



香港人力資源管理學會

Hong Kong Institute of Human Resource Management

Operated by Hong Kong Institute of Human Resource Management Limited

Units 1810-15, 18/F, Millennium City 2, 378 Kwun Tong Road, Kwun Tong, Kowloon, Hong Kong

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17 December 2021

The Hon Paul Chan Mo Po, GBM, GBS, MH, JP

Financial Secretary

Government Secretariat

25/F, Central Government Offices

2 Tim Mei Avenue, Tamar

Hong Kong

Dear The Hon Mr Chan,

Consultation on 2022-23 Budget

The Hong Kong Institute of Human Resource Management (“HKIHRM”; “Institute”) would like to thank you for providing us with the opportunity to share our opinions on the 2022-23 Budget Consultation.

The views of the HKIHRM are consolidated below for consideration by the Financial Secretary and relevant policy secretaries.

1 Generate employment opportunities

1.1 With the easing of COVID-19 woes, Hong Kong’s unemployment has steadily decreased throughout the year. However, the new Omicron variant is creating an uncertain economic outlook. The HKIHRM trusts that the government’s allocation of \$6.6 billion to the Job Creation Scheme, which generates around 30,000 time-limited jobs, can bring a stabilising effect on the local employment landscape.



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- 1.2 While we appreciate the government's gesture of earmarking \$169 million to develop local tourism projects, we suggest dedicating more resources to create employment in order to speed up the recovery of the food and beverage sector, which is also deeply impacted by the pandemic and has an unemployment rate almost twice as high as the total unemployment rate.

- 1.3 It is promising to see the 14th Five-Year Plan's facilitation of young generations of Hong Kong and Macao to study, work, and establish businesses in the Greater Bay Area (GBA). The Institute also welcomes the Central Authorities and relevant municipal governments' introduction of measures to support the development of Hong Kong youths in the mainland, from the Funding Scheme for Youth Entrepreneurship in the GBA to mainland internship and exchange programmes.

2 Enhance Hong Kong's international outlook

- 2.1 To shape Hong Kong into a green finance centre in Asia, the government offered green bonds at US\$3 billion in November. While the Institute recognises this move as forward looking, we suggest that more efforts can be channelled towards developing talent, for green finance to have the necessary infrastructure to become a key economic pillar.

- 2.2 We welcome the government's doubling of the Quality Migrant Admission Scheme's annual quota to 4,000 to draw talents from around the world to work in Hong Kong.

- 2.3 It is encouraging to see the government's continuous efforts in implementing the Global STEM Professorship Scheme, which attracts notable I&T scholars and their research teams to the city.

3 Emerge from COVID-19

- 3.1 According to findings from the HKIHRM 2021 Topical Study "Emerging from the COVID-19 Crisis: HR Policies & Practices", 98% of the responding organisations implemented flexible work measures at the height of the pandemic. However, only 61% of the respondents had such measures in August 2021. It is advisable that the



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government encourages more companies to continue to adopt flexible work measures post-COVID, allowing employees to be more attentive to their wellbeing.

- 3.2 Based on findings from the HKIHRM 2021 Topical Study “Emerging from the COVID-19 Crisis: HR Policies & Practices”, in terms of the types of support for employees working from home, only a minority of responding

organisations had an ongoing allowance or reimbursement for their workforce. The government can offer companies, especially SMEs, monetary support for computer equipment, overheads expenses, online services, and ergonomic chairs for their staff who work from home, so that they can maintain their productivity, morale, and engagement.

4 Promote employee wellness

- 4.1 According to findings from the 2021 Pay Trend Survey by the HKIHRM, Hong Kong employees have received an average salary increase of 1.0% this year. This calls for the government to advocate for organisations to adopt mental wellbeing and emotional support initiatives to compensate for the moderate pay increment.

- 4.2 Based on the survey findings, 2022’s pay adjustment forecast is 3.0%, which is significantly higher than this year’s. However, with employees’ increasing demand for workplace equality, the government is also advised to guide companies towards a more transparent company culture, which emphasises open communication and fair treatment of staff across the ranks.

We hope the above views and suggestions will be useful for formulating the 2022-23 Budget.



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Yours sincerely,

A handwritten signature in black ink, appearing to read 'Margaret Cheng', written over a light blue horizontal line.

Margaret Cheng

President