies-based (SGC-based) courses; and non SCS/SGC-based courses which are divided into 14 classified areas of study and training (i.e. A01 - A14).



- Note (ii) A person may claim for reimbursement of one or more CEF courses.
- Note (iii) All CEF courses previously registered under the 8 specified domains have expired after 31 March 2023, and must register under the 14 areas of study and training (i.e. A01 - A14) under the Qualifications Register. For applicants who have enrolled in the CEF courses which were previously registered under the 8 specified domains and commenced on or before 31 March 2023, they may submit applications for fee reimbursement within one year upon the successful completion of the courses (according to the course completion date or the date of the specified language benchmark test / examination (if applicable), whichever is later).
- Note (iv) The scopes of SCS-based industries under the Qualifications Framework include Arboriculture and Horticulture, Automotive, Banking, Beauty and Hairdressing, Catering, Electrical and Mechanical Services, Elderly Care Service, Fashion, Human Resource Management, Import and Export, Information and Communications Technology, Insurance, Jewellery, Logistics, Manufacturing Technology (Tooling, Metals and Plastics), Printing and Publishing, Property Management, Retail, Security Services, Testing, Inspection and Certification, Travel as well as Watch and Clock.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)154**

**(Question Serial No. 2005)**

Head: (173) Working Family and Student Financial Assistance Agency  
Subhead (No. & title): (700) General non-recurrent  
Programme: (1) Student Assistance Scheme  
Controlling Officer: Head, Working Family and Student Financial Assistance Agency (Gilford LAW)  
Director of Bureau: Secretary for Labour and Welfare

Question:

- a) Please provide, in tabular form, the number of applications, the number of approved applications for reimbursement and the total amount of reimbursement claim involved under the Continuing Education Fund (CEF) in each of the past 10 years.
- b) Please provide, in tabular form, the number of new accounts opened by CEF applicants in each of the past 10 years.
- c) Please present, in graphic form, the number of accounts that have used up 100%, over 80%, over 60%, over 40% and over 20% of their CEF subsidy balance.

Asked by: Hon LUK Hon-man, Benson (LegCo internal reference no.: 29)

Reply:

- a) The number of reimbursement applications, the number of successful applications for reimbursement and the total amount of reimbursement claim under the Continuing Education Fund (CEF) in the past 5 years are tabulated as follows -

	2020-21	2021-22	2022-23	2023-24	2024-25 (as at 31 January 2025)
Number of reimbursement applications <sup>Note</sup>	35 920	50 160	52 482	51 911	48 746
Number of successful application for reimbursement <sup>Note</sup>	30 738	47 552	52 410	49 613	42 329
Total amount of reimbursement claim (\$ million)	242.1	452.2	467.4	473.8	394.9

Note: An application may involve claims for reimbursement with one or more CEF courses.

b) The number of newly opened CEF accounts in the past 5 years are tabulated as follows

	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25 (as at 31 January 2025)</b>
<b>Number of newly opened CEF accounts</b>	17 557	27 196	30 092	29 877	27 720

c) The current subsidy ceiling for each eligible applicant is \$25,000. As at 31 January 2025, the number of accounts which have received subsidy of \$5,000 (i.e. 20% of the subsidy ceiling) or above since the establishment of CEF are tabulated as follows -

<b>Amount of subsidy received</b>	<b>Number of CEF accounts</b>
\$5,000-\$9,999	170 091
\$10,000-\$14,999	347 310
\$15,000-\$19,999	31 674
\$20,000-\$24,999	28 250
\$25,000 (subsidy ceiling)	6 878

- End -