



# Hiring, Compensation & Benefits Report 2025

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# Jobsdb Hiring, Compensation & Benefits Report 2025

## 1. Objective

This survey aims to collect information about the hiring plans of Hong Kong-based companies. The pay trends of full-time employees in different industries between 2024 and 2025 were also collected for analysis. These findings will help companies make informed hiring decisions and provide useful data on pay/benefits adjustments.

## 2. Survey Coverage

The survey covered 357 companies from 41 industries. For more details, please refer to appendix.

### Company Profile

Type of Company	Percentage
Local (Hong Kong) organisations	55%
Chinese-owned organisations	5%
Hong Kong-based multinational organisations (with headquarters in Hong Kong but with offices in multiple countries outside of Hong Kong)	13%
Multinational organisations (with headquarters out of Hong Kong, Macau, and Mainland China)	24%
Non-profit organisations	3%



### 3.Datum point

Basic monthly salaries (excluding bonuses, but including commission) of surveyed companies as at 1 September 2024 were recorded, alongside predicted basic monthly salary adjustments in 2025. The compensation and benefits in 2024 and 2025 were also surveyed.

### 4.Data collection method

The survey was conducted via an online questionnaire. Companies were invited to fill in the questionnaire via email from 12-29 August 2024.

The surveyed companies were invited to provide the basic monthly salary of each job position in 2024, predicted salary adjustment of each job position in 2025 and compensation and/or benefits provided.

### 5.Weighting

To provide a representative overall view, the data is weighted according to the industry distribution based on government statistics. Except for Section 3, all findings in this report are based on the data after weighting.

### 6.Data analysis

The data was analysed to determine the “average”, “median”, “25th percentile”, “75th percentile”, or “percentage” for basic monthly salary. For predicted salary adjustment, annual leave and performance bonus, “average” was to be determined. For other compensation or benefits, “percentage” was to be determined.

Separate analyses were carried out by grouping the surveyed companies according to industry, size or origin, or grouping job positions according to job functions.

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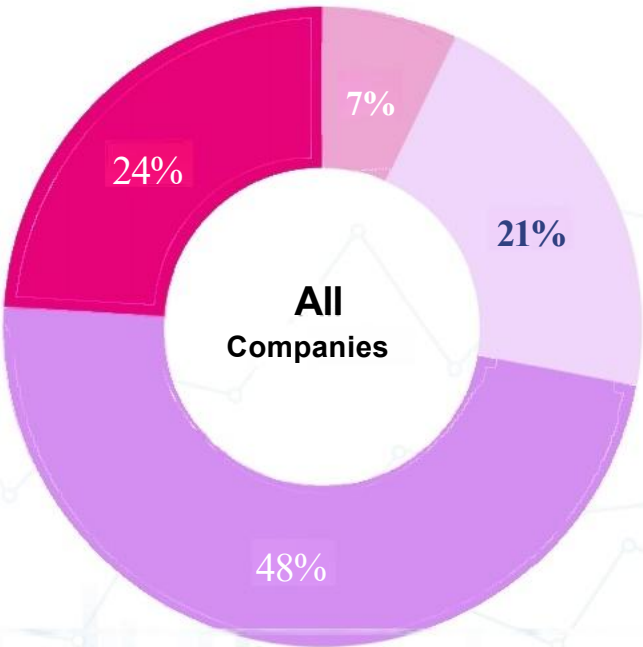
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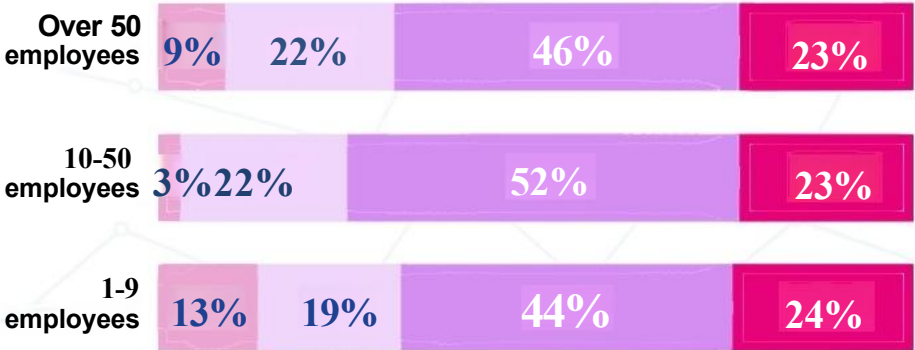
# General Market Situation

Ac9# 1

A majority of companies perceive market stability in 2025.



Market Expectations in Q1 2025



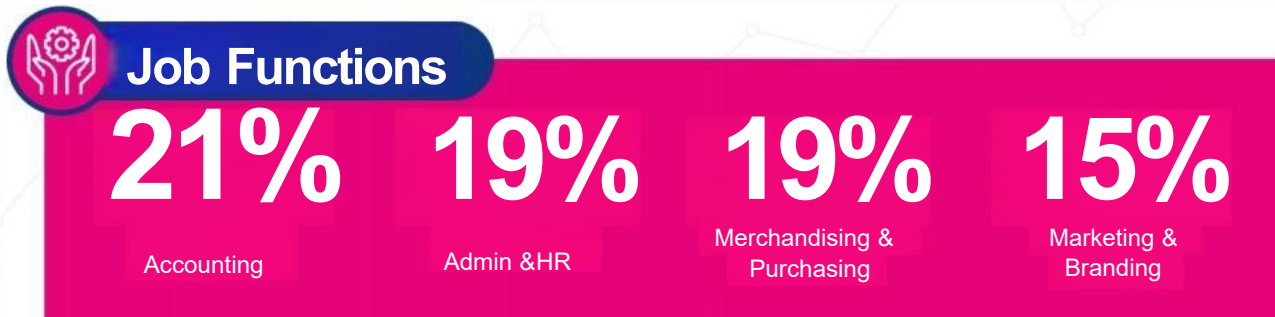
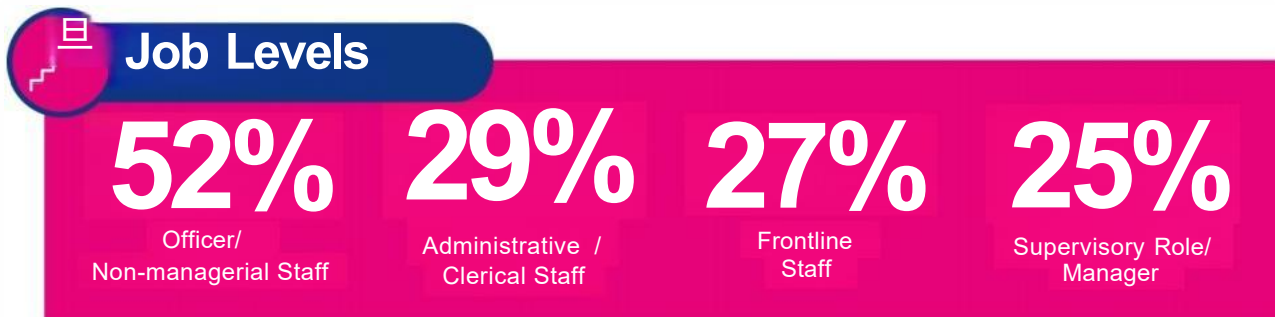
- Not sure
- Less active than 2024
- About the same as 2024
- More active than 2024



# Hiring of Full-time Staff

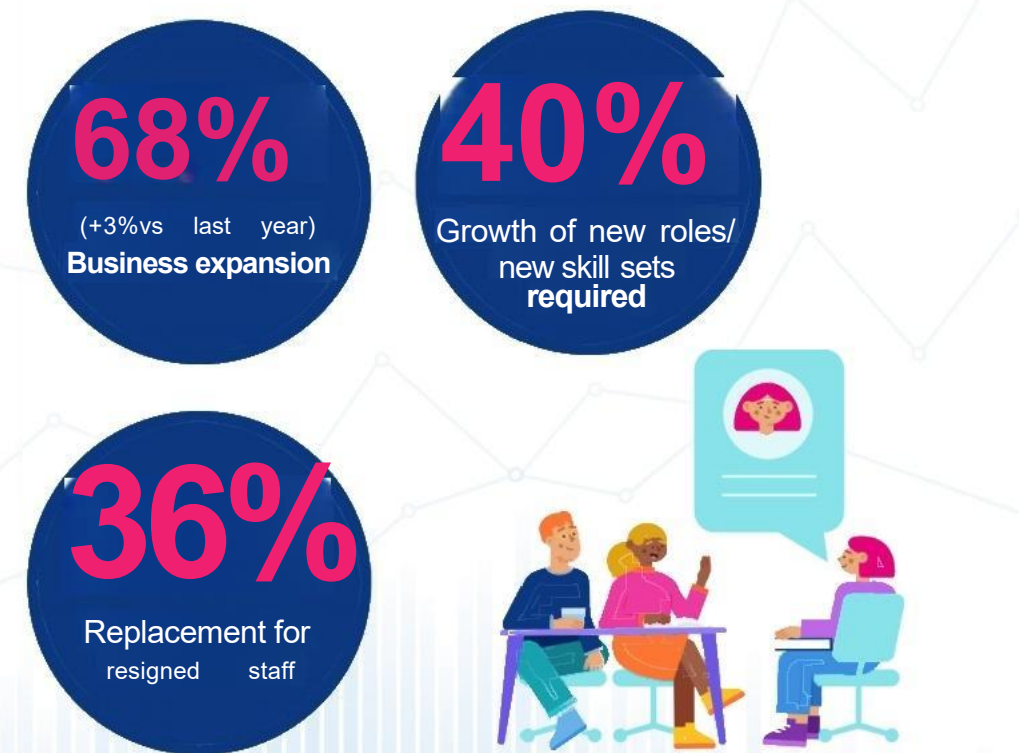
## Ac9#2

The average headcount increment drops to 8.2 (vs 10.7 last year),the new headcount focuses on...



## HIRING FACT #3

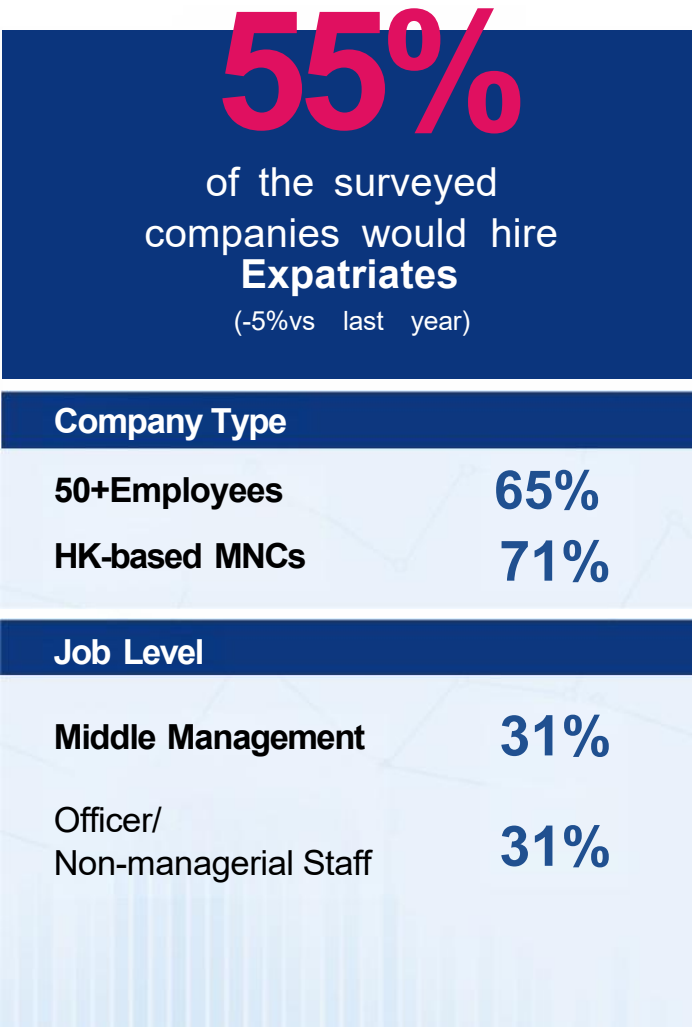
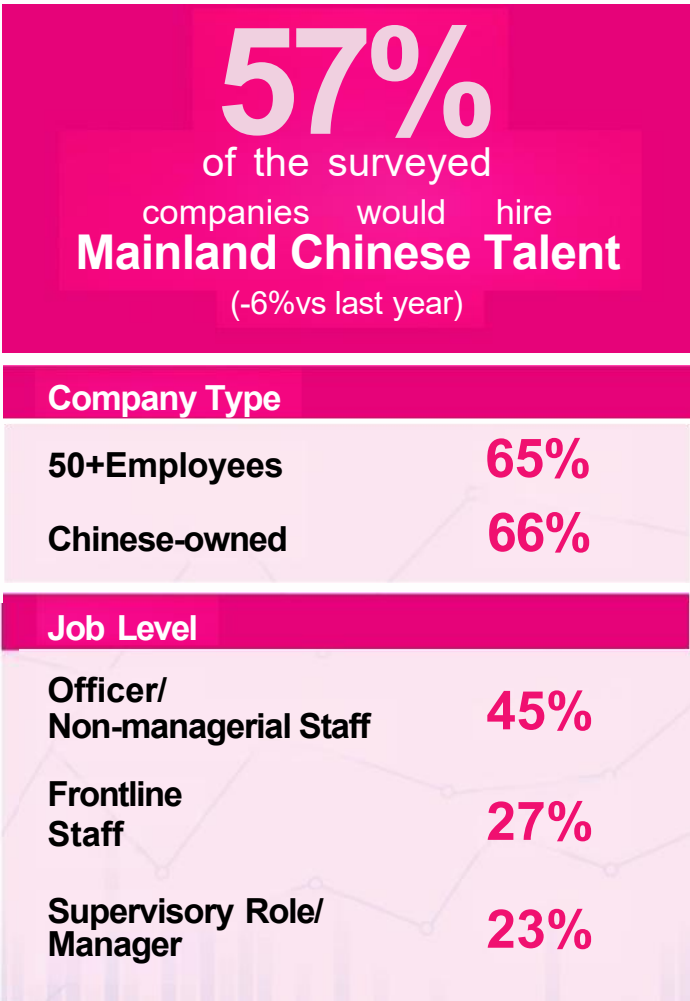
Top 3 reasons to trigger companies to hire new staff in Q12025...



# Hiring of Non-HK Based Staff



There is a slight downward trend in hiring Mainland Chinese Talent and expatriates.



# Hiring Trend

Y FAc9#5

## Hiring and Layoff

78%

surveyed companies hired new staff in the past 3 months.

27%

surveyed companies lay off staff in the past 3 months.

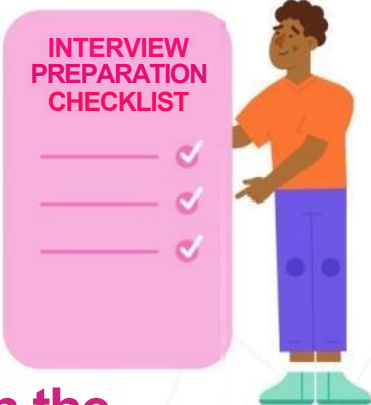
Most of the new hiring comes from companies with over 50 employees(92%);while these companies also reported the highest incidence of layoffs in the past 3 months(34%).

① FAc9#6

## Hiring of Fresh Graduates

42%

hired fresh graduates in the past 12 months.



For the companies who hired fresh gradates:

91%

Local Fresh Graduates

(-1%vs last year)

24%

Non-local Fresh Graduates

(-3%vs last year)

18%

Returning Graduates

(+5%vs last year)



Executive Summary

# Salary Adjustment Forecast in 2025



The overall salary adjustment predicted for 2025 is

1.8%

(-0.4%vs last year)



## Top 5 Job Functions with the Highest Predicted Salary Adjustment

	3.6%	Beauty Care/Health
	3.2%	Engineering
	3.1%	Transportation & Logistics
	2.7%	Media/Advertising
	2.4%	Food & Beverage

Executive Summary

Bonuses



59%of the surveyed companies provided performance /discretionary bonuses in the past 12 months.

The proportion offering “guaranteed performance bonus”is 31%,reflecting a slight contraction compared to the previous year(36%).



Companies providing performance /discretionary bonus in the past 12 months

59%

(-3%vs last year)

Companies providing guaranteed bonus in the past 12 months

31%

(-5%vs last year)



The predicted bonus for the coming year registers a positive trend across all levels.

Level of staff hired		This year	Prediction for the upcoming year
Top/Senior Management		Avg. 2 months	2.5 months
Middle Management		Avg. 1.6 months	1.8 months
Supervisory Role/Manager		Avg. 1.4 months	.7 months
Officer/Non-managerial Staff		Avg. 1.2 months	.5 months
Administrative/Clerical Staff		Avg. 1.2 months	.7 months
Frontline Staff		Avg. 1.1 months	.7 months

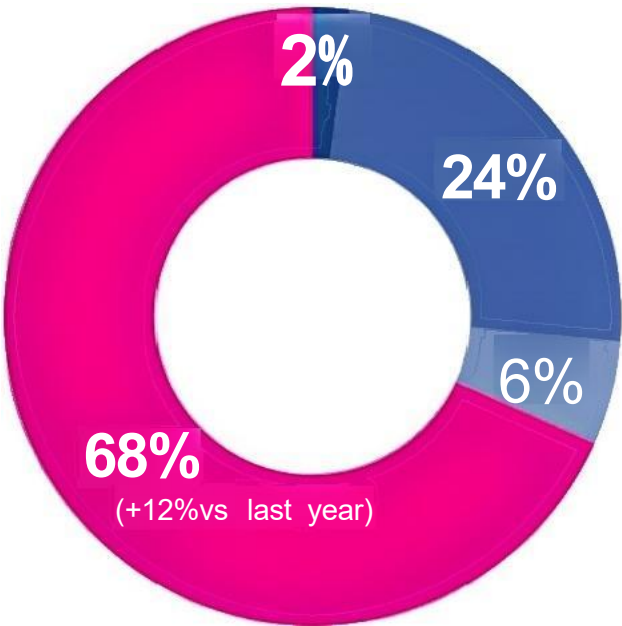
Executive Summary

Benefits



HIRING  
FACT #9

More companies are switching back to in-office work in 2024.



- Adopted remote working mode on a permanent basis for all staff
- Hybrid mode/complete remote working mode due to COVID 19
- Hybrid mode/complete remote working mode due to other reasons
- No special arrangement, staff go to their usual workplace



HIRING  
FACT #10

In 2024, surveyed companies enhanced their company benefits in the below areas...

Work-life Balance Measures



75%

Early leave on festive days  
(+3%vs last year)



59%

Casual wear every day  
(+6%vs last year)

Special Leaves



77%

Full Pay Sick Leave  
(+9%vs last year)



66%

Compassionate Leave  
(+4%vs last year)

Other Benefits



29%

Transportation allowance for travelling in Hong Kong  
(+3%vs last year)



55%

Reimbursement of professional examination fees  
(+3%vs last year)





# Recruitment Difficulty & Talent Retention



69%

surveyed companies expressed recruitment difficulty as compared to five years ago.

## Top 3 Reasons for Recruitment Difficulty



54%

Difficult to recruit capable talent



53%

Raised expectations on salary and benefits



48%

Difficult to recruit experienced talent

For employers who perceive hiring "More difficult":

Average hiring cycle

1.9 months

Turnover rate in the past 12 months

11.5%

## Top 3 Talent Retention Measures



47%

Pay raise (+ 3% vs last year)



29%

Job promotion



22%

Improved benefits

## Other Trends in the Job Market



AI is not commonly used during recruitment. Only 7% of the surveyed companies adopted AI during recruitment.



### Impact of AI on Hiring Needs

**15%**

Employers perceive AI will increase hiring needs

## Applications of AI Tools in Recruitment



**47%**

Job ad writing



**28%**

Candidate screening

## Top 3 Job Functions in Demand Due to AI's Prevalence



Information Technology



Accounting



Finance



## Executive Summary

# Other Trends in the Job Market



The awareness of the benefits of DEI is relatively low among the surveyed companies.

**40%**

Companies are not aware of the benefits of DEI

**20%**

Companies adopted specific measures to promote workplace DEI

## Top 2 Measures Adopted To Foster Workplace DEI

**46%**

Policies that address workplace discrimination and harassment

**34%**

Unconscious bias training for employees



**59%**

surveyed companies perceive employee stress has a significant impact on organisational performance.

## Top 2 measures in addressing employee's stress

**45%**

Flexibility in work hours or remote work options

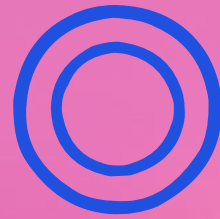
**27%**

Support group /team organised by staff



# Section 1

## MARKET EXPECTATIONS & HIRING PLANS

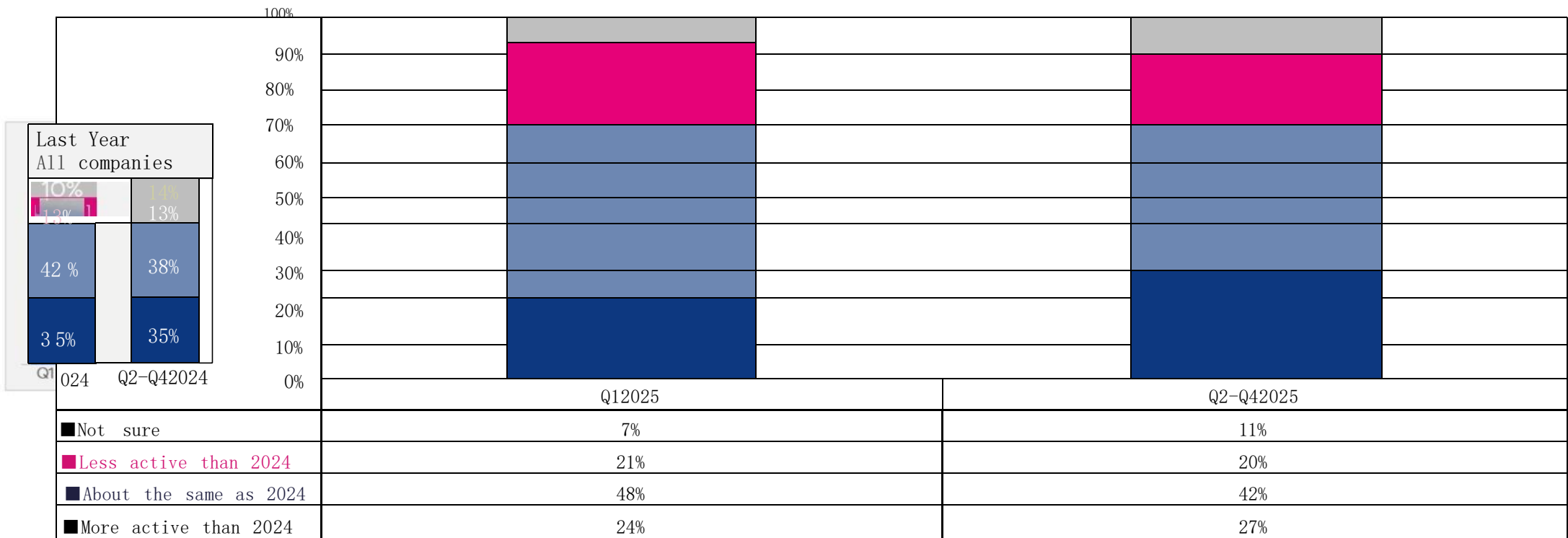




# 1.Market expectations and hiring plans

·In general,the surveyed companies are more conservative this year.About half perceive stability in Q12025.Only 24%hold a positive view(vs 35%last year)while 21%have a negative view(vs 13%last year).Similar views persist from Q2 to Q42025.

