



PRESS RELEASE

For Immediate Release

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**HKIHRM Submission to the 2024 Policy Address
Enhance Talents Policies and Embrace New Economy**

Hong Kong Institute of Human Resource Management (HKIHRM) has recently submitted a set of recommendations to the Chief Executive ahead of the upcoming Policy Address. In line with the resolution from the Third Plenary Session of the 20th Central Committee of the Communist Party of China, we aim to strengthen Hong Kong’s position as a major international talent hub. The immediate challenges include bridging the manpower gap and enhancing the city’s workforce participation rate.

Mr Lawrence Hung, President of HKIHRM, said “Manpower is a vital driver of economic growth. Amid Hong Kong’s ongoing economic transformation, we recognise the Government’s efforts to attract talent and bring in labour to support diverse sectors. However, despite these initiatives, gaps persist in certain industries. We anticipate the upcoming Policy Address to introduce further enhancements to policies that nurture local talent, improve talent admission and labour importation strategies for specific groups.”

The Institute noted that Hong Kong’s labour participation rate is standing only at 57% and new measures would be needed to encourage more individuals to return to the labour market. “We would like to see more support from the Government for family planning and lifelong learning, and to stipulate a basket of policies to unleash the potential workforce, especially among the young retirees, women and youths,” Mr Hung added.

“In positioning Hong Kong as a major talent hub, a multi-pronged approach is recommended. First, we recommend the government to invest in addressing the needs of the non-local talents. Second, a set of objectives and policies should be in place to attract individuals to rejoin the workforce, thus improving our labour participation ratio. Third, the working population can benefit from policies promoting lifelong learning. Finally, we believe that the silver economy presents a potential opportunity to provide impetus to the economy, and policy support is needed.” he remarked.

1. Enhance Talent Policies and Address Acute Labour Shortage

HKIHRM welcomes government’s initiatives including Top Talent Pass Scheme (TTPS) and talent engagement effort, we call on the Government to further enhance these initiatives:

- Expand the talent pool by broadening the current list of eligible universities under the TTPS to include specific academic disciplines and fields.
- Streamline the process for the “Enhanced Supplementary Labour Scheme” for optimisation and expand the coverage of the “Sector-specific Labour Importation Scheme” to cover other sectors facing severe labour shortages.



Strengthen Hong Kong's Attractiveness for Talent

- Provide more comprehensive support to help non-local talents and their families settle in the city. According to HKIHRM's survey, nearly 70% of employers requested more guidance in visa extension process.
- The Government should promote a diverse and inclusive workplace culture such as enhancing diversity and inclusion in the recruitment process, developing, and implementing effective Diversity, Equity, and Inclusion (DE&I) policies within the workplace, and promoting an inclusive culture in the work environment.

Promote Talent Mobility for Greater Bay Area (GBA) Integration

- Expand the scope of mutual recognition of qualifications to include technology professionals and other fields in order to address the talent gap and promote talent mobility in GBA.
- Develop a training cooperation framework among GBA cities and create a mutually recognised qualifications framework to facilitate talent mobility within the region.

2. Unleash Potential Workforce to Increase Labour Participation

HKIHRM has been a strong advocate of a DE&I workplace environment. Some of our members have actively formulated programmes to recruit individuals from various backgrounds, including students with special educational needs (SEN), people with disabilities (PWD) and individuals with different religious beliefs. We call on the Government to:

Empower Local Youth, Women and Young Retirees

- Enhance policies and initiatives to encourage the re-entry of women and young retirees into the workforce, and to attract youths to join the workforce.
- Enhance support measures for working families in childcare, incentivising women to rejoin the workforce.
- Take the lead in creating more part-time positions and promote a flexible work environment and recruit more individuals from diverse background.
- Design a short-term incentive scheme to motivate organisations to create job opportunities tailored to the needs of mid-career workers who often seek higher remuneration packages.

Promote Lifelong Learning

According to the strategic positioning emphasised during the Third Plenary Session of the 20th Central Committee of the Communist Party of China, Hong Kong should consolidate its status to serve as “three centres and a hub” and contribute to the country's new quality productive forces. We recommend the Government to:

- Improve the Continuing Education Fund (CEF) scheme to allow fund transfers within families and invite academic or professional institutions to provide CEF courses.
- Take the Re-employment Allowance Pilot Scheme one step further to offer skills enhancement training courses to enable young retirees to learn new emerging roles and tech skills.
- Explore future development directions of the Employee Retraining Board (ERB) to target individuals aimed to be enticed back into the workforce and offer complementary training courses in emerging fields.



3. Upskill Workforce to Embrace Silver Economy

To prepare the existing workforce for the opportunities within the silver economy, a longer-term vision, objectives and strategies must be in place, we call on the Government to:

- Establish a dedicated executive branch office to study the respective gaps in policies, talents, and resources.
- Equip the workforce with the necessary knowledge and expertise to thrive in a rapidly changing economic landscape, driving innovation, productivity, and sustainability in the silver economy.

Mr Hung also expressed gratitude to the Institute's members who shared their professional views to formulate this submission. "We will continue to encourage exchange among human resources professionals, conduct quality research and share our views and data to facilitate the Government's policymaking," he added.

Please click [here](#) for the full submission paper.

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Media Enquiry

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About Hong Kong Institute of Human Resource Management

As the most representative HR professional body in Hong Kong, the Hong Kong Institute of Human Resource Management (HKIHRM) has a membership close to 5,000, of which around 500 are corporate members. Founded in 1977, the HKIHRM aims at enhancing HR professional standards, and increasing the HR profession's influence. Serving HR practitioners, corporations and SMEs, the Institute organises a wide range of professional programmes, including annual conference, seminars, awards programme, and multi-level training. It also provides various membership services, surveys, and an online journal. The HKIHRM is a member of the Asia Pacific Federation of Human Resource Management. <http://www.hkihrm.org>