## Employment Market Expectations(Q12025 Vs Q2-Q42025)



Base:All companies(n=357)  
Qn.B2a.In your opinion,which of the below sentences best describes how your organisation foresees the employment market situation would be,in 2025Q1(i.e.January to March 2025),compared to 2024?  
Qn.B2b.How about in the longer term,say 2025Q2 to Q4(i.e.April to December 2025)?

# 1.Market expectations and hiring plans

- Companies with 10-50 employees have relatively stronger sense of stability about the employment market situation in Q1 as well as later part of 2025(52%and 48%foresee stable activity respectively).
- On the other hand,companies with 1-9 employees exhibit a greater sense of uncertainty(13%)regarding the employment market situation in Q1 and such sentiment grows(18%)in Q2-Q42025.

## Employment Market Expectations -by Company Size(Q12025vs Q2-Q42025)

Q12025	All companies	1-9employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Not sure	7%	13%	3%	9%
Less active than 2024	21%	19%	22%	22%
About the same as 2024	48%	44%	52%	46%
More active than 2024	24%	24%	23%	23%

Q2-Q42025	All companies	1-9employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Not sure	11%	18%	7%	10%
Less active than 2024	20%	14%	20%	24%
About the same as 2024	42%	38%	48%	38%
More active than 2024	27%	30%	25%	28%

Base:Allcompanies  
Qn.B2a.In your opinion,which of the below sentences best describes how your organisation foresees the employment market situation would be,in 2025 Q1(i.e.January to March 2025),compared to 2024?  
Qn.B2b.How about in the longer term,say 2025Q2 to Q4(i.e.April to December 2025)?

# 1.Market expectations and hiring plans

- For Q12025,HK-based MNCs and MNCs are more reserved as both with 57%foreseeing stability.In comparison,Local HK companies are relatively less positive with 26%foreseeing contraction.
- Moving towards the later part of 2025,the pattern largely persists.Slightly more HK-based MNCs have positive views(38%).

## Employment Market Expectations -by Company Origin(Q12025vs Q2-Q42025)

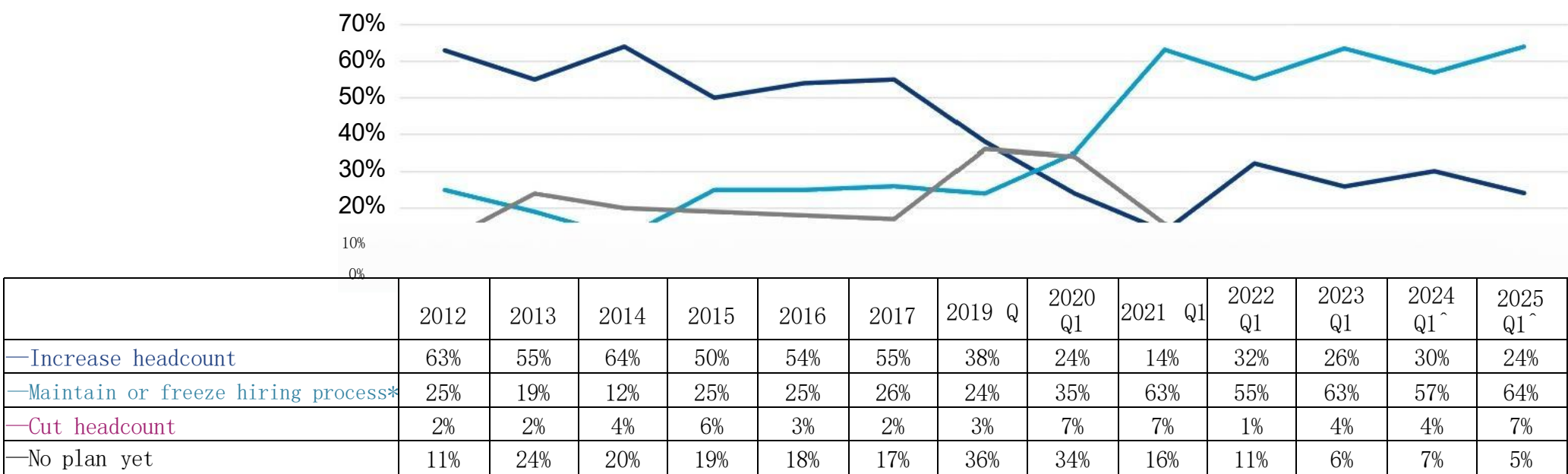
Q12025	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	357	190	22#	47	85	12#
Not sure	7%	9%	5%	7%	3%	10%
Less active than 2024	21%	26%	11%	11%	22%	5%
About the same as 2024	48%	38%	58%	57%	57%	85%
More active than 2024	24%	27%	26%	25%	18%	—

Q2-Q42025	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	357	190	22#	47	85	12#
Not sure	11%	12%	4%	7%	11%	10%
Less active than 2024	20%	23%	17%	16%	18%	22%
About the same as 2024	42%	42%	35%	39%	43%	68%
More active than 2024	27%	23%	44%	38%	28%	—

Base:All companies(n=357) #Caution:small base  
Qn.B2a.In your opinion,which of the below sentences best describes how your organisation foresees the employment market situation would be,in 2025Q1(i.e.January to March 2025),compared to 2024?  
Qn.B2b.How about in the longer term,say 2025Q2 to Q4(i.e.April to December 2025)?

# 1.Market expectations and hiring plans

Comparison of Hiring Plan Forecasts(Full-time Staff)



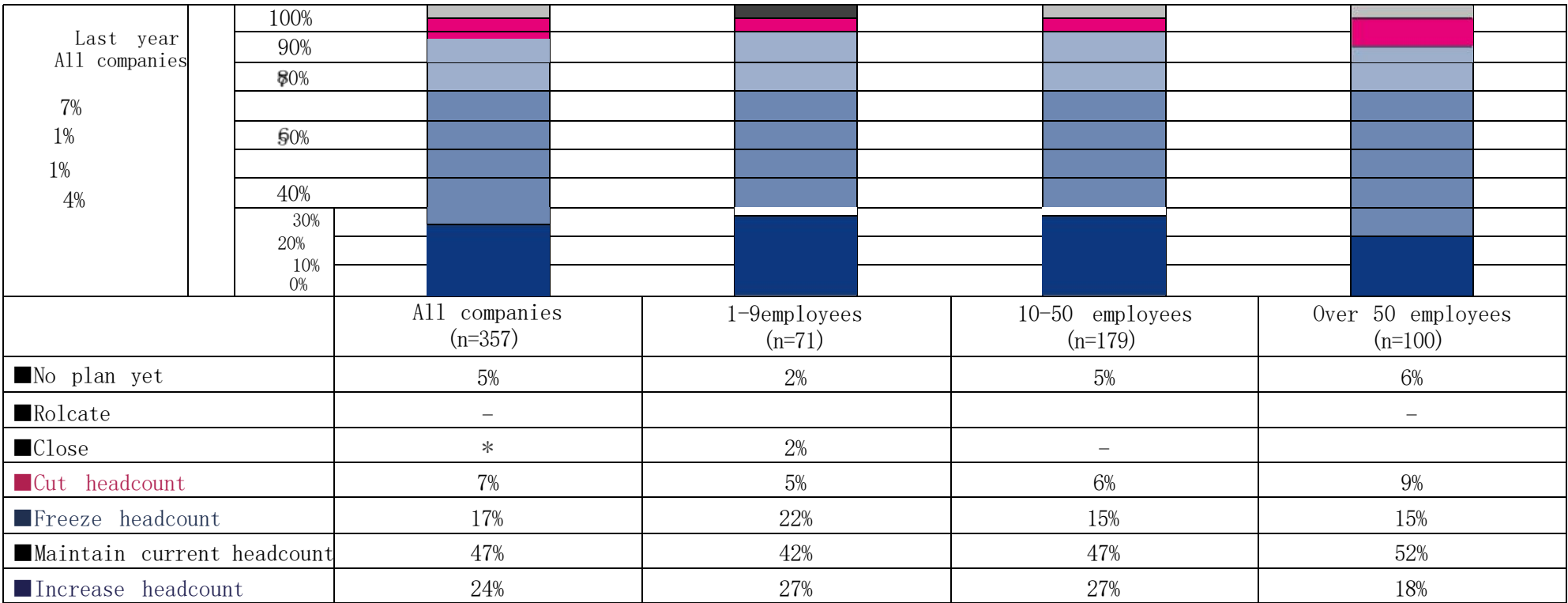
Base:Allcompanies  
^Less than 0.5%plan to close business operations in Hong Kong  
Qn.B2c.Which of the below sentences best describes yourorganisation's hiring plan to recruit full-time staff in Hong Kong in 2025Q1(i.e.January to March 2025),compared to 2024?  
\*Questionnaire wordings changed from“freeze headcount”to “freeze hiring process”in 2014.According to the current wave,the findings consist of both 'maintain the current headcount' and 'freeze headcount'



1.Market expectations and hiring plans

- Compared with last year,reservation is reflected in more companies freezing their headcount(rise from 9%to 17%)and relatively less increasing headcount(slip from 30%to 24%).
- Across companies of different sizes,those with 1-9 employees have a relatively larger proportion of“Freeze Headcount”(22%)and those with 50+ employees have a relatively larger proportion of “maintain current headcount”(52%).

Hiring Plan Forecast of Full-time Staff in Q12025-by Company Size



Base:All companies  
\*Denotes less than 0.5%  
Qn.B2c.Which of the below sentences best describes yourorganisation's hiring plan to recruit full-time staff in Hong Kong in 2025Q1(i.e.January to March 2025),compared to 2024?  
\*Questionnaire wordings changed from“freeze headcount”to “freeze hiring process”in 2014.According to the current wave,the findings consist of both ‘maintain the current headcount’and ‘freeze headcount’

1.Market expectations and hiring plans

·HK-based MNCs(63%)are comparatively more inclined to maintain headcount whilst MNCs have relatively larger proportion(32%)indicating increasing headcount.

Hiring Plan Forecast of Full-time Staff in Q12025-by Company Origin



Base:All companies #Caution:small base

\*Denotes less than 0.5%

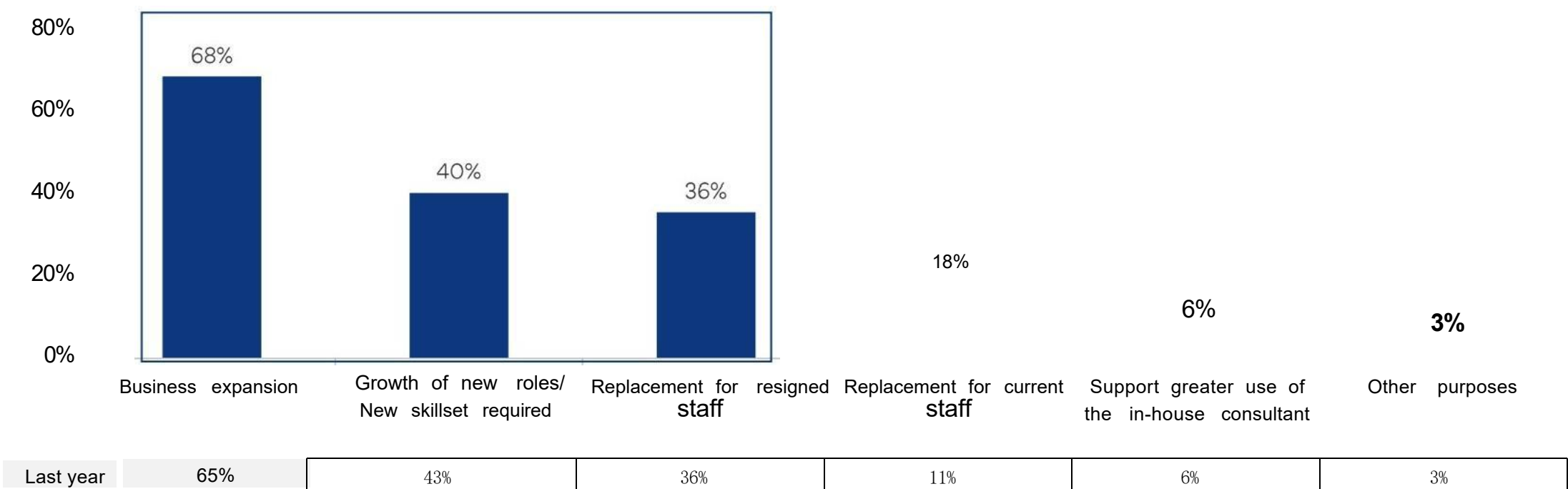
Qn.B2c.Which of the below sentences best describes your organisation's hiring plan to recruit full-time staff in Hong Kong in 2025Q1(i.e.January to March 2025),compared to 2024?

\*Questionnaire wordings changed from“freeze headcount”to “freeze hiring process”in 2014.According to the current wave,the findings consist of both ‘maintain the current headcount’and fieeze headcount’

# 1. Market expectations and hiring plans

· Same as last year, plans to increase headcount are primarily driven by three key factors “Business Expansion”(68%), “Growth of new roles”(40%) and “Replacement for resigned staff”(36%).

**Reasons for Increasing Full-time Headcount in Q12025**

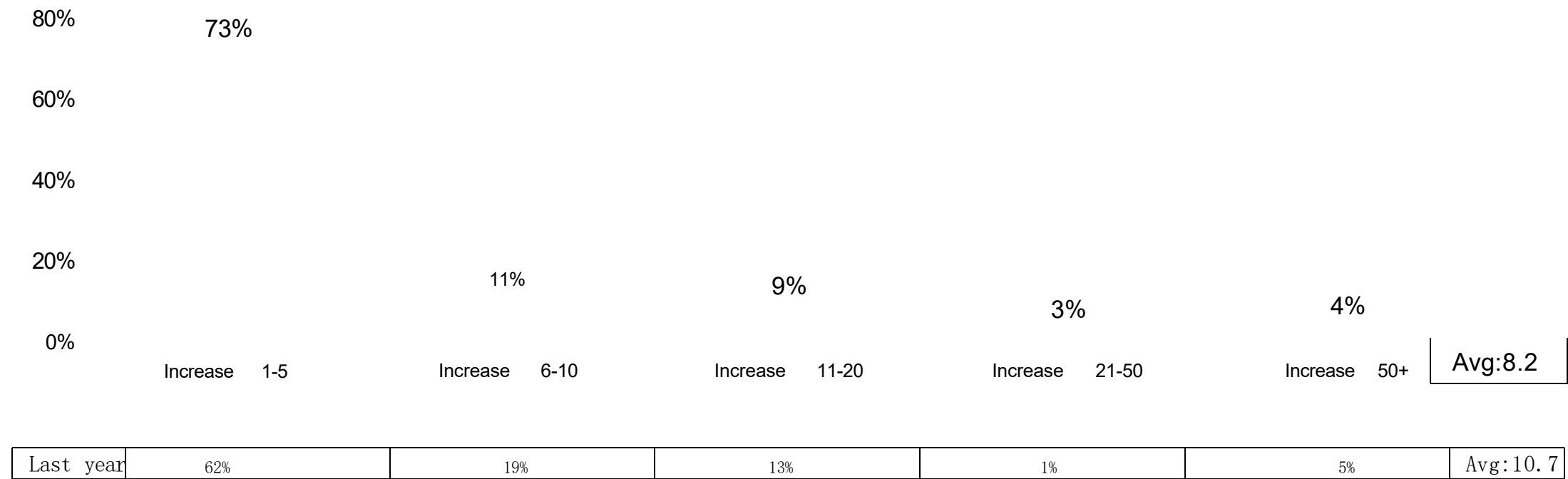


Base: All companies that plan to increase headcount in Q12025 (n=86)  
Qn B3b. What is/are the reason(s) of increasing your organisation's full-time staff headcount? (May choose more than one option.)

1.Market expectations and hiring plans

·In this year,a larger proportion(73%)of the surveyed companies plans to increase headcount in Q12025 are increasing their headcounts by 1-5.The average number of headcount increment slips to 8.2.

Number of Full-time Headcount Increase in Q12025



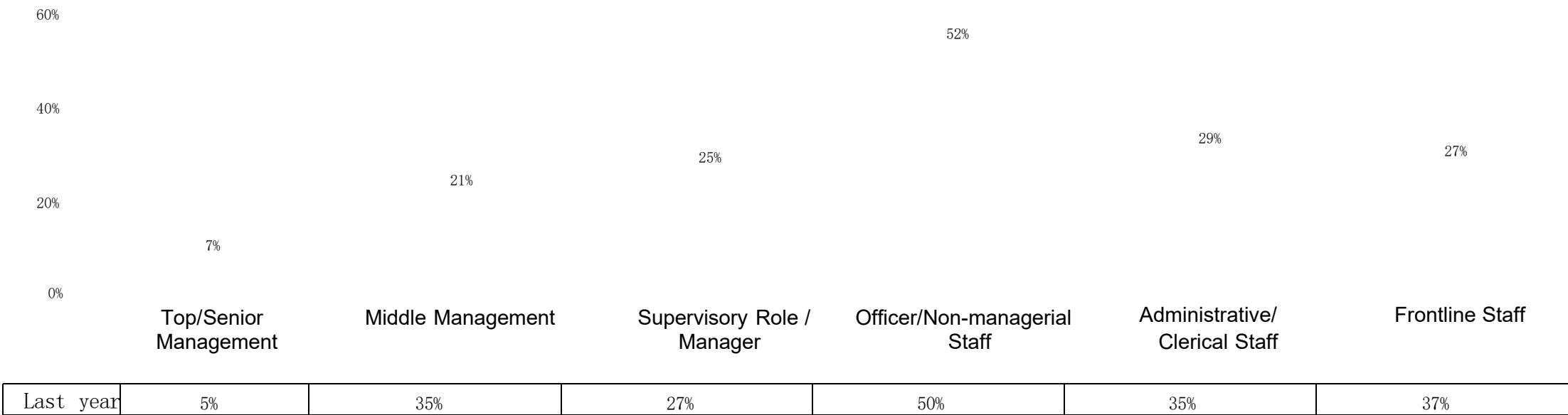
Base:All companies that plan to increase headcount in Q12025(n=86)  
Qn B3a .By how many persons will your organisation increase the fulltime staff headcount between January and March 2025?



# 1.Market expectations and hiring plans

·Similar to last year,the surveyed companies with plans to increase their headcount in Q12025 plan to hire different levels of staff,namely “Middle Management”(21%),“Supervisory Role /Manager”(25%),“Officer/Non-managerial Staff”(52%),“Administrative/Clerical Staff”(29%) and “Frontline Staff”(27%).Headcount for“Top/Senior Management”rarely increases(7%).

## Full-time Headcount Increase in Q12025-Job Levels

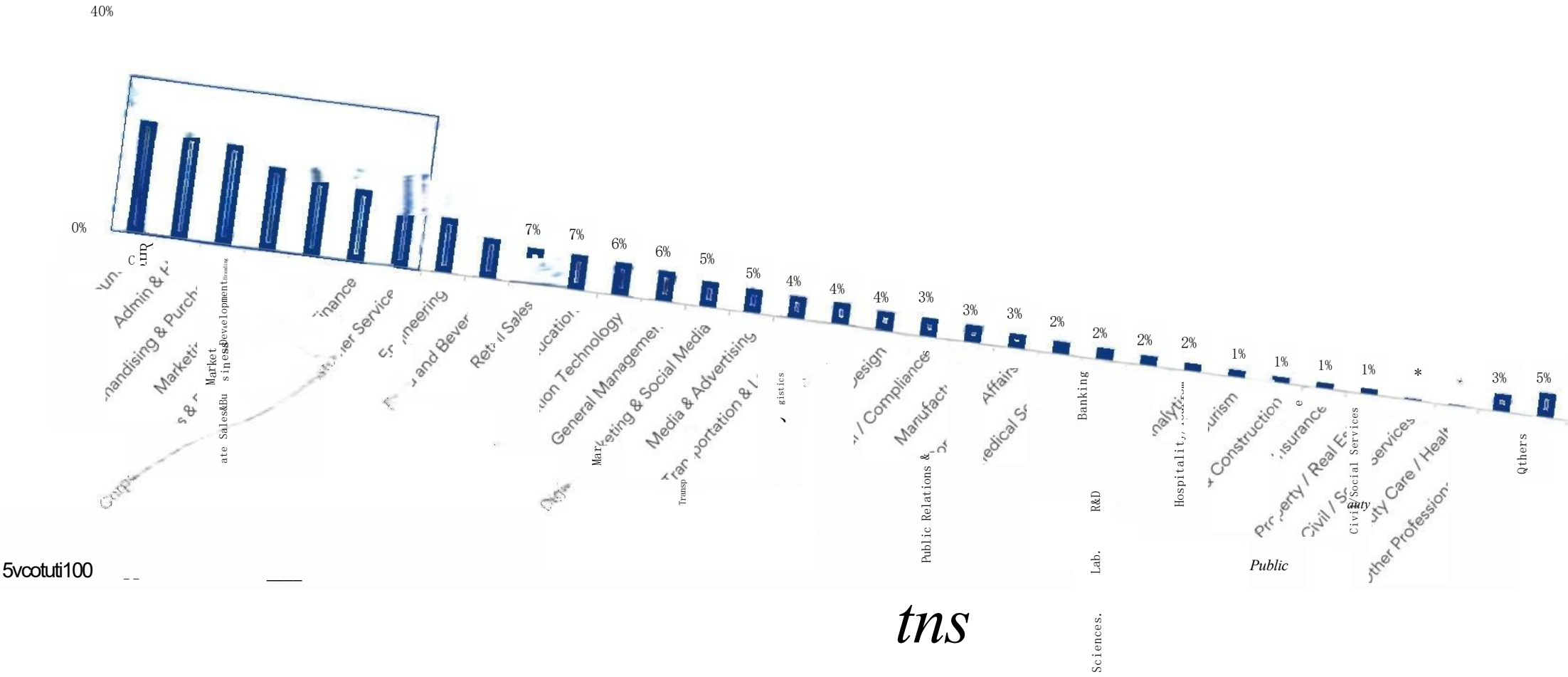


Base:All companies that plan to increase headcount in Q12025(n=86)  
Qn.B3d.Which job levels of the full-time staff will yourorganisation hire between January and March 2023?(May choose more than one option.)

1. Market expectations and hiring plans

oerviCes”(12%).

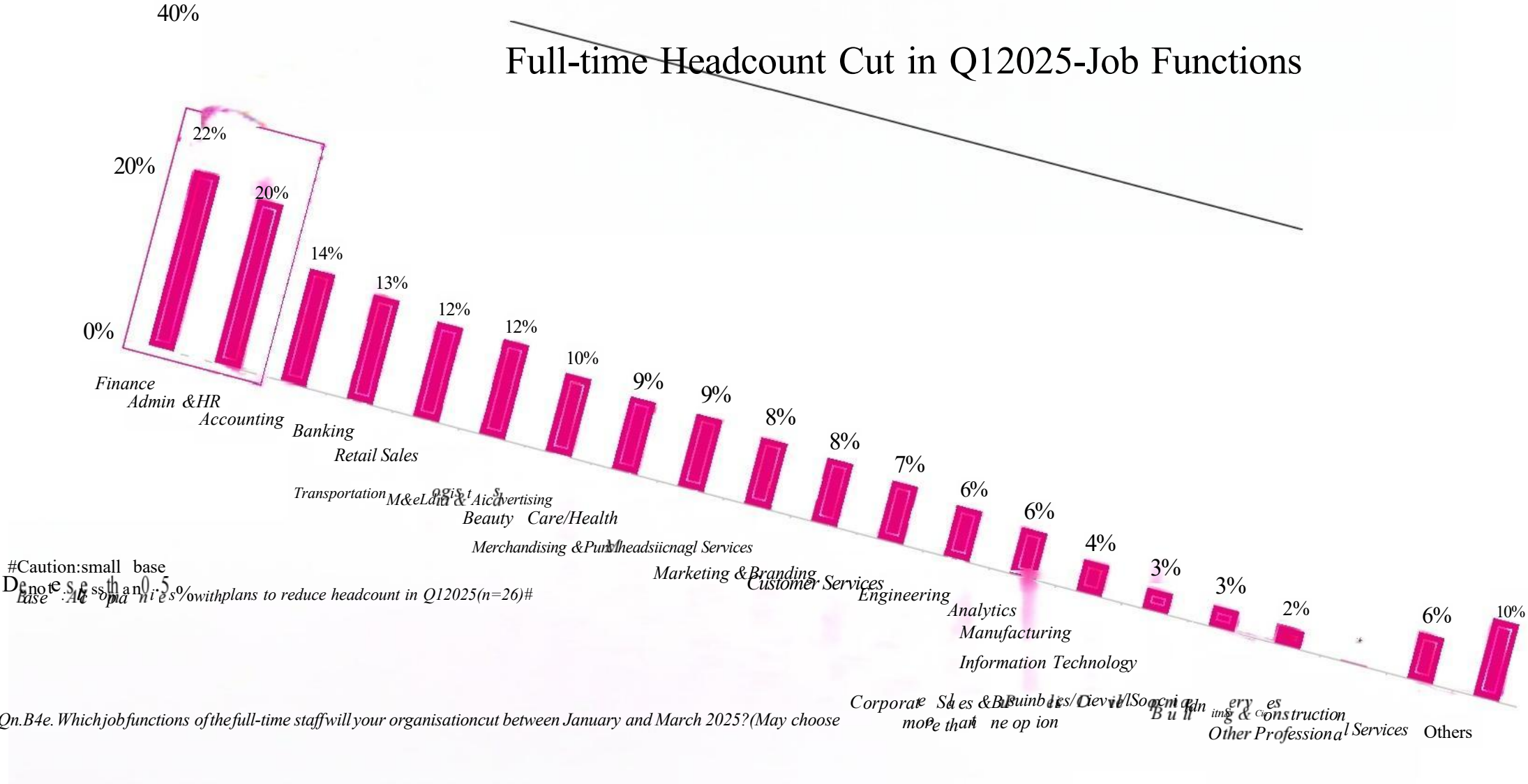
Full-time Headcount Increase in Q12025-Job Functions



# 1. Market expectations and hiring plans

· Among the 26 surveyed companies with plans to cut headcount in Q12025, “Finance” and “Admin & HR” are more affected

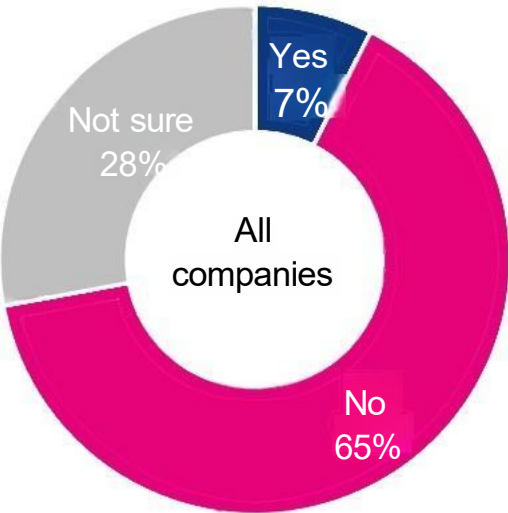
Full-time Headcount Cut in Q12025-Job Functions



# 1. Market expectations and hiring plans

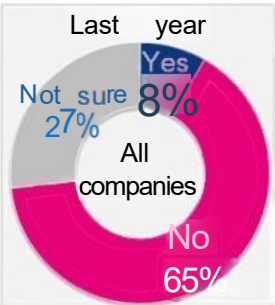
- A consistently small proportion of surveyed companies(7%)indicate plans to relocate outside some departments/teams outside Hong Kong.
- In comparison,a largerproportion of the companies with 1-9 employees indicate“Not Sure”(47%)about their companies’relocation plan.
- Among company of different origins,HK-based MNCs and MNCs indicate a relatively higher tendency(11%indicate“yes”)to relocate.

## Relocation from Hong Kong in Q12025



	1-9 employees	10-50 employees	Over 50 employees
Base	69	179	100
YES	5%	7%	9%
NO	48%	71%	69%
NOT SURE	47%	22%	22%

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	188	22#	47	85	12#
YES	5%	7%	11%	11%	–
NO	64%	61%	60%	66%	90%
NOT SURE	31%	32%	29%	23%	10%



Base:All companies except those have a plan to close operations in HK /relocate all operations outside HK(n=355)

#Caution:small base

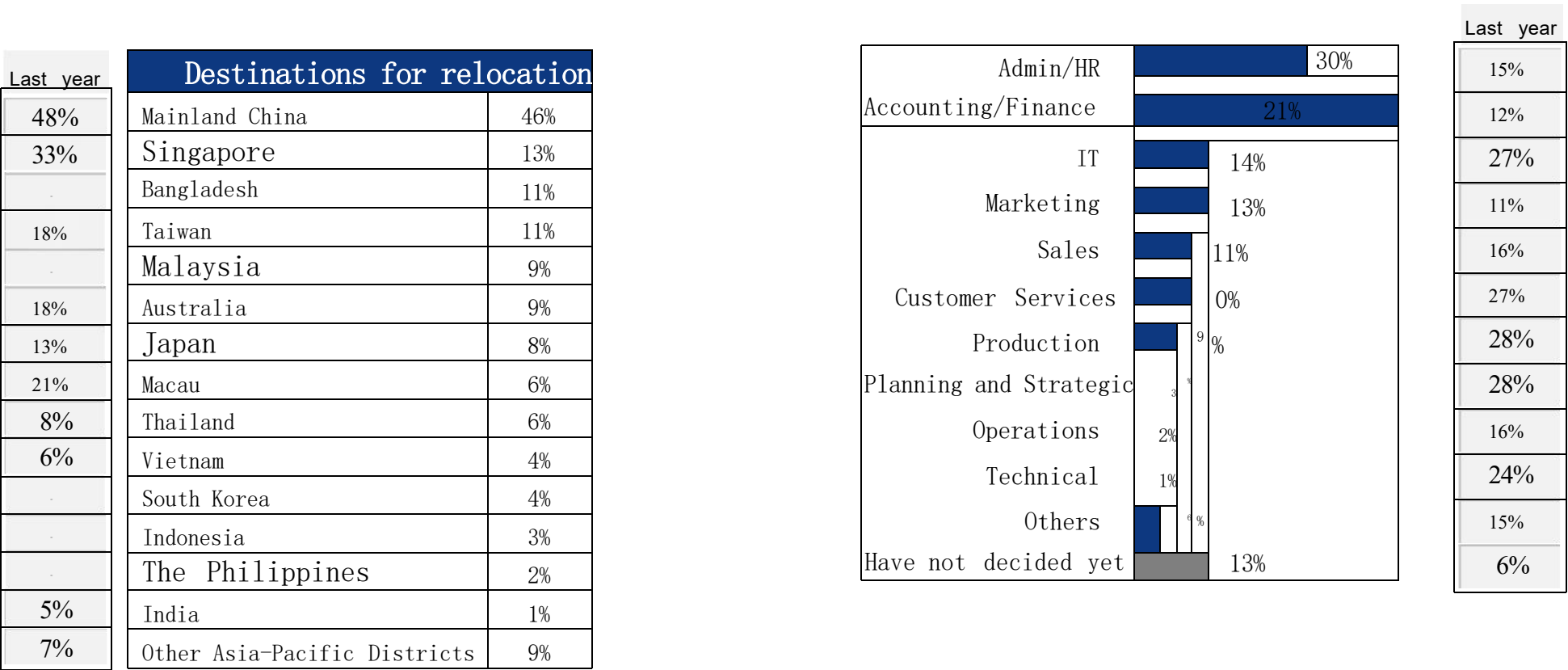
Qn.B6e.Will your organisation consider migrating or relocating some departments or teams to other locations outside Hong Kong between January and March 2025?



1.Market expectations and hiring plans

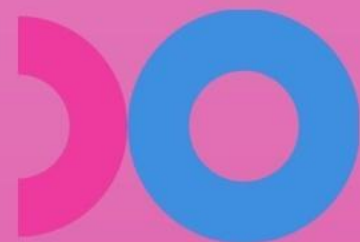
- Mainland China(46%)and Singapore(13%)continue tobe the most popular destinations for relocation.
- The top 2 teams to be relocated are“Admin/HR”(30%)and“Accounting”(21%).

Relocation from Hong Kong in Q12025



Base:All companies that will consider to migrate or relocate some teams from Hong Kong in Q12025(n=26)#  
#Caution:small base  
Qn.B6f.Which departments or teams willyour organisation consider migrating orrelocating to other locations outside Hong Kong?(May choose more than one option.)  
Qn.B6g.To where(outside Hong Kong)will yourorganisation consider migrating or relocating your departments or teams?(May choose more than one option.)

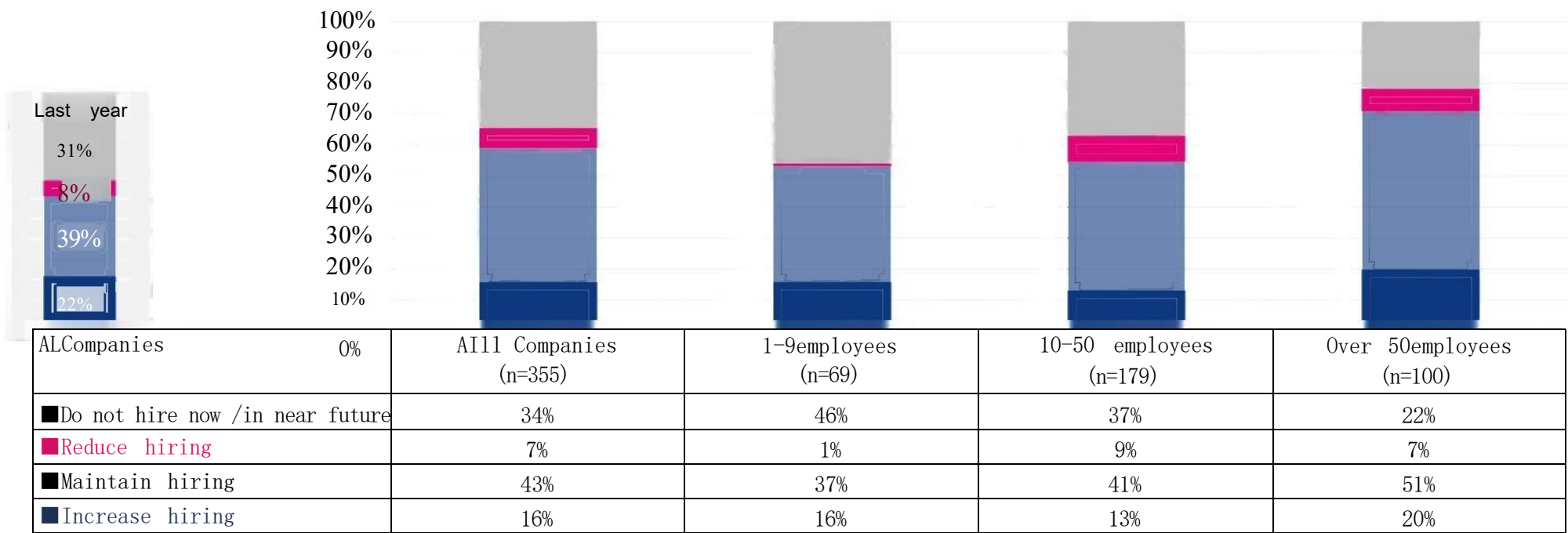
# HIRING PLANS FOR PART-TIME/TEMPORARY/ NON-HK-BASED STAFF



# 1. Market expectations and hiring plans

- Compared with last year, the surveyed companies indicate a lower tendency to increase hiring (16% vs 22% last year).
- Large companies with 50+ employees have a relatively larger proportion of “Increase Hiring” (20%) and “Maintain Hiring” (51%).

Hiring Plans of Part-time/Contract/Temporary Staff in Q1 2025-by Company Size

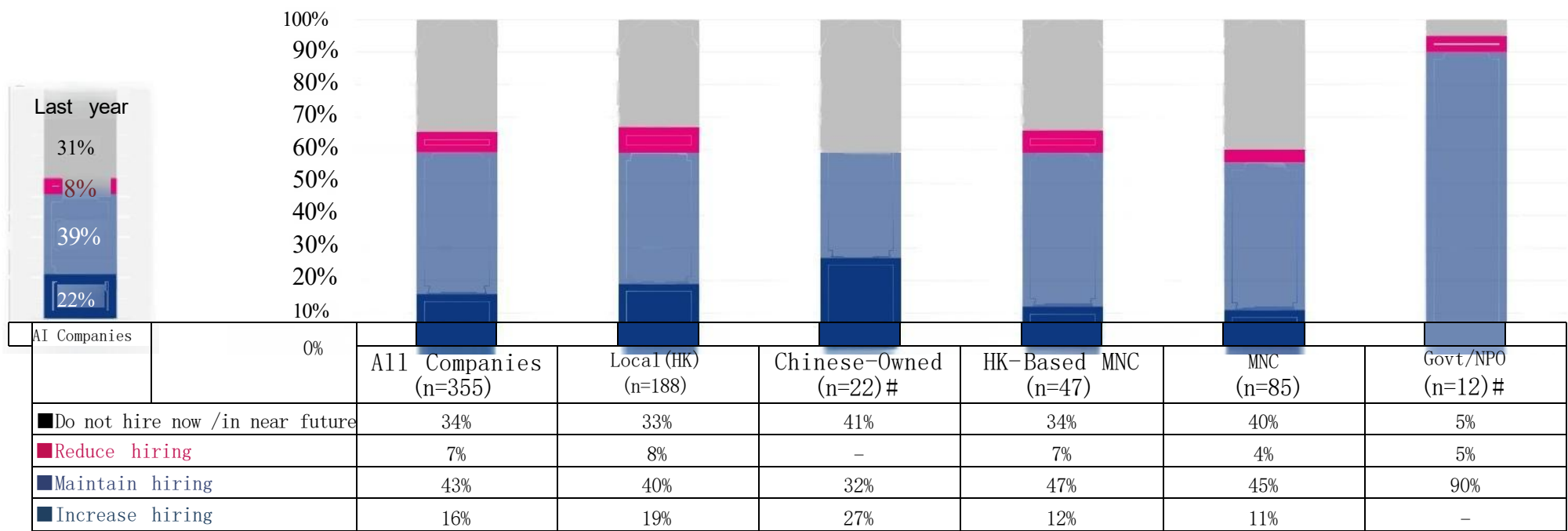


Base: All companies except those have a plan to close operations in HK /relocate all operations outside HK  
Qn.B8. Now, we would like to know more about the employment of part-time/contract/temporary staff in your organisation. Which statement is the best to describe your organisation's situation between January and March 2025?

1.Market expectations and hiring plans

·MNCs have a relatively higher incidence of not hiring(40%),and a relatively smaller proportion of“Increase Hiring”(11%).

Hiring Plans of Part-time /Contract/Temporary Staff in Q12025-by Company Origin

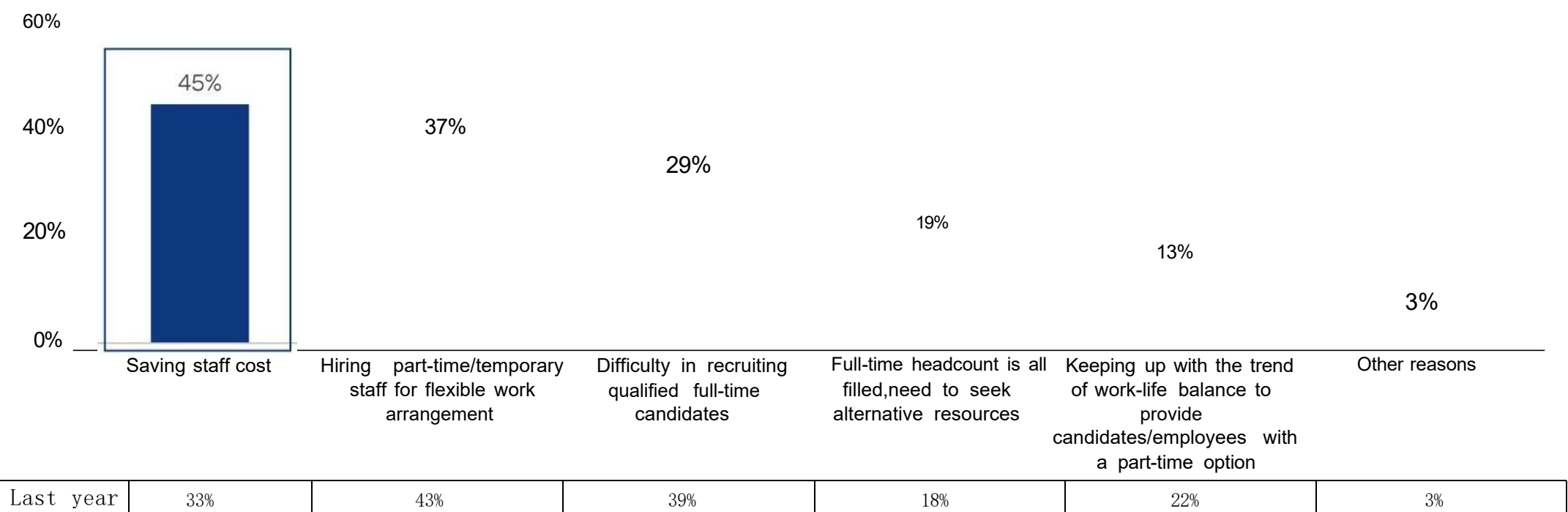


Base:All companies except those have a plan to close operations in HK /relocate alloperations outside HK #Caution:small base  
Qn.B8.Now,we would like to know more about the employment of part time/contract/temporary staff in your organisation Which statement is the best to describe your organisation's situation between January and March 2025?

1.Market expectations and hiring plans

·In this year,"Saving Staff Cost"has emerged as the primary reason(45%compared to 33%for the third factor last year)for increasing the number of part-time,contract,and temporary employees.

Reasons for Maintaining or Increasing Hiring of Part-time/Contract/Temporary Staff in Q12025



Base:All companies that will increase the hiring of part-time/contract/temporary staff in Q12025(n=210)  
\*Denotes less than 0.5%  
Qn.B9.What are the reasons for maintaining or increasing hiring part-time /contract/temporary staff?(May choose more than one option.)



# 1.Market expectations and hiring plans

·In this year,companies of different sizes unanimously identify“Saving Staff Cost”as the major reason for hiring.

Reasons for Maintaining or Increasing Hiring of Part-time /Contract/Temporary Staff in Q12025  
-by Company Size

	All Companies	1-9 employees	10-50 employees	Over 50 employees
Base	210	37	98	71
Saving staff cost	45%	44%	51%	38%
Hiring part-time/temporary staff for flexible work arrangement	37%	30%	41%	32%
Difficulty in recruiting qualified full-time candidates	29%	30%	28%	32%
Full-time headcount is all filled,need to seek alternative resources	19%	5%	21%	19%
Keeping up with the trend of work-life balance to provide candidates/employees with a part-time option	13%	17%	8%	18%
Other reasons	3%	8%	4%	1%

Base:All companies that will increase the hiring of part-time /contract/temporary staff in Q12025  
\*Denotes less than 0.5%  
Qn.B9.What are the reasons for maintaining or increasing hiring part-time /contract/temporary staf??(May choose more than one option.)

1. Market expectations and hiring plans

- Similarly, local HK companies and MNCs are both primarily pushed by “Saving Staff Cost”.
- In particular, MNCs also cite “full-time headcount is all filled, need to seek alternative resources” as a key reason for hiring.

Reasons for Maintaining or Increasing Hiring of Part-time /Contract/Temporary Staff in Q12025  
-by Company Origin

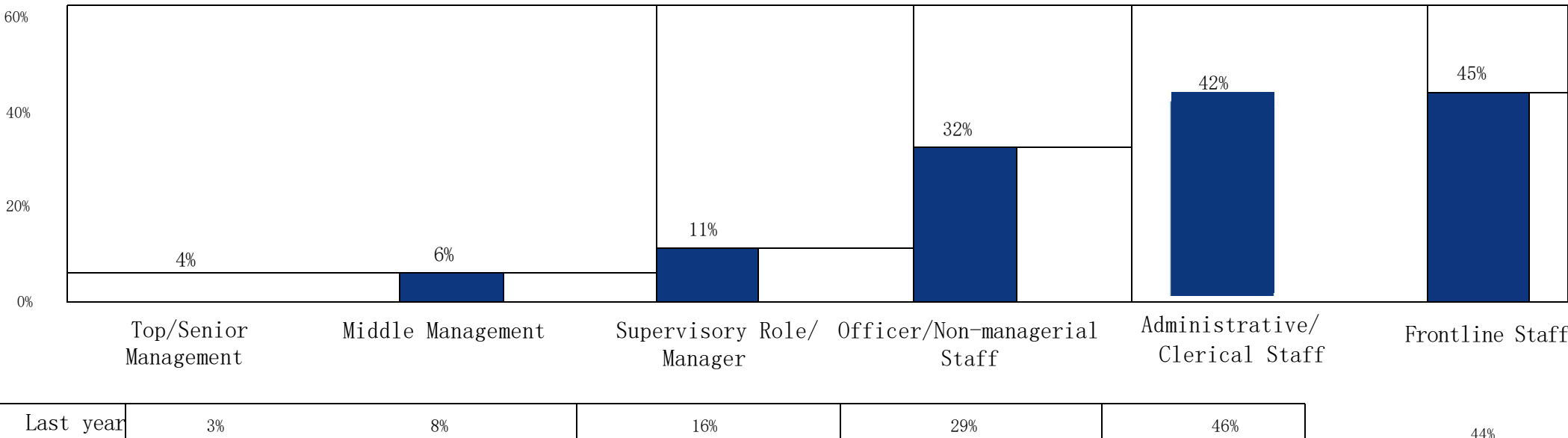
	All Companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	210	110	13#	28#	48	11#
Saving staff cost	45%	46%	35%	48%	42%	47%
Hiring part-time/temporary staff for flexible work arrangement	37%	36%	37%	31%	36%	63%
Difficulty in recruiting qualified full-time candidates	29%	33%	33%	18%	31%	5%
Full-time headcount is all filled, need to seek alternative resources	19%	12%	12%	26%	34%	5%
Keeping up with the trend of work-life balance to provide candidates/employees with a part-time option	13%	16%	8%	16%	7%	11%
Other reasons	3%	3%	—	6%	5%	—

Base: All companies that will increase the hiring of part-time/contract/temporary staff in Q12025  
#Caution: small base  
Qn. B9. What are the reasons for maintaining or increasing hiring part-time /contract/temporary staf?? (May choose more than one option.)

# 1.Market expectations and hiring plans

·Similar to last year,companies planning to maintain or increase hiring of part-time /contract /temporary staff focused on two job levels :  
“Administrative/Clerical staff”(42%)and“Frontline Staff”(45%).

Maintain or Increase Hiring of Part-time /Contract/Temporary Staff in Q12025-Job Levels



Base:All companies that will maintain/increase the hiring of part-time/contract/temporary staff in Q12025(n=210)  
Qn.B10.Which job levels of the part-time/contract/temporary staff will yourorganisation will increase/maintain between January and March 2025?(May choose more than one option) .

1.Market expectations and hiring plans

·Large companies with over50 employees skew toward hiring “Frontline Staff”(63%).

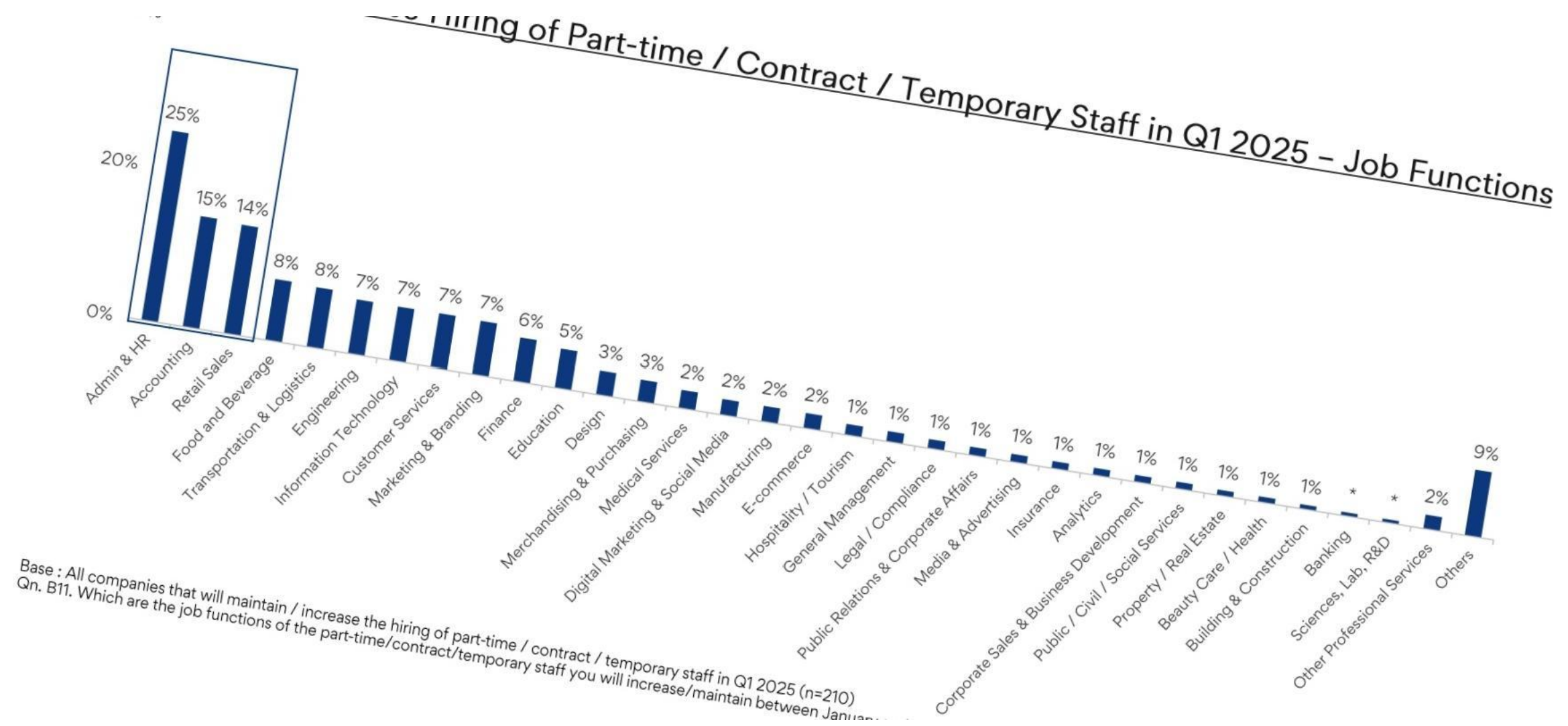
Maintain or Increase Hiring of Part-time /Contract/Temporary Staff in Q12025-Job Levels						
By Company Size	All companies	1-9employees	10-50 employees	Over 50 employees		
Base	210	37	98	71		
Top/Senior Management	4%	-	3%	7%		
Middle Management	6%	9%	4%	6%		
Supervisory Role /Manager	11%	14%	9%	13%		
Officer/Non-managerial Staff	32%	36%	33%	26%		
Administrative/Clerical Staff	42%	38%	41%	47%		
Frontline Staff	45%	25%	41%	63%		

By Company Size	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	210	110	13#	28#	48	11#
Top/Senior Management	4%	1%	11%	3%	5%	23%
Middle Management	6%	7%	0%	4%	3%	9%
Supervisory Role /Manager	11%	11%	14%	11%	8%	23%
Officer/Non-managerial Staff	32%	32%	33%	49%	25%	14%
Administrative/Clerical Staff	42%	33%	63%	49%	45%	81%
Frontline Staff	45%	47%	11%	31%	48%	96%

Base:All companies that will maintain/increase the hiring of part-time /contract/temporary staff in Q12025  
#Caution:small base  
Qn.B10.Which job levels of the part-time/contract/temporary staff will yourorganisation will increase/maintain between January and March 2025?(May choose more than one option.)

# 1. Market expectations and hiring plans

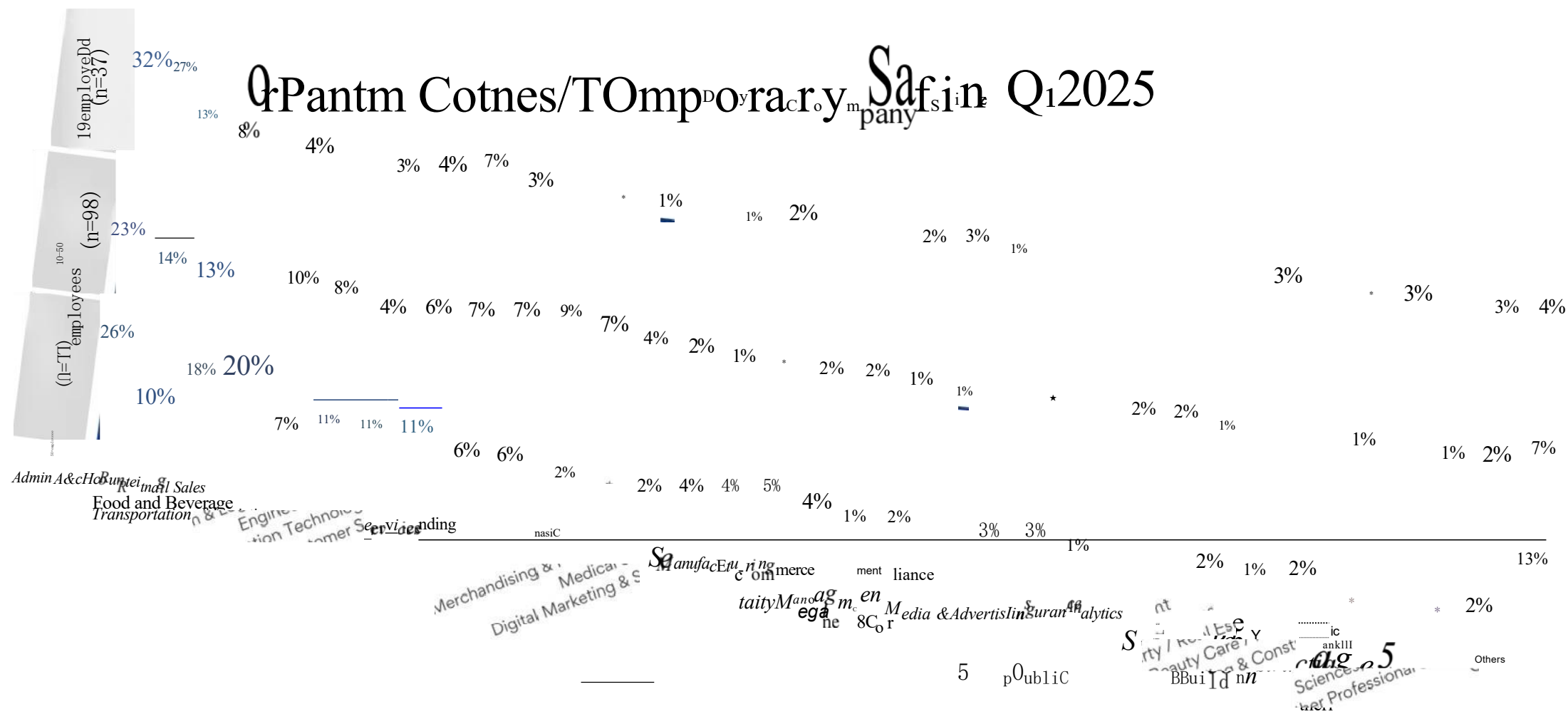
· “Admin & HR” (25%), “Accounting” (15%) and “Retail Sales” (14%) are key job functions for such hirings.





1. Market expectations and hiring plans

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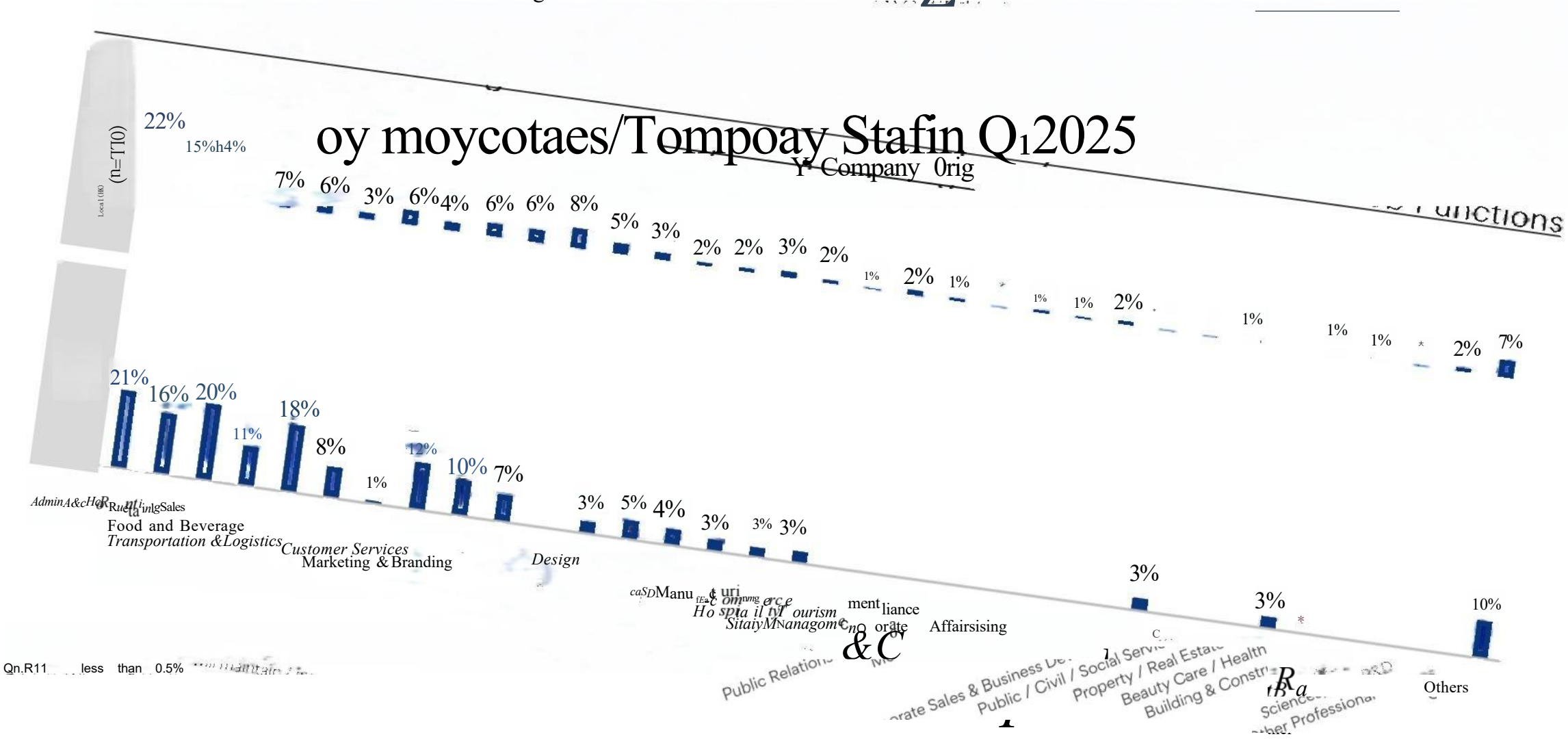


1. Market expectations and hiring plans

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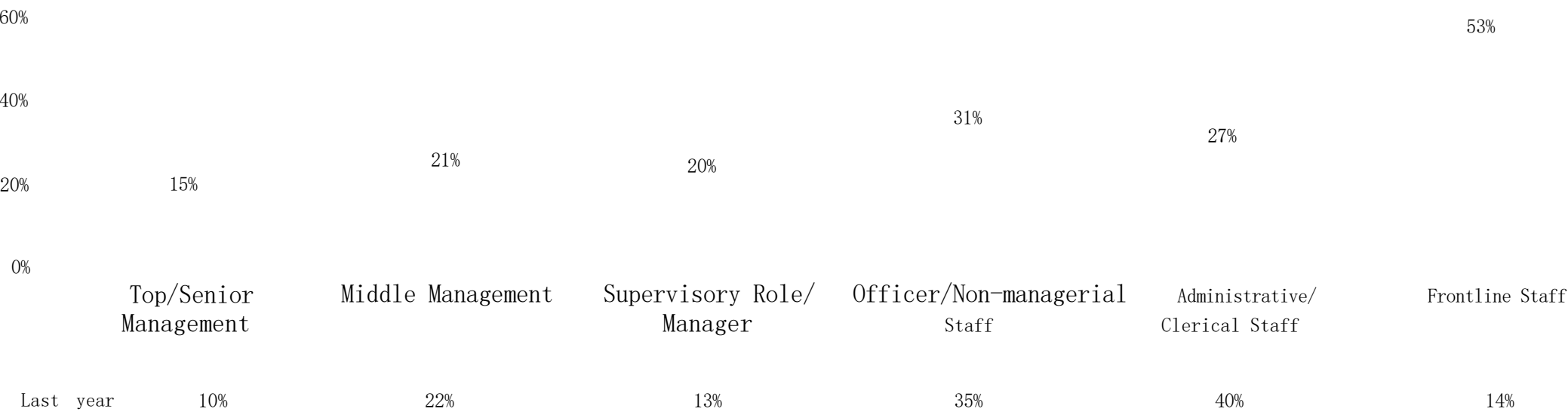
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1.Market expectations and hiring plans

·Companies with plans to reduce hiring of part-time/contract/temporary staff recruitment mainly cut the hiring of“Frontline Staff”(53%).

Reduce Hiring of Part-time/Contract/Temporary Staff in Q12025-Job Levels

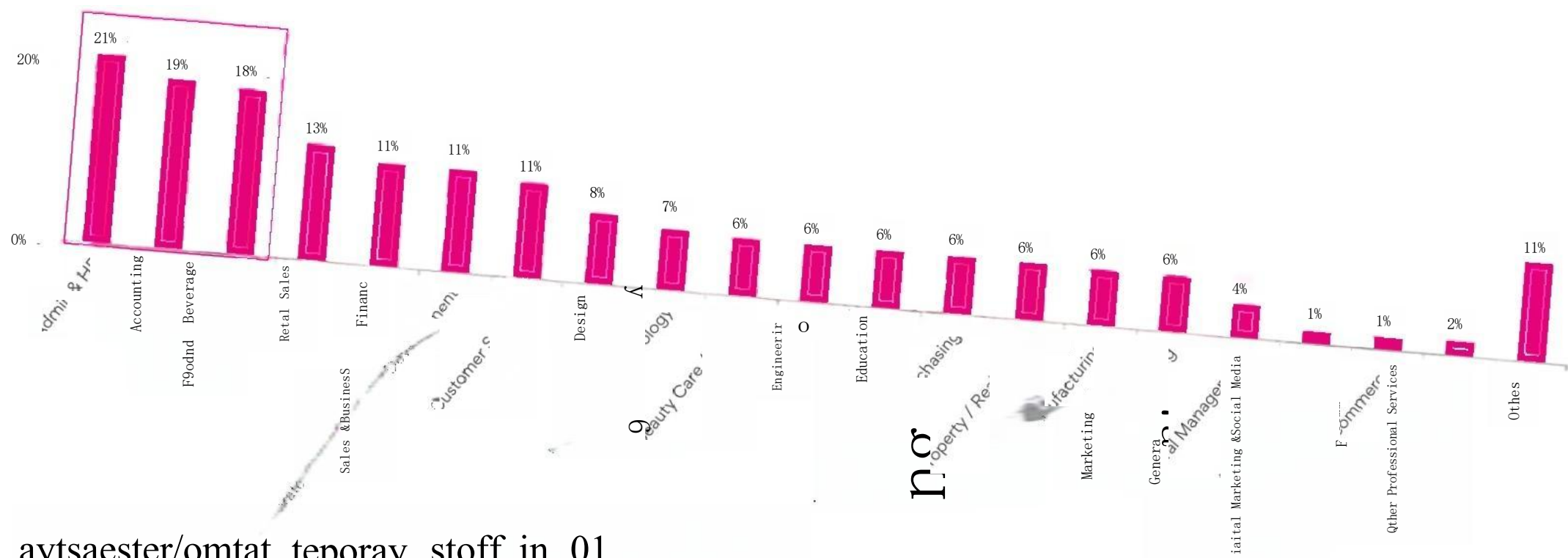


Base:All companies with plans to reduce hiring of part-time/contract/temporary staff in Q12025(n=23)  
#Caution:small base  
Qn..B12.Which job levels of the part-time/contract/temporary staff will your organisation reduce hiring between January and March 2025?(May choose more than one option.)

1. Market expectations and hiring plans

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Reduce Hiring of Part-time/Contract/Temporary Staff in Q12025-Job Functions

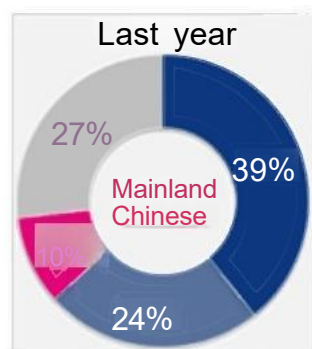
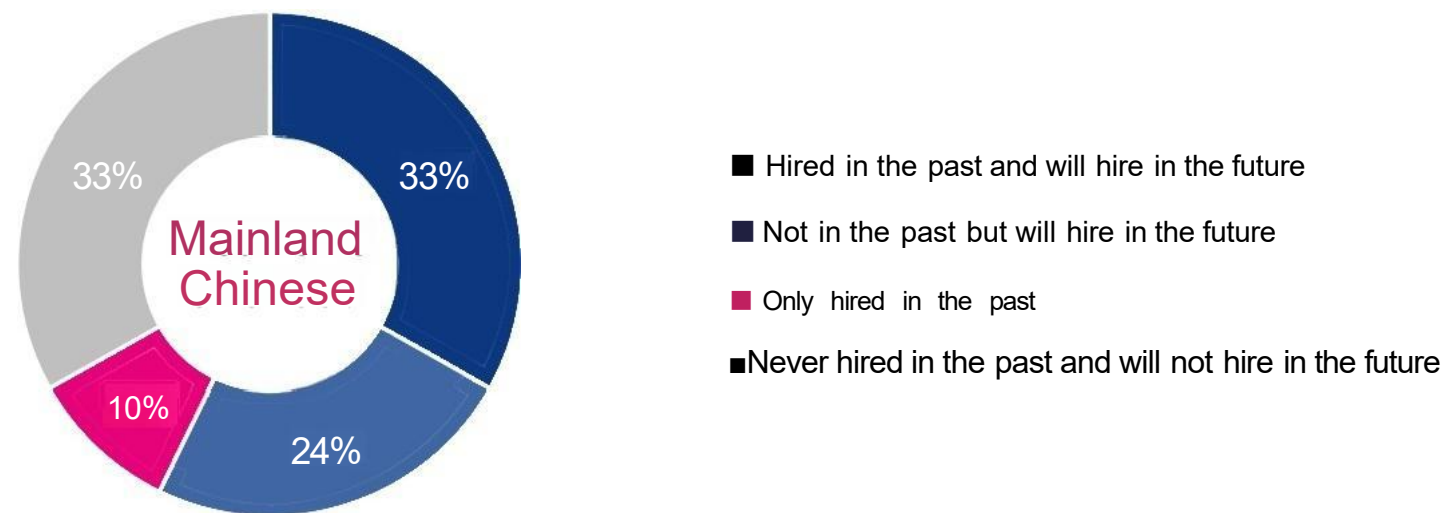


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Which job functions of the part-time/contract/temporary staff will your organisation reduce hiring in Q1 2025 (n=23)?

## 1. Market expectations and hiring plans

Looking into the future, 57% of the surveyed companies would hire non-Hong Kong-based Mainland Chinese talent, denoting a slight contraction from last year (63%).

### Hiring of Non-HK-Based Talent(Mainland Chinese)



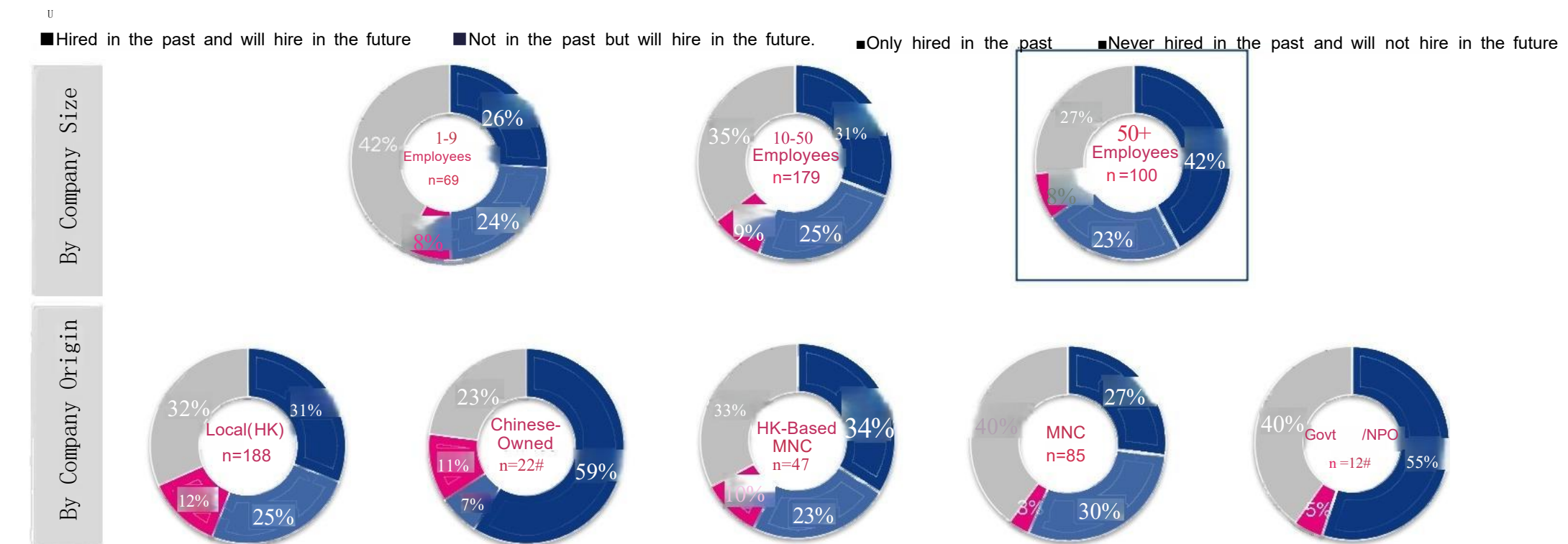
Base: All companies except those have a plan to close operations in HK /relocate all operations outside HK (n=355)  
Qn B6a. Would your organisation hire non-Hong Kong-based Mainland Chinese talent for Hong Kong-based operations?



# 1. Market expectations and hiring plans

- Among different types of companies, those with 50+ employees have more actual experience/are more keen on hiring Mainland Chinese (65%).
- The hiring patterns among companies of different origins are largely consistent.

## Hiring of Non-HK-Based Talent(Mainland Chinese)



Base: All companies except those have a plan to close operations in HK/relocate all operations outside HK

#Caution: small base

Qn.B6a.Would your organisation hire non-Hong Kong-based Mainland Chinese talent for Hong Kong-based operations?

# 1. Market expectations and hiring plans

· Surveyed companies that would hire Mainland Chinese talent mostly hire them for “Officer/Non-managerial Staff” level (45%), and least for “Top/Senior Management” level (9%).

Levels of Non-HK-Based Talent(Mainland Chinese)to be Hired in Q12025



Base:All companies that will hire /will consider to hire Mainland Chinese in the future(n=202)

# 1.Market expectations and hiring plans

- Across companies of different sizes,large companies with 50+employees stand out in terms of hiring Mainland Chinese for "Frontline Staff" positions(42%)compared with other company sizes.
- Across companies of different origins,local HK companies are also more inclined to hire them for ""Frontline Staff"(34%).

## Levels of Non-HK-Based Talent(Mainland Chinese)to be Hired in Q12025 -by Company Size and by Company Origin

By Company Size	All companies	1-9employees	10-50 employees	Over 50 employees
Base	202	35	100	66
Top/Senior Management	9%	17%	7%	6%
Middle Management	19%	28%	15%	21%
Supervisory Role /Manager	23%	27%	22%	22%
Officer/Non-managerial Staff	45%	42%	46%	45%
Administrative/Clerical Staff	20%	23%	12%	30%
Frontline Staff	27%	18%	20%	42%

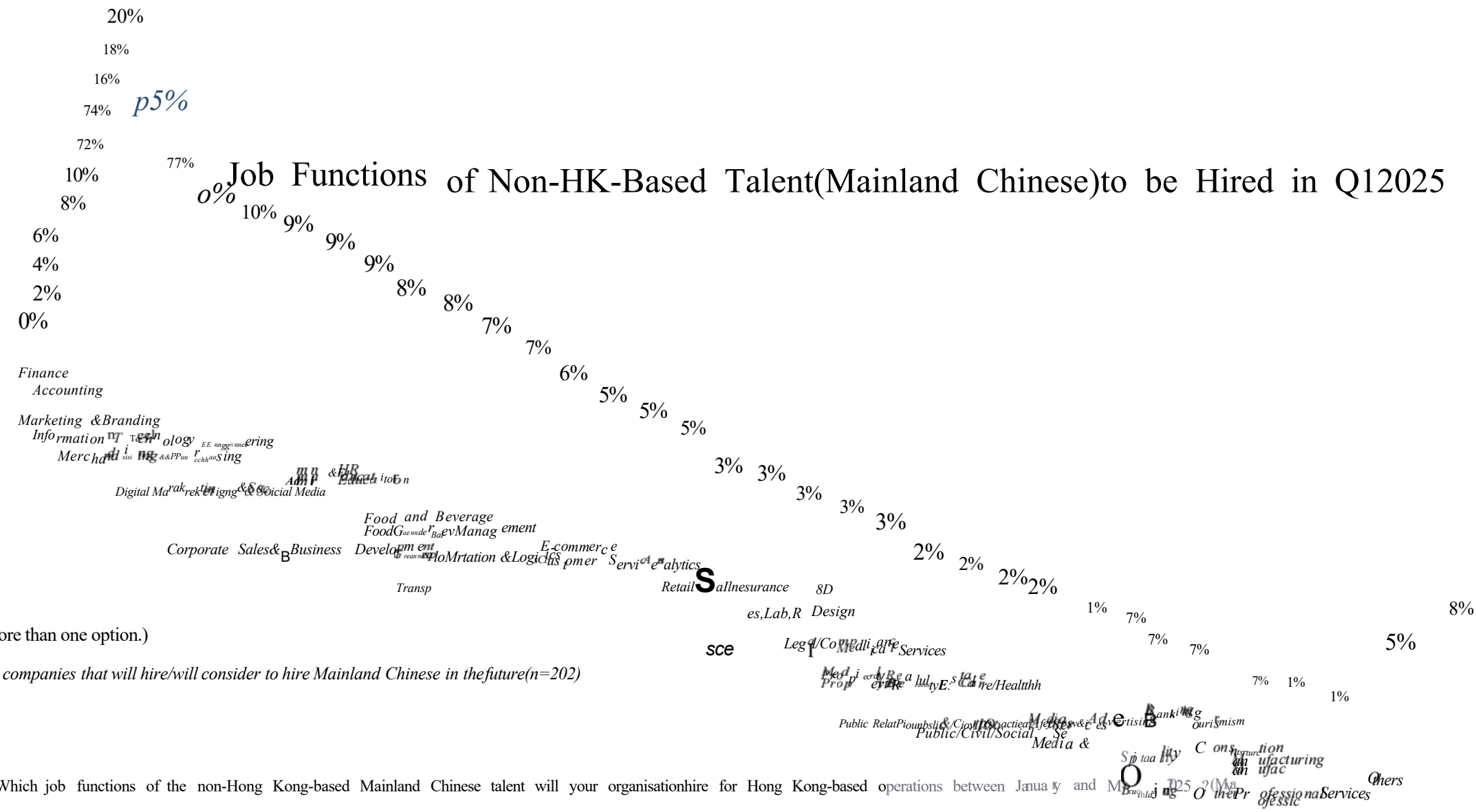
By Company Size	All companies	Local (HK)	Chinese-Owned	HK-Based	MNC	MNC	Govt/NPO
Base	202	106	15#	27#		48	7#
Top/Senior Management	9%	6%	19%	20%		7%	–
Middle Management	19%	18%	23%	20%		22%	–
Supervisory Role /Manager	23%	24%	47%	15%		20%	–
Officer/Non-managerial Staff	45%	46%	38%	38%		44%	77%
Administrative/Clerical Staff	20%	22%	7%	21%		20%	23%
Frontline Staff	27%	34%	–	32%		19%	23%

Base:All companies that will hire /will consider to hire Mainland Chinese in the future  
Qn.B6c.Which job levels of the non-Hong Kong-based Mainland Chinese talent will your organisation hire for Hong Kong-based operations between January and March 2025?  
(May choose more than one option.)

#Caution:small base

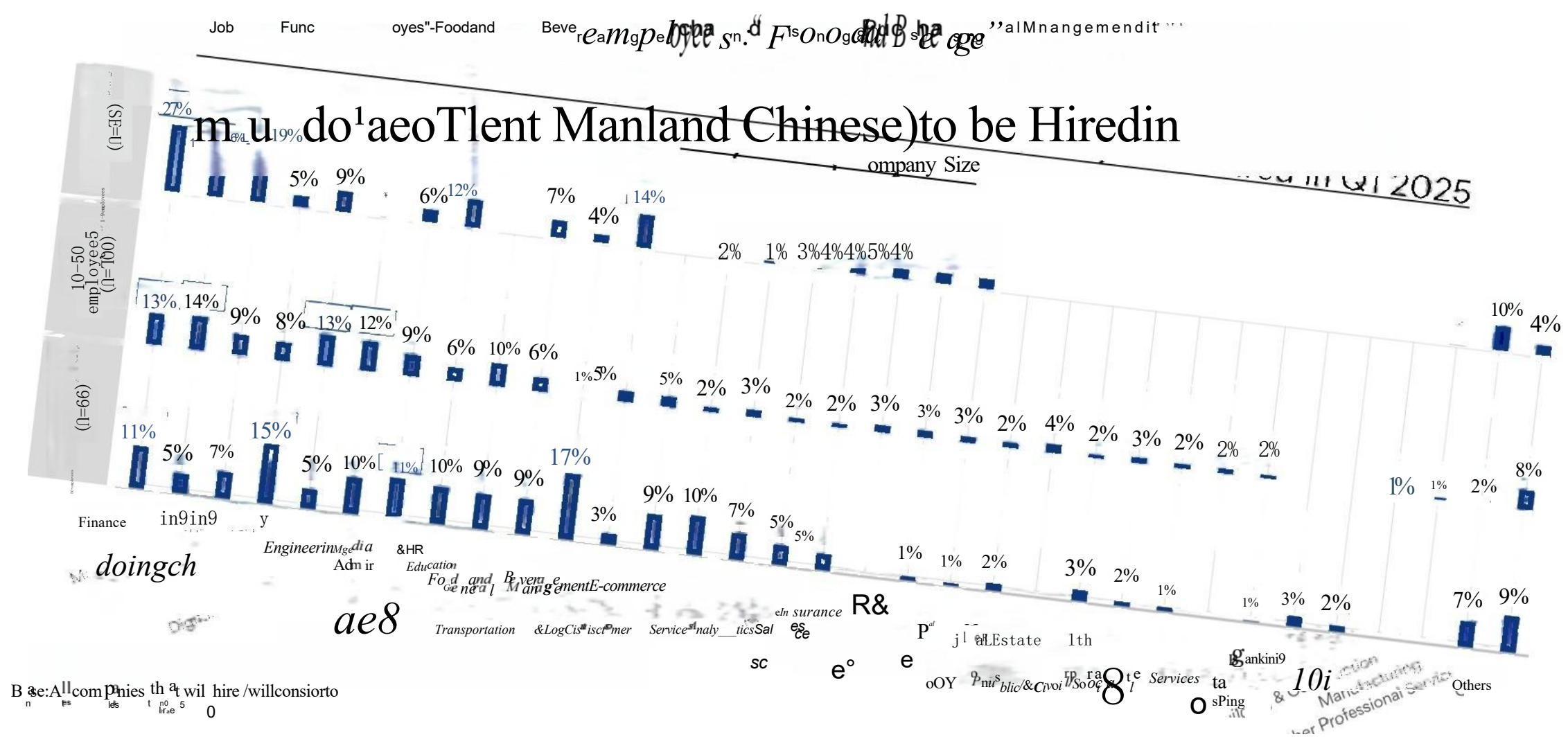
# 1. Market expectations and hiring plans

· Mainland Chinese talent is mainly hired for “Finance” (15%) and “Accounting” (11%).



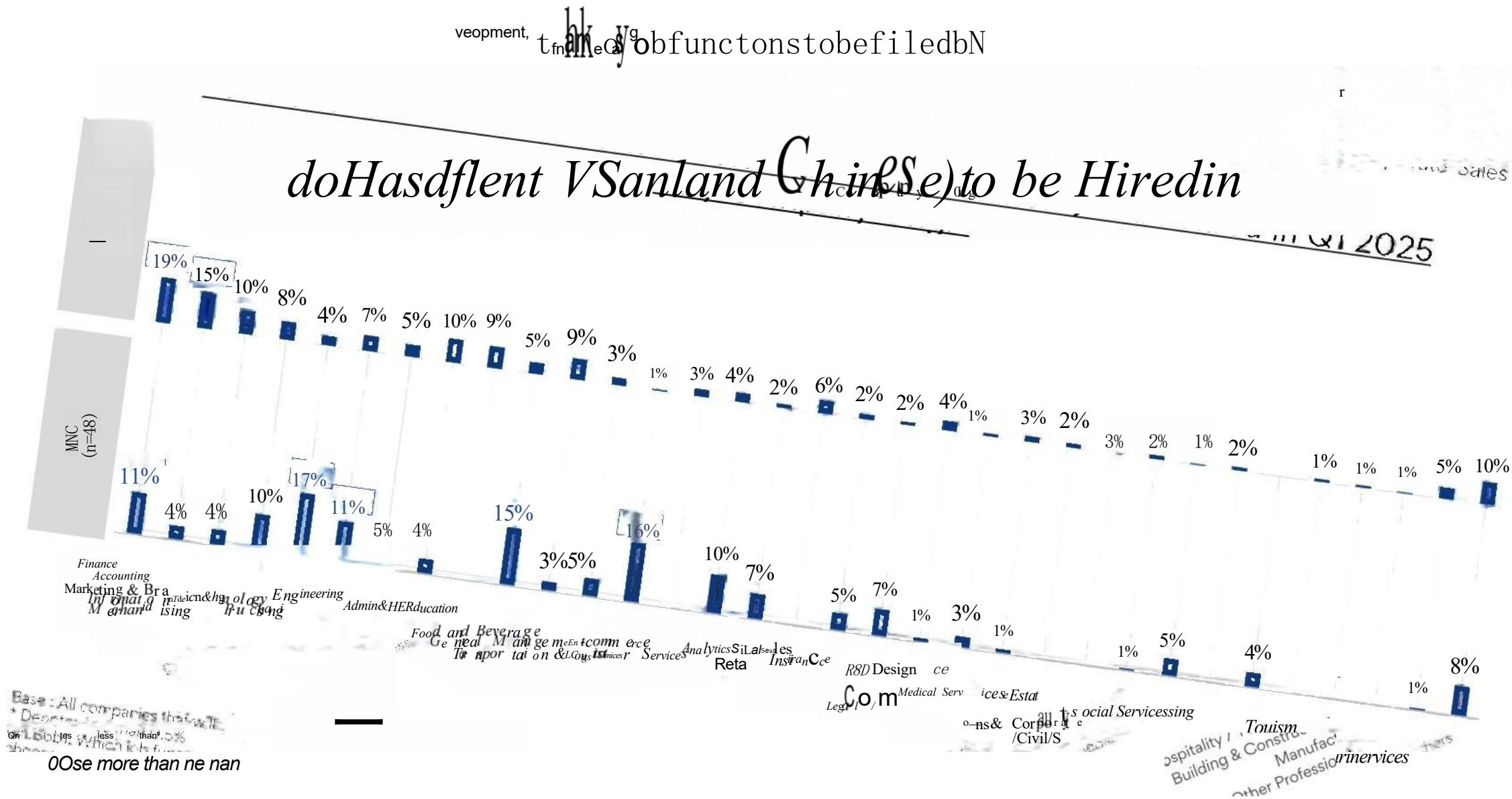
1. Market expectations and hiring plans

Companies with 1-9 employees are expected to hire 27% more employees in 2025. In addition,



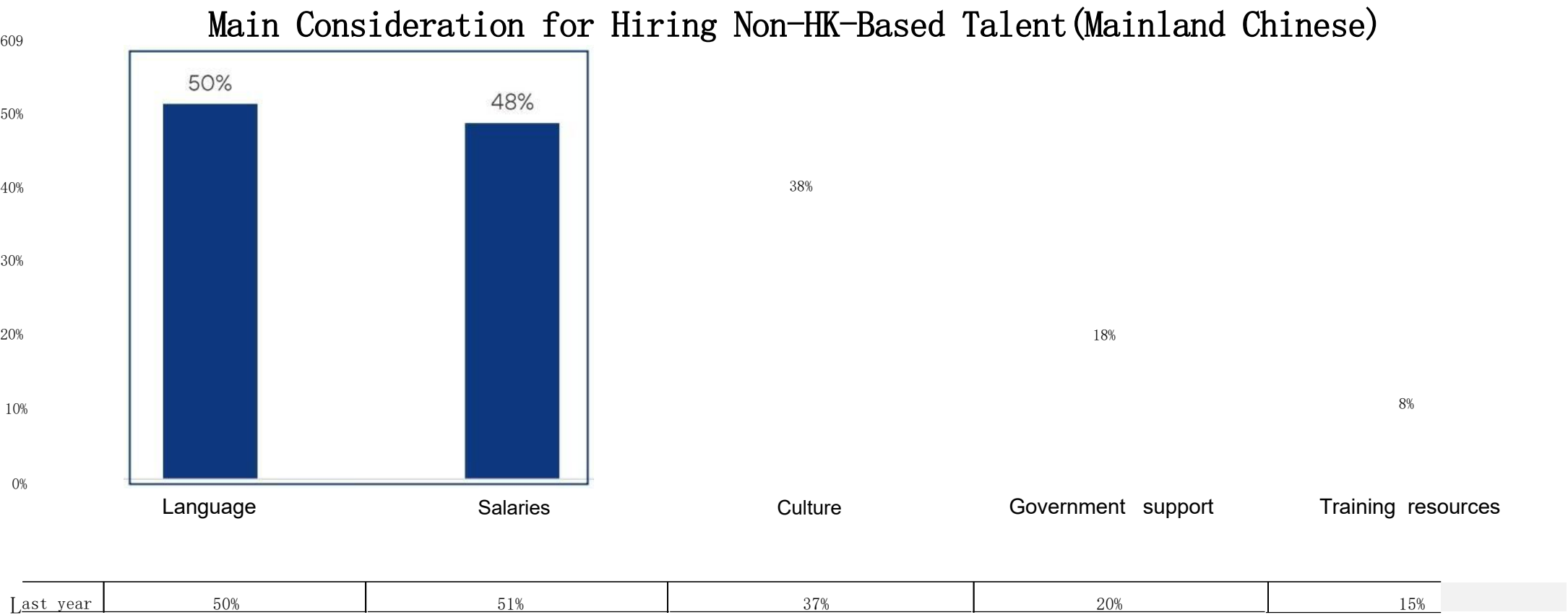


1. Market expectations and hiring plans



# 1. Market expectations and hiring plans

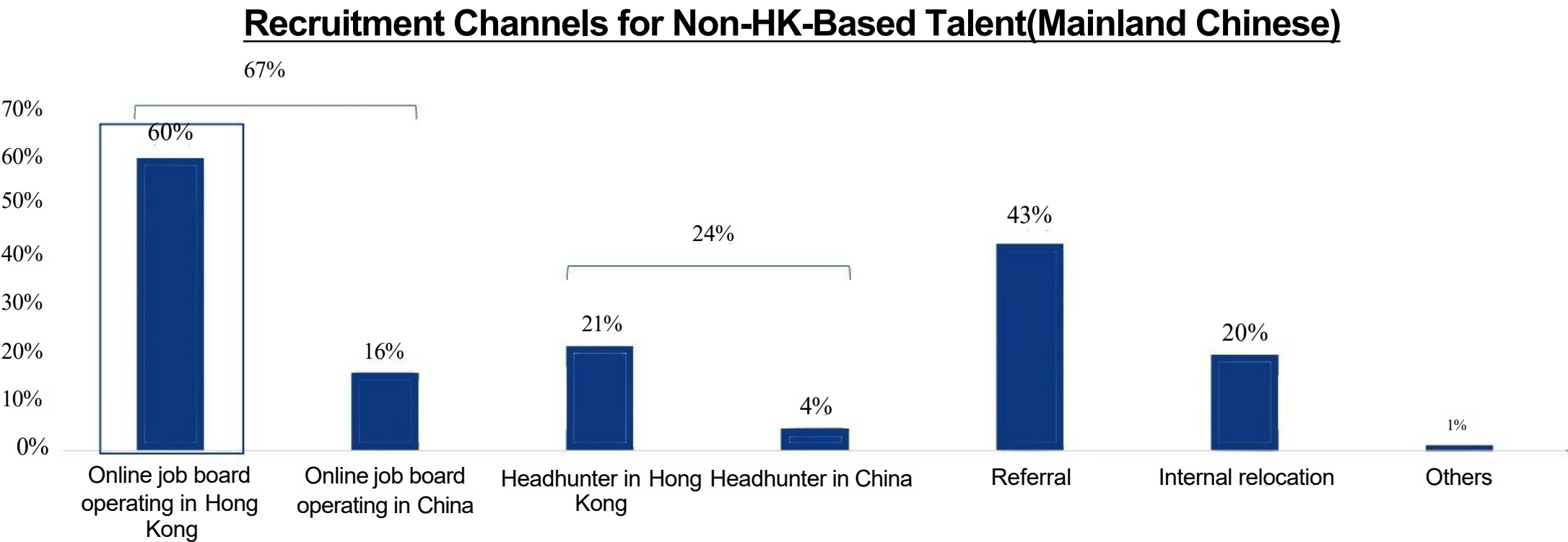
·“Language”(50%)and“Salaries”(48%)are the key consideration of surveyed companies that plan to hire Mainland Chinese talent.



Base:All companies that will hire /will consider to hire Mainland Chinese in the future(n=202)  
Qn.B6d1.Which of the following factors is(are)your main consideration when considering hiring these non-Hong Kong-based Mainland Chinese talent?(You may choose up to two options.)

# 1. Market expectations and hiring plans

·Onlinejob board operating in Hong Kong(60%)is the prime recruitment channelfor hiring Mainland Chinese talent.

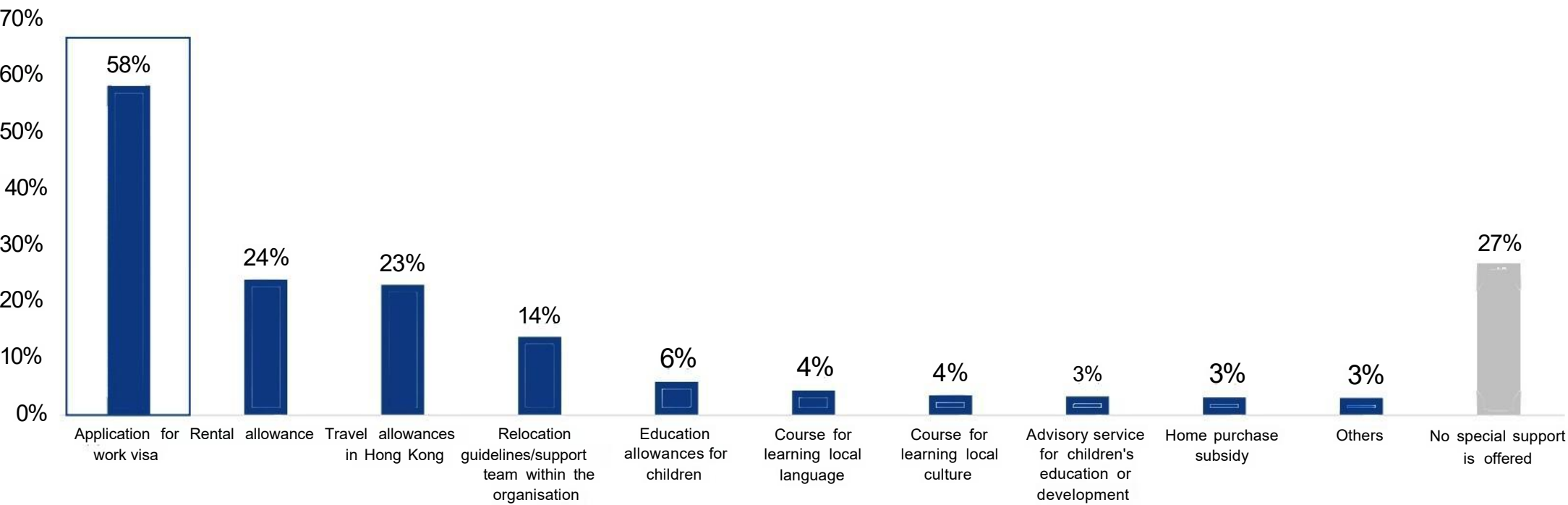


Base:All companies that will hire /will consider to hire Mainland Chinese in the future(n=202)  
Qn.B6d5.Which recruitment channel(s)does your organisation use for hiring these non-Hong Kong-based Mainland Chinese talent?  
(You may choose more than one option.)

# 1. Market expectations and hiring plans

·The surveyed companies that hire Mainland Chinese Talent mainly offer support in “application for work visa”(58%).

**Support Offered to Non-Hong Kong-based Mainland Chinese Talent**

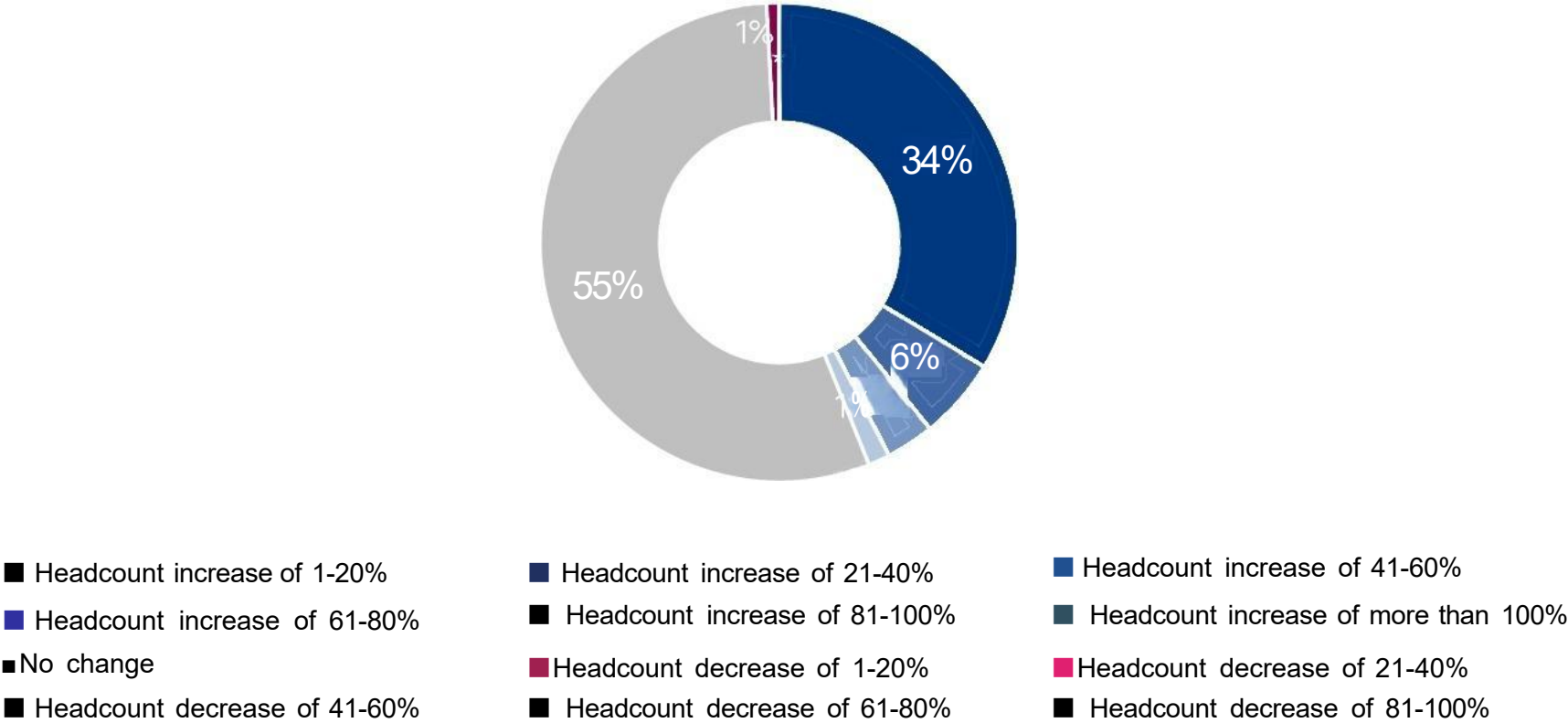


Base:All companies that will hire /will consider to hire Mainland Chinese in the future(n=202)  
Qn.B6d7.What kind of support does yourorganisation offer to these non-Hong Kong-based Mainland Chinese staff?(You may choose more than one option)

# 1. Market expectations and hiring plans

·55%of the surveyed companies that will hire Mainland Chinese talent will maintain their current headcount,while 34%indicate plans to increase headcount by 1-20%.

## Anticipated Headcount Change for Non-Hong Kong-Based Mainland Chinese Talent in 2025

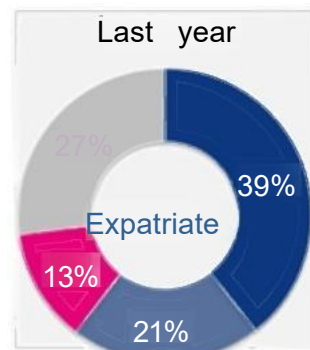
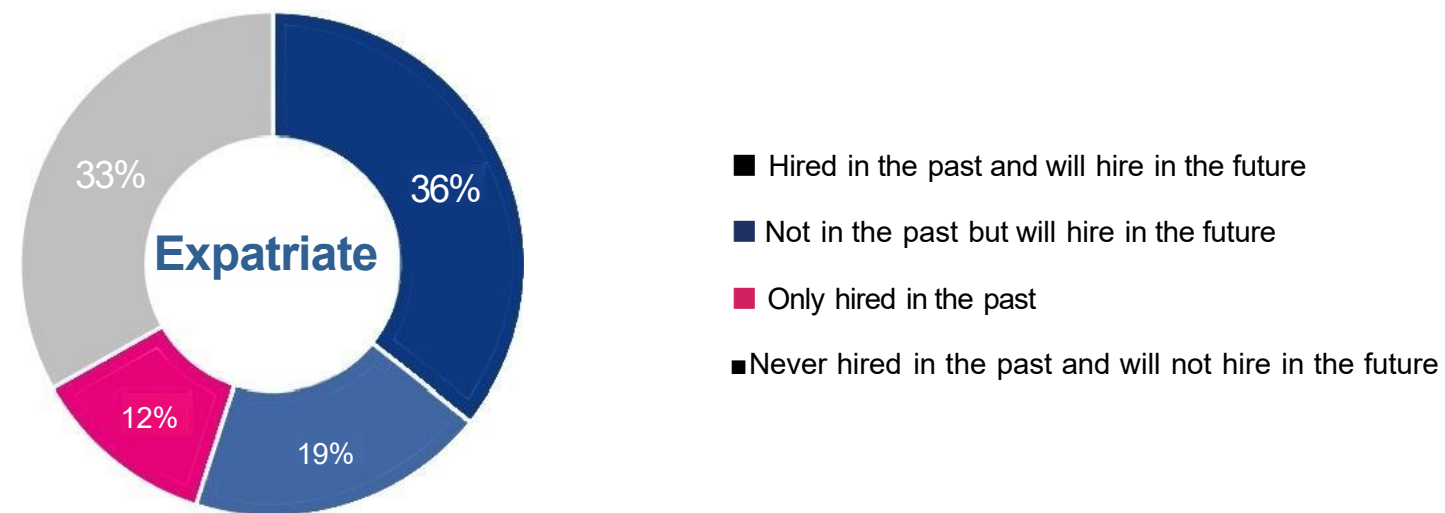


Base:All companies that will hire /will consider to hire Mainland Chinese in the future(n=202)  
Qn.B6d9.As your company will consider hiring non- Hong Kong-based Mainland Chinese talent in the future,would you anticipate anychange in their headcount in 2025?

## 1. Market expectations and hiring plans

Looking into the future, 55% of the surveyed companies would hire non-Hong Kong-based Talent (Expatriate). This response denotes a slight contraction from last year (60%).

### Hiring of Non-HK-Based Talent (Expatriate)



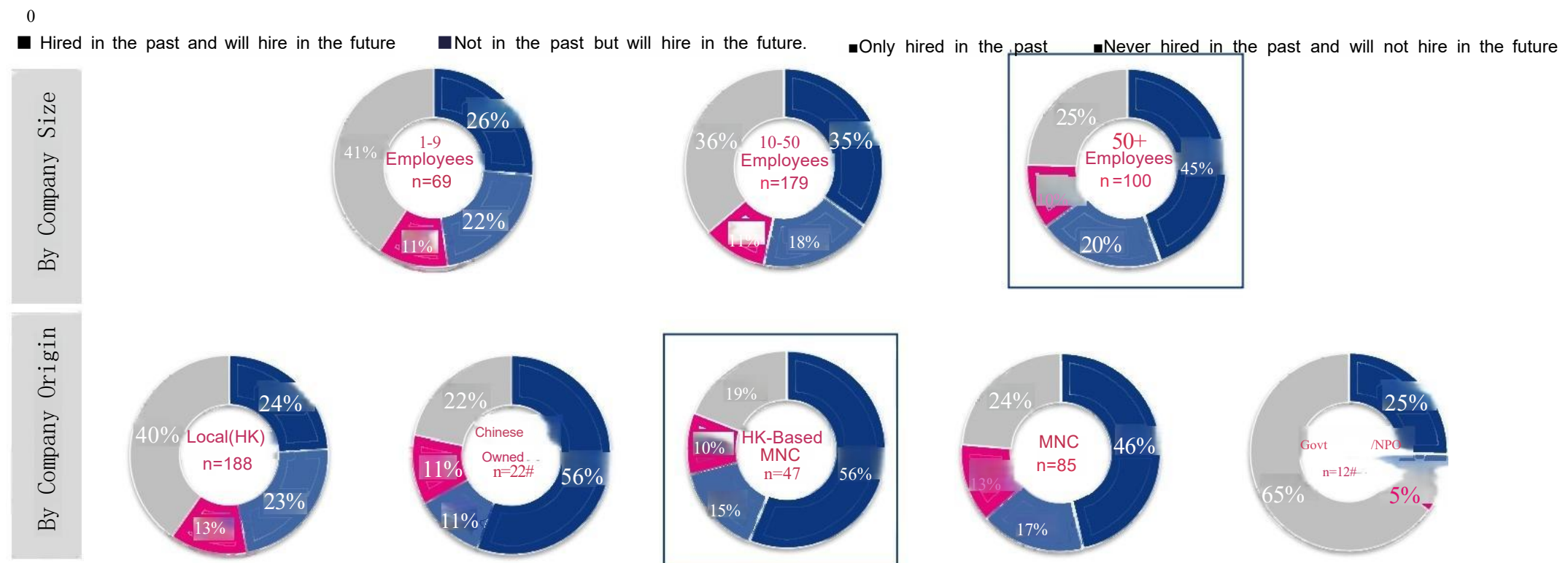
Base: All companies except those have a plan to close operations in HK/relocate all operations outside HK (n=355)  
Qn.B6b. Would your organisation hire non-Hong Kong-based expatriates for Hong Kong-based operations?



# 1. Market expectations and hiring plans

- Across companies of different sizes, those with 50+ employees show a higher tendency of hiring expatriates(65%).
- In terms of company origin, HK-based MNCs also show a higher tendency of hiring(71%).

## Hiring of Non-HK-Based Talent(Expatriate)



Base: All companies except those have a plan to close operations in HK/relocate all operations outside HK  
 #Caution: small base  
 Qn.B6b. Would your organisation hire non-Hong Kong-based expatriates for Hong Kong-based operations??

# 1.Market expectations and hiring plans

- In this year,surveyed companies hire expatriates is relatively higher for the “Middle Management”level(31%)and“Officer/Non-managerial Staff” level(31%).
- Comparedwith last year,they are more inclined to hire for“Top/Senior Management”level(21%vs11%last year).

**Levels of Non-HK-Based Talent(Expatriate)to be Hired in Q12025**



Base:All companies that will hire/will consider to hire expatriate in the future(n=195)  
Qn.B6d.Which job levels of the non-Hong Kong-based expatriate will your organisation hire for Hong Kong-based operations between January and March 2025?(May choose more than one option.)

1.Market expectations and hiring plans

- The hiring pattern is largely consistent across companies of different sizes and origins,except:
  - Companies with 50+employees are less likely to hire them for“Officer/Non-managerial”position
  - Local HK companies are less likely to hire them for"Top/Senior Management"position

Levels of Non-HK-Based Talent(Expatriate)to be Hired in Q12025  
-by Company Size and by Company Origin

By Company Size	All companies	1-9employees	10-50 employees	Over 50 employees
Base	195	33	95	65
Top/Senior Management	21%	19%	15%	31%
Middle Management	31%	36%	25%	39%
Supervisory Role /Manager	26%	31%	23%	29%
Officer/Non-managerial Staff	31%	32%	39%	17%
Administrative/Clerical Staff	18%	15%	14%	24%
Frontline Staff	22%	19%	21%	23%

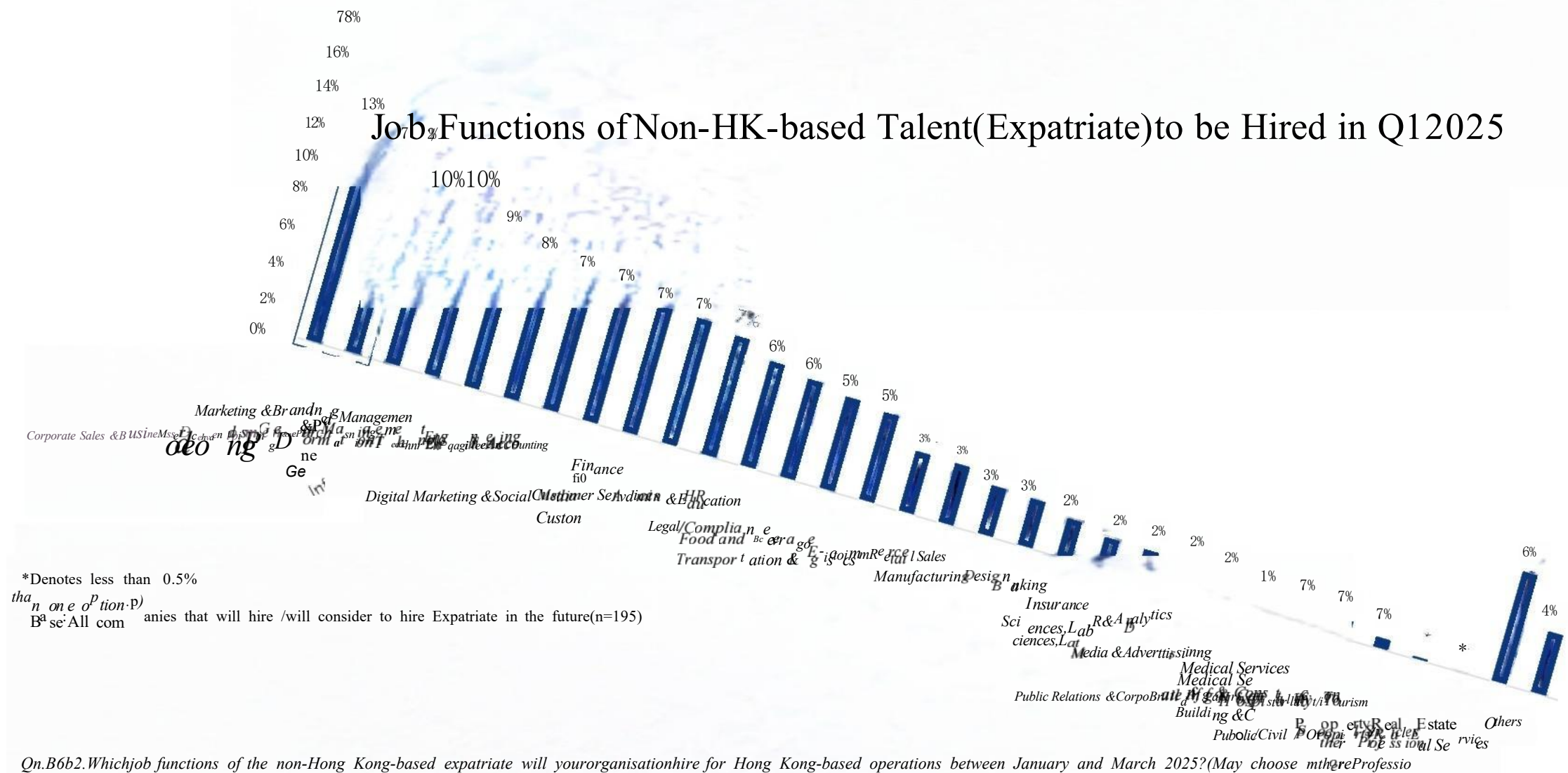
By Company Size	All companies	Local (HK)	Chinese-Owned	HK-Based	MNC	MNC	Govt/NPO
Base	195	89	153	34	54	43	
Top/Senior Management	21%	10%	14%	35%	31%	43%	
Middle Management	31%	31%	29%	35%	30%	32%	
Supervisory Role /Manager	26%	27%	44%	23%	20%	59%	
Officer/Non-managerial Staff	31%	40%	30%	26%	19%	32%	
Administrative/Clerical Staff	18%	21%	7%	9%	17%	73%	
Frontline Staff	22%	27%	8%	11%	21%	57%	

Base:All companies that will hire /willconsider to hire expatriate in the future  
#Caution:small base  
Qn.B6d.Which job levels of the non- Hong Kong based expatriate willyour organisation hire for Hong Kong-based operations between January and March 2025?(May choose more than one option.)

# 1. Market expectations and hiring plans

·Expatriates are mainly hired for job functions like “Corporate Sales &Business Development”(13%),and“Marketing &Branding”(12%)

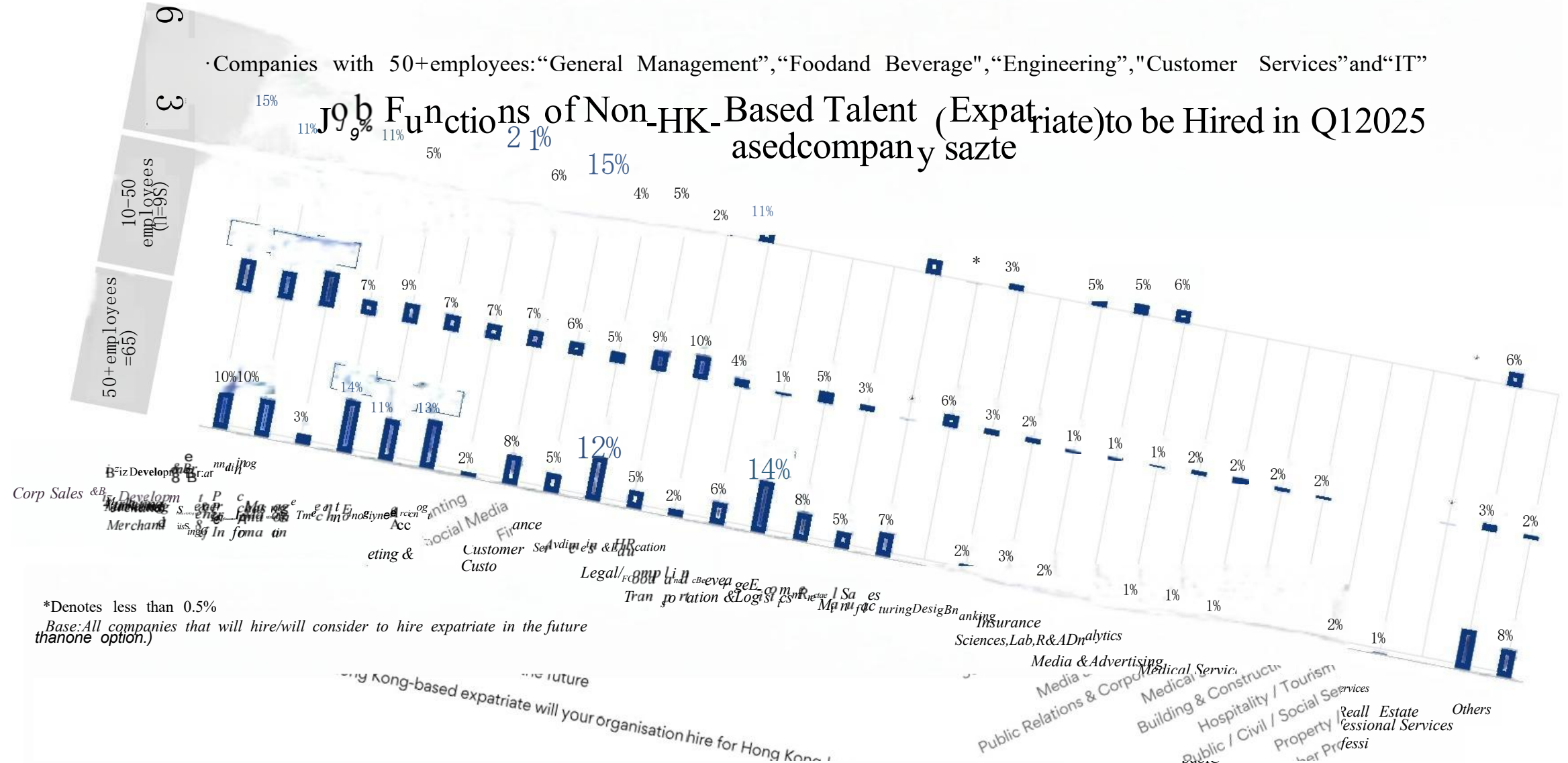
Job Functions of Non-HK-based Talent(Expatriate)to be Hired in Q1 2025



# 1. Market expectations and hiring plans

Companies with 50+employees:“General Management”,“Foodand Beverage”,“Engineering”, "Customer Services”and“IT”

Job Functions of Non-HK-Based Talent (Expatriate) to be Hired in Q12025  
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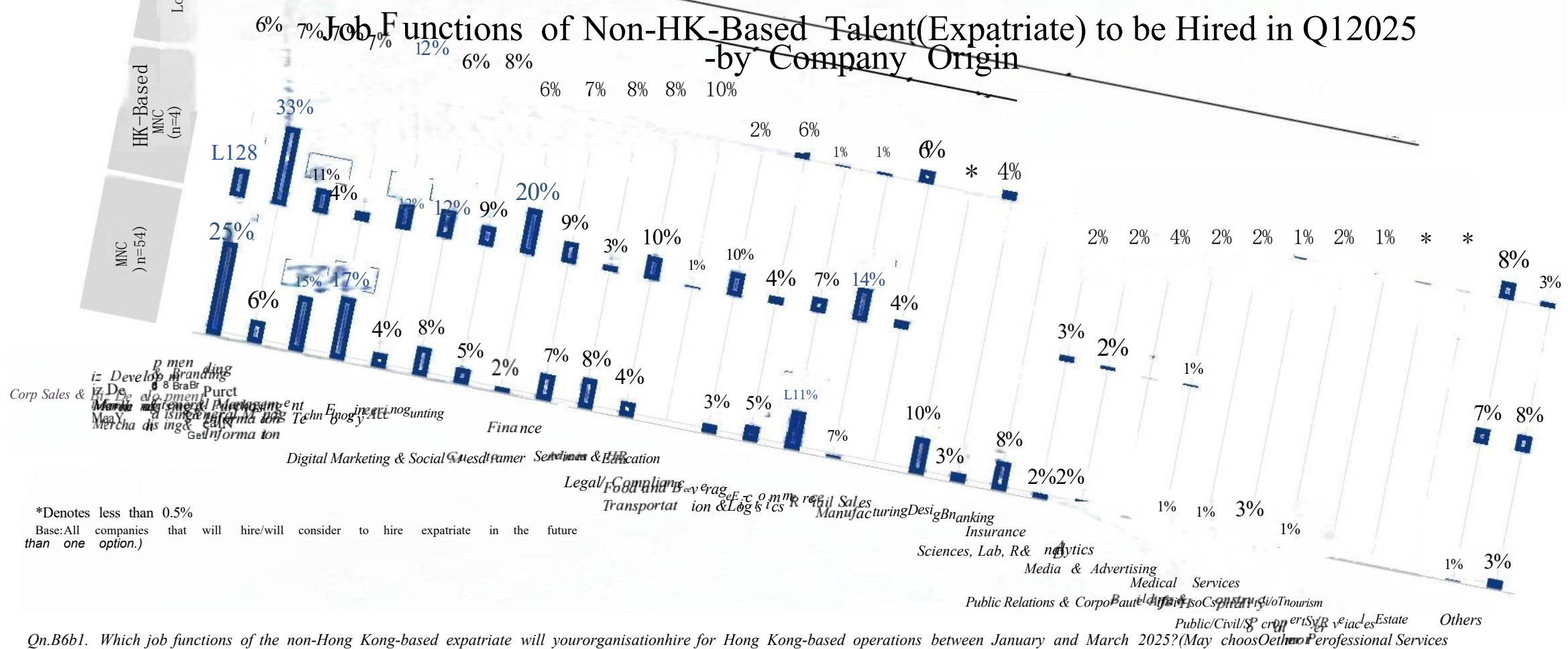
# 1. Market expectations and hiring plans

For Local(HK) companies, expatriates are mainly hired for IT job function

Business Development", "IT" and "Engineering" and "Merchandising & Purchasing"

For HK-based MNCs, expatriates are mainly hired for "Marketing & Branding", "Digital Marketing & Social Media", "E-commerce, Corporate Sales & Marketing"

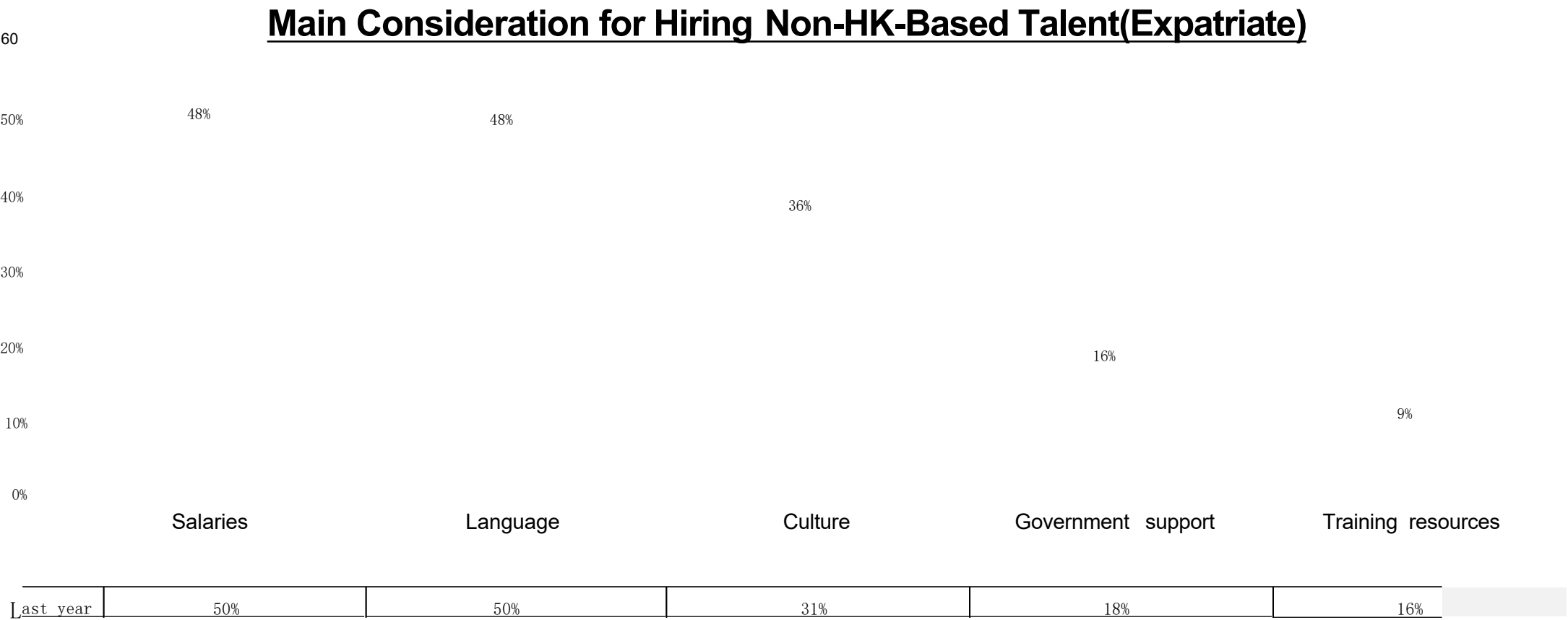
For MNCs: "Corporate Sales & Business Development", "General Management", "Merchandising & Purchasing" and "Transportation & Logistics"





1.Market expectations and hiring plans

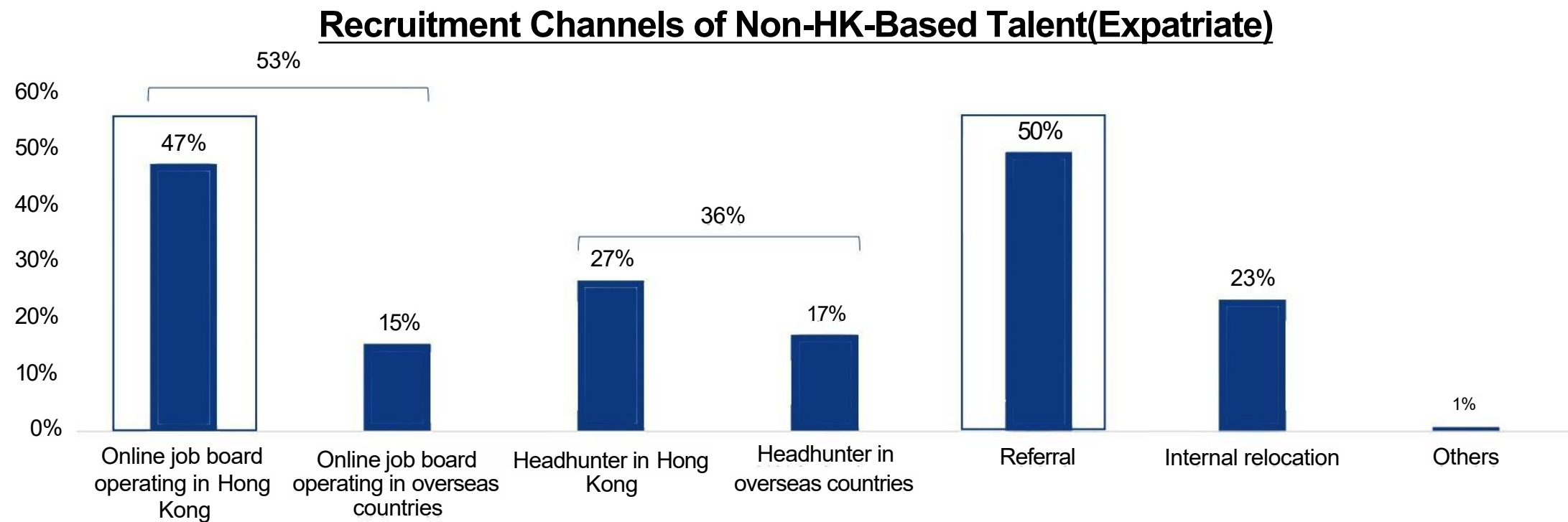
·“Salares”(48%)and “”Language”(48%)are the key consideration of surveyed companies that plan to hire non-HK-based expatriates



Base:All companies that will hire/will consider to hire expatriate in the future(n=195)  
Qn.B6d2.Which of the following factors is(are)your main consideration when considering hiring these non-Hong Kong-based expatriates?(You may choose up to two options.)

## 1. Market expectations and hiring plans

·“Referral”(50%)and"Online Job Board Operating" in Hong Kong(47%)are the toptwo recruitment channels for expatriates.



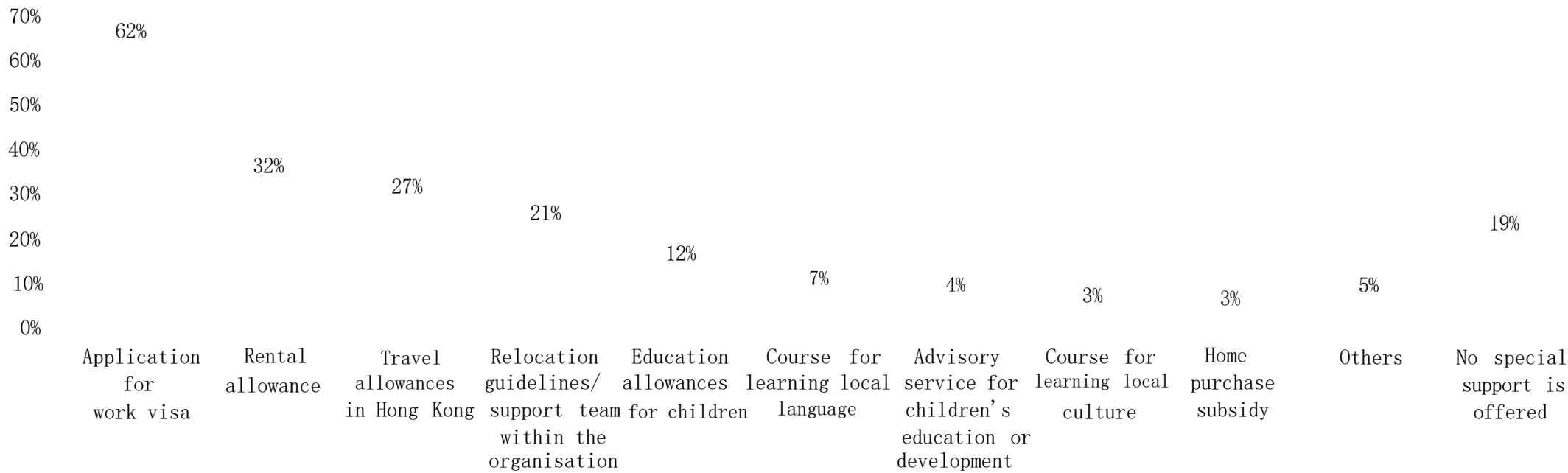
Base: All companies that will hire /will consider to hire expatriate in the future(n=195)

Qn.B6d6.Which recruitment channel(s) does your organisation use for hiring these non-Hong Kong-based expatriate?(You may choose more than one option.)

# 1.Market expectations and hiring plans

·The surveyed companies that hire expatriates mainly offer support in“Application for Work Visa”(62%).

## Support Offered to Non-Hong Kong-Based Expatriate

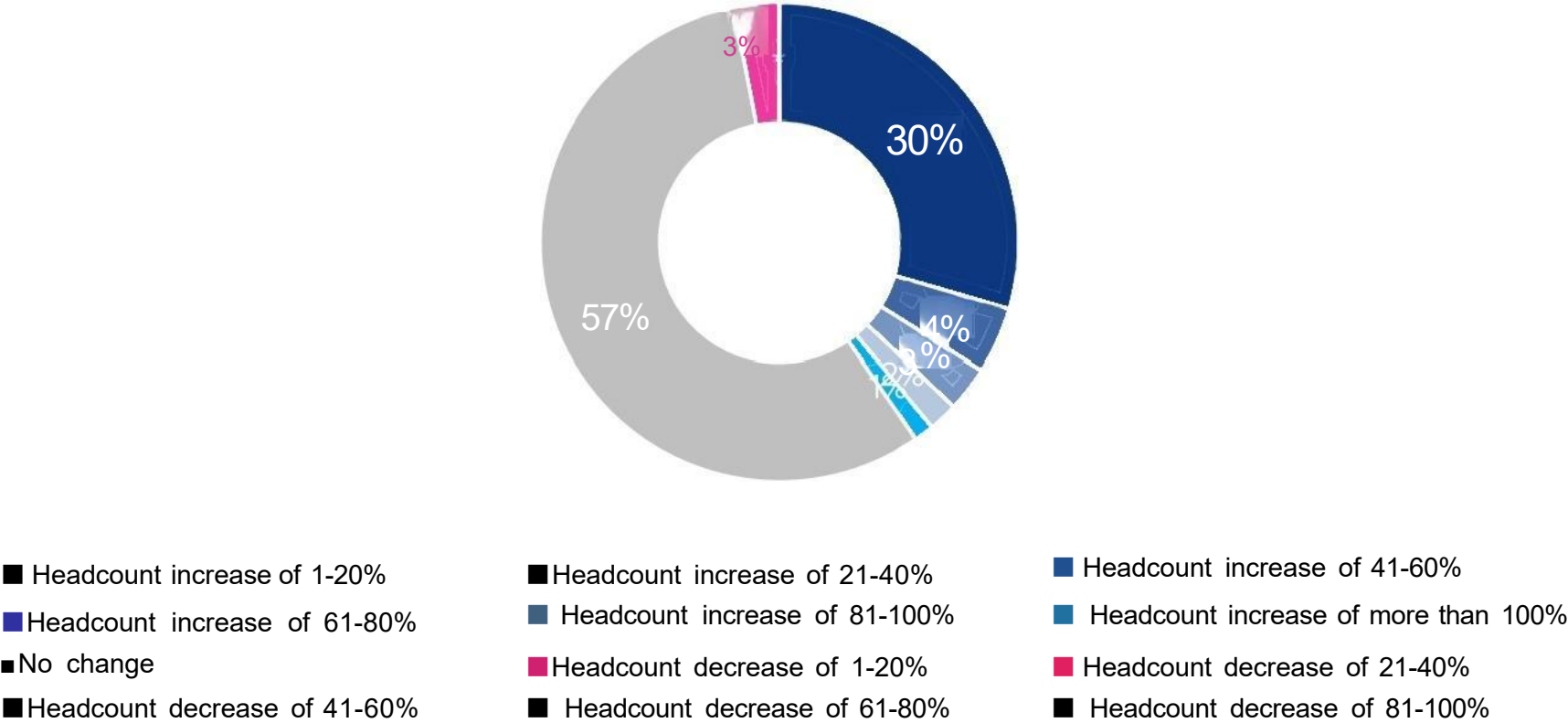


Base:All companies that will hire /will consider to hire expatriate in the future(n=195)  
Qn.B6d8.What kind of support does yourorganisation offer to these non-Hong Kong-based expatriate?(You may choose more than one option)

# 1. Market expectations and hiring plans

·57%of the surveyed companies that will hire expatriate in 2025 will maintain their current headcount,while 30%indicate plans to increase headcount by 1-20%.

**Anticipated Headcount Change for Non-Hong Kong-Based Expatriate in 2025**



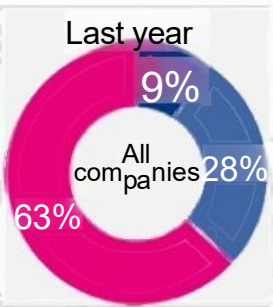
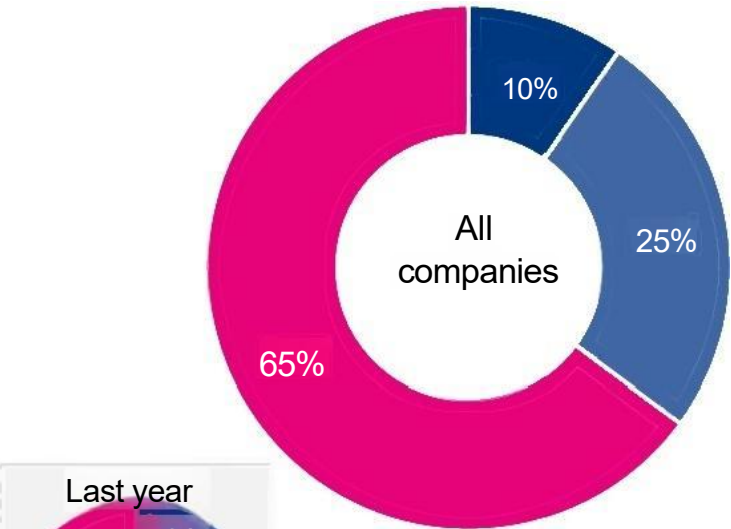
Base:All companies that will hire/willconsider to hire expatriate in the future(n=195)  
Qn.B6d10.As your company will consider hiring non-Hong Kong-based expatriate in the future,would you anticipate any change in their headcount in 2025?

# 1. Market expectations and hiring plans

- Currently,65%of the surveyed companies considerthe existing government support not helpful in their hiring.
- HK-based MNCs are more positive about the government support(55%).

## Impact of Government Support in Hiring Mainland Chinese/Expatriate

■Helped a lot in hiring   ■Helped a little in hiring   ■No impact on hiring



	1-9 employees	10-50 employees	Over 50 employees
Base	69	179	100
Helped a lot in hiring	6%	9%	13%
Helped a little in hiring	26%	24%	26%
No impact on hiring	68%	67%	61%

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	188	22#	47	85	12#
Helped a lot in hiring	9%	7%	21%	6%	3%
Helped a little in hiring	25%	29%	34%	21%	25%
No impact on hiring	66%	64%	45%	73%	72%

Base:All companies except those have a plan to close operations in HK /relocate all operations outside HK(n=355)

#Caution:small base

Qn.B6d3.How do you find the support of the Government regarding the hiring of non-Hong Kong-based Mainland Chinese talent/non-Hong Kong-based expatriates in the past one year?

# 1.Market expectations and hiring plans

·Zooming into companies that are experienced in hiring Mainland Chinese /expatriate,they share similar view about the impact of government support.

## Impact of Government Support in Hiring Mainland Chinese/Expatriate

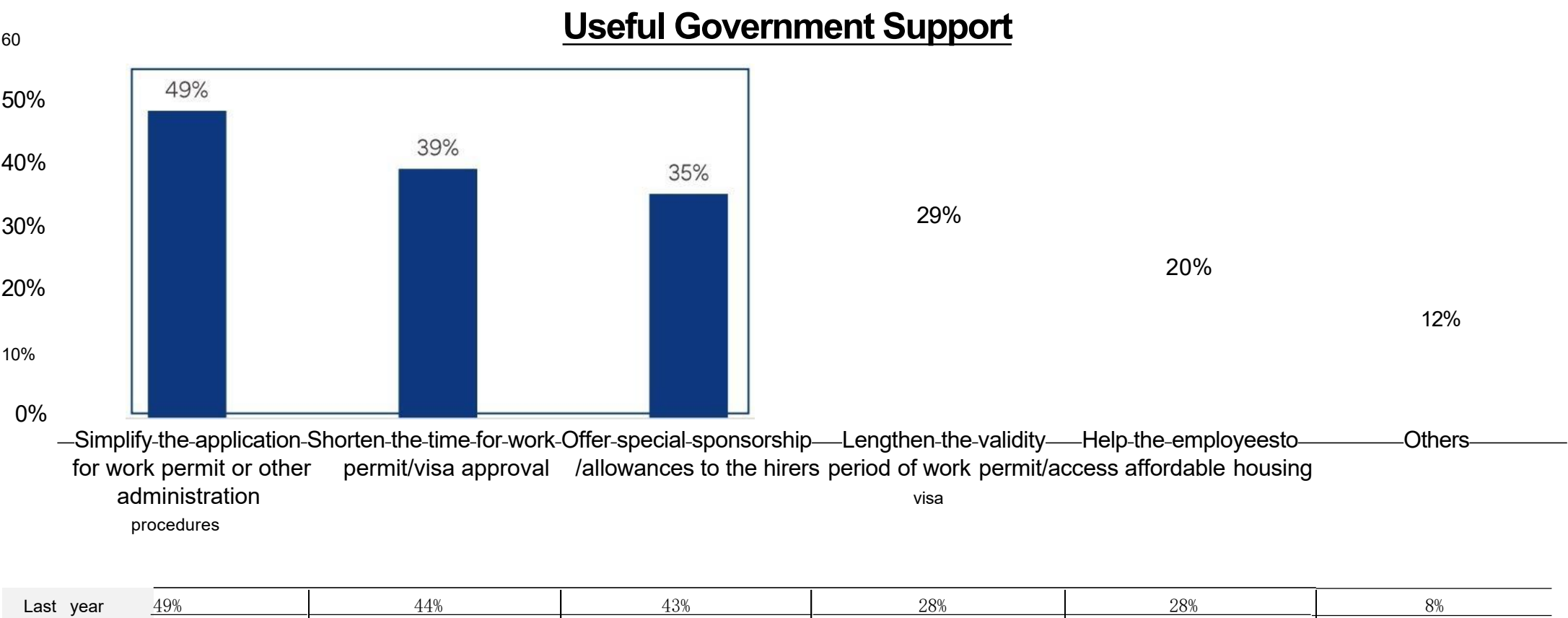
	All Companies	Experienced Hirers of Mainland Chinese /expatriate
Base	355	150
Helped a lot in hiring	10%	11%
Helped a little in hiring	25%	23%
No impact on hiring	65%	66%

Base:All companies except those have a plan to close operations in HK /relocate all operations outside HK(n=355)  
Qn.B6d3.How do you find the support of the Government regarding the hiring of non-Hong Kong based Mainland Chinese talent /non Hong Kong based expatriate in the past one year?



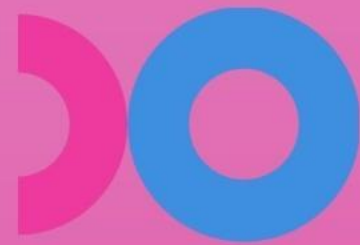
# 1. Market expectations and hiring plans

·Instead,the surveyed companies expect more useful government support such as "Simplifying the application for a work permit or other administration procedures",“Shortening the time for work permit/visa approval”and“Special sponsorship/allowances to the hirers”.

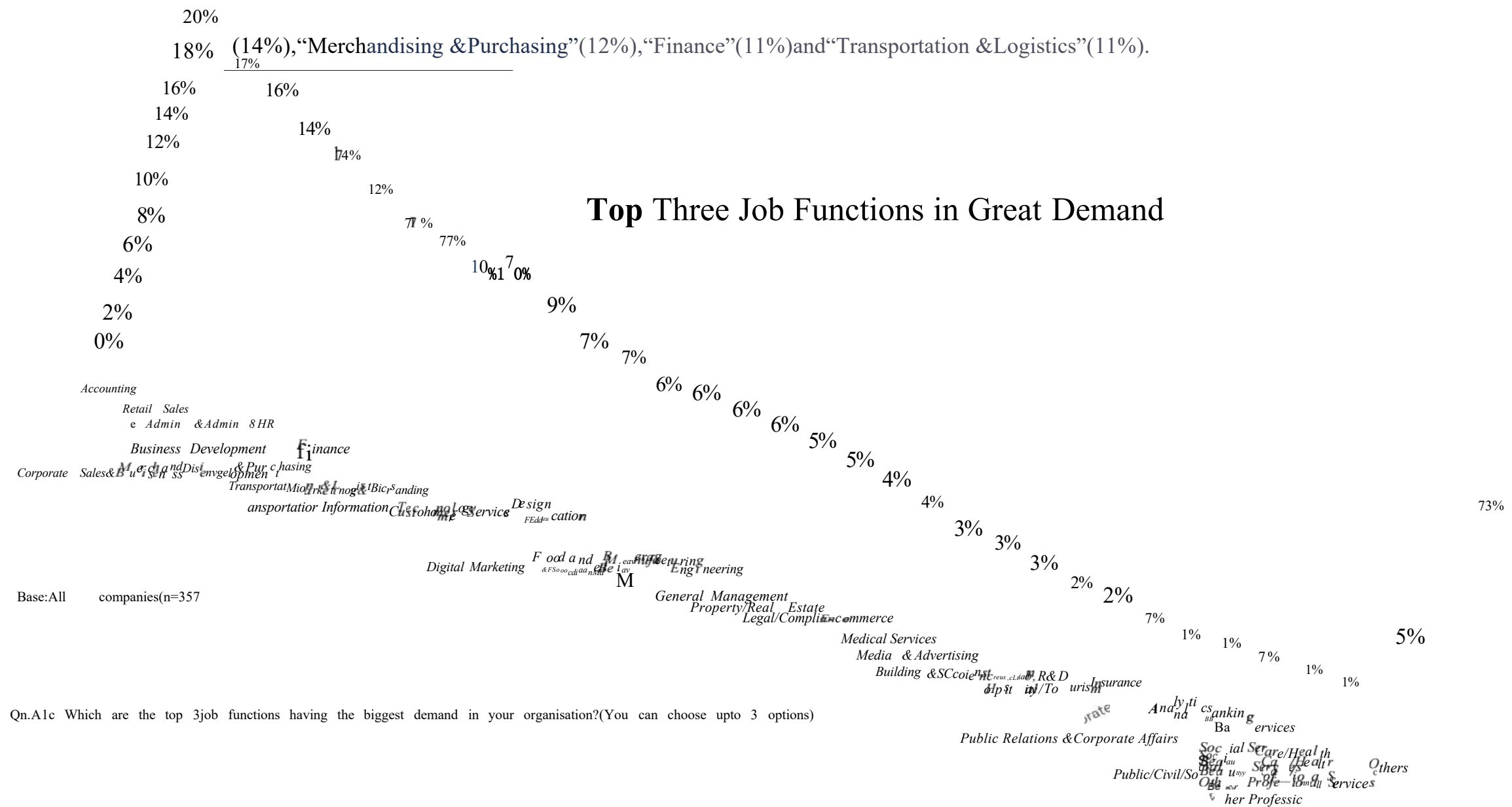


Base:All companies except those have a plan to close operations in HK /relocate all operations outside HK(n=355)  
Qn.B6d4.What kinds of support from the Government will help organisation like yours in recruiting non-Hong Kong-based Mainland Chinese talent /non-Hong Kong-based expatriate?  
(You may choose more than one option.)

# JOB FUNCTIONS IN DEMAND



## 1. Market expectations and hiring plans



# 1.Market expectations and hiring plans

·“Retail Sales”is consistently regarded as the job function in great demandacross companies of different sizes.

Top Three Job Functions in Great Demand-by Company Size

	All companies	1-9 employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Accounting	17% ①	30% ①	18% ①	8%
Retail Sales	16% ②	13% ③	15% ③	22% ①
Admin &HR	14% ③	22%	15% ③	7%
Corporate Sales &Business Development	14% ③	11%	13%	18% ②
Merchandising &Purchasing	12%	11%	16% ②	8%
Finance	11%	13% ③	14%	5%
Transportation &Logistics	11%	2%	11%	17% ③
Marketing &Branding	10%	14% ②	9%	10%
Information Technology	10%	7%	12%	6%
Customer Services	9%	12%	7%	11%
Design	7%	6%	8%	7%
Education	7%	1%	9%	8%
Digital Marketing &Social Media	6%	7%	4%	8%
Food and Beverage	6%	6%	2%	13%
Manufacturing	6%	9%	5%	6%
Engineering	6%	4%	4%	10%
General Management	5%	5%	6%	3%
Property /Real Estate	5%	2%	5%	6%
Legal/Compliance	4%	12%	3%	2%
E-commerce	4%	2%	4%	3%
Medical Services	3%	-	3%	5%
Media&Advertising	3%	5%	3%	1%
Building &Construction	3%	3%	3%	1%
Sciences, Lab, R&D	2%	1%	1%	3%
Hospitality/Tourism	2%	4%	-	3%
Insurance	1%	2%	1%	1%
Public Relations &Corporate Affairs	1%	★	2%	1%
Analytics	1%	1%	2%	*
Banking	1%	-	1%	2%
Public/Civil /Social Services	1%	-	1%	2%
Beauty Care /Health	1%		*	2%
Other Professional Services	5%	4%	6%	2%
Others(Please specify:)	13%	10%	14%	16%

Base:All companies                      \*denotes less than 0.5%  
Qn.A1c Which are the top 3 job functions having the biggest demand in your organisation?(You can choose upto 3 options).

## 1. Market expectations and hiring plans

- Companies of different origins have greater demand for varying job functions.

### Top Three Job Functions in Great Demand—by Company Origin

	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	357	190	22#	47	85	12#
Accounting	17% ①	21% ①	12%	14%	14%	5%
Retail Sales	16% ②	18% ②	14%	9%	20% ③	–
Admin &HR	14% ③	17% ③	18%	10%	10%	10%
Corporate Sales &Business Development	14% ③	8%	14%	17% ②	27% ①	5%
Merchandising &Purchasing	12%	9%	7%	19% ①	19%	
Finance	11%	11%	16%	9%	13%	–
Transportation &Logistics	11%	5%	4%	19% ①	22% ②	5%
Marketing &Branding	10%	10%	14%	14%	6%	13%
Information Technology	10%	11%	6%	12%	6%	12%
Customer Services	9%	10%	–	4%	13%	
Design	7%	8%	6%	6%	7%	–
Education	7%	9%		–	1%	55%
Digital Marketing &Social Media	6%	8%	–	4%	5%	–
Food and Beverage	6%	6%	12%	3%	6%	5%
Manufacturing	6%	4%	7%	7%	10%	
Engineering	6%	4%	7%	11%	7%	
General Management	5%	6%		6%	4%	5%
Property/Real Estate	5%	8%	–	5%		5%
Legal /Compliance	4%	6%	11%	2%	1%	
E-commerce	4%	3%	7%	10%	2%	–
Medical Services	3%	3%	4%	1%	3%	5%
Media &Advertising	3%	3%		6%	1%	
Building &Construction	3%	2%	8%	–	3%	5%
Sciences, Lab, R&D	2%	*	4%	4%	1%	12%
Hospitality/Tourism	2%	2%		3%	1%	
Insurance	1%	1%		2%	1%	–
Public Relations &Corporate Affairs	1%	1%		1%	1%	
Analytics	1%	1%	4%		1%	
Banking	1%	1%	4%	–	2%	
Public/Civil /Social Services	1%	★		3%	–	14%
Beauty Care /Health	1%	*			3%	
Other Professional Services	5%	6%	9%	5%	1%	5%
Others (Please specify:)	13%	12%	11%	19%	13%	20%

Base:All companies

#Caution:small base

\*denotes less than 0.5%

Qn.A1c Which are the top 3 job functions having the biggest demand in your organisation?(You can choose upto 3 options).



# Section 2

RECENT HIRING

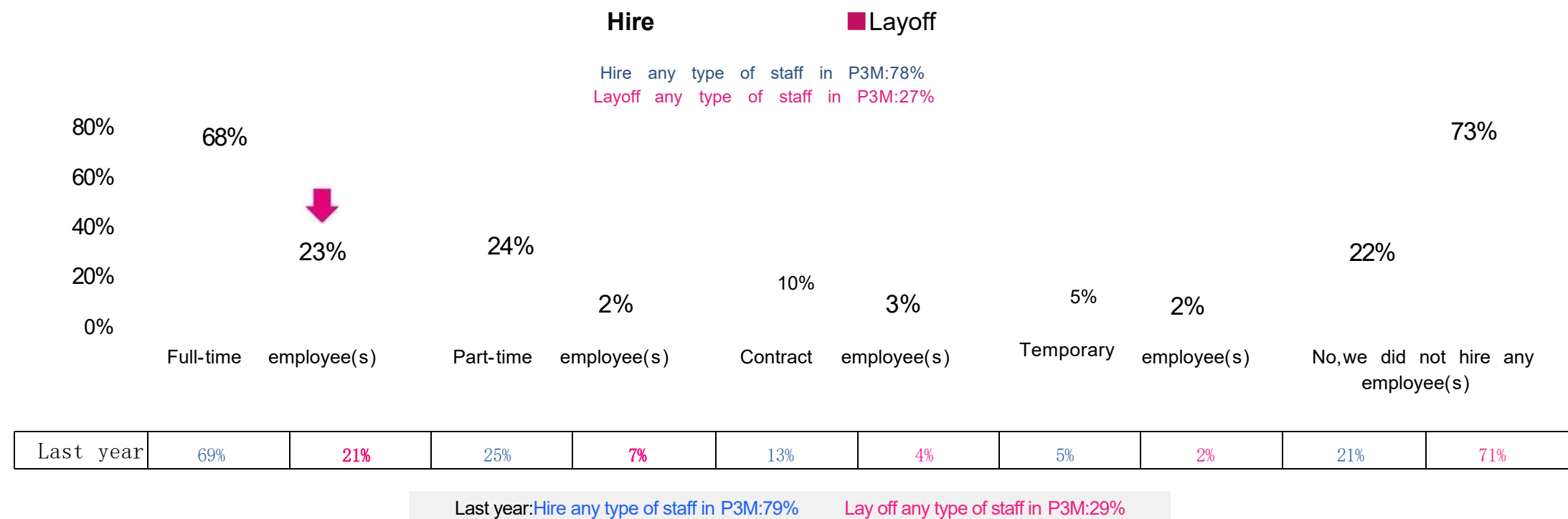




## 2.Recent Hiring

- 78%of the surveyed companies hired in the past 3 months,and most(68%)hired full-time employees.
- 27%of the surveyed companies laid off staff in the past 3 months,and most(23%)are full-time employees.

## Hiring vs Layoff of Staff in P3M



Base: All companies (n=357)

Qn.B14.Did your organisation hire anyone (including full-time, part-time, contract or temporary employees) in the past 3 months? (May choose more than one option.)

Qn.B19.Did your organisation lay off any employees(including full-time,part-time,contract or temporary employees)in the past 3 months?(May choose more than one option.)

## 2.Recent Hiring

- Large companies with over 50\_employees report the highest incidence of hiring(92%). Small companies with 1-9 employees have the lowest overall hiring incidence(51%). The incidence of hiring in the past 3 months increased according to company size and this pattern recurs across different types of staff.
- As for layoffs in the past 3 months, the incidence is also relatively higher among large companies with over 50 employees, especially for full-time staff.

### Hiring vs Layoff of Staff in P3M-by Company Size

Hiring	All companies	1-9 employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Hire any	78%	51%	81%	92%
Full-time employee(s)	68%	38%	68%	88%
Part-time employee(s)	24%	13%	24%	34%
Contract employee(s)	10%	3%	7%	22%
Temporary employee(s)	5%	4%	2%	10%
Did not hire any staff	22%	49%	19%	8%

Layoff	All companies	1-9 employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Lay off any	27%	17%	27%	34%
Full-time employee(s)	23%	13%	23%	28%
Part-time employee(s)	2%		1%	5%
Contract employee(s)	3%	2%	2%	5%
Temporary employee(s)	2%	2%	1%	2%
Did not lay off any staff	73%	83%	73%	66%

Base: All companies

\*Denotes less than 0.5%

Qn.B14.Did your organisation hire anyone (including full-time, part-time, contract or temporary employees) in the past 3 months? (May choose more than one option.)

Qn.B19.Did your organisation lay off any employees (including full-time, part-time, contract or temporary employees) in the past 3 months? (May choose more than one option.)

2.Recent Hiring

- HK-based MNCs have a higher incidence of past 3months hiring(90%),especially for full-time employees(82%)
- **The layoff patterns in the last 3 months** across companies of different origins are similar.MNCs reported a relatively positive pattern with a lower incidence of laying off staff(24%)

Hiring vs Layoff of Staff in P3M-by Company Origin

Hiring	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/ NPO
Base	357	190	22#	47	85	12#
Hire any	78%	75%	70%	90%	79%	95%
Full-time employee(s)	68%	63%	70%	82%	66%	95%
Part-time employee(s)	24%	27%	5%	25%	17%	60%
Contract employee(s)	10%	8%	9%	11%	9%	51%
Temporary employee(s)	5%	2%	0%	6%	6%	41%
Did not hire any staff	22%	25%	30%	10%	21%	5%

Layoff	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/ NPO
Base	357	190	22#	47	85	12#
Lay off any	27%	30%	13%	31%	24%	22%
Full-time employee(s)	23%	25%	13%	23%	22%	22%
Part-time employee(s)	2%	2%	0%	5%	1%	0%
Contract employee(s)	3%	4%	0%	4%	1%	0%
Temporary employee(s)	2%	3%	0%	0%	1%	0%
Did not lay off any staff	73%	70%	87%	69%	76%	78%

Base:All companies

#Caution:small base

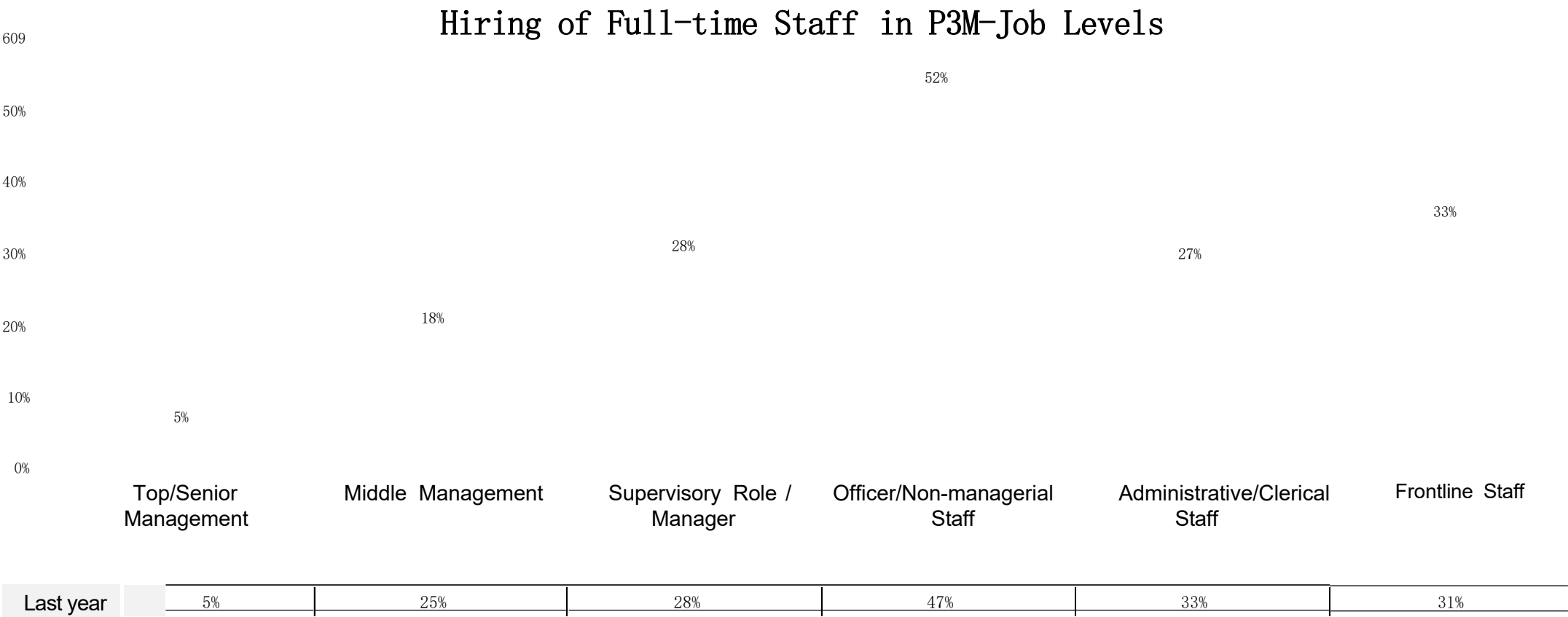
\*Denotes less than 0.5%

Qn.B14.Did yourorganisationhire anyone(including full-time,part-time,contract or temporary employees)in the past 3 months?(May choose more than one option.)

Qn.B19.Did your organisation lay off any employees(including full-time,part-time,contract or temporary employees)in the past 3 months?(May choose more than one option.)

## 2.Recent Hiring

·Hiring of full-time staff in the past 3 months reflected a focus on“Officer/Non-managerial Staff”(52%),followed by“Frontline Staff”(33%), “Supervisory Role/Manager”(28%)and“Administrative/Clerical Staff”(27%).



Base:All companies that hired full-time staff in P3M(n=243)  
Qn B15 Which job levels of the full-time staf did your organisation hire in the past 3 months?(May choose more than one option.)

2.Recent Hiring

- Large companies with 5O+employees have a higherincidence of hiring across various levels.
- Across companies of different origins,the pattern is largely consistent except:
  - Local HK companies reporteda lowerincidence of hiring“Supervisory Role/Manager”(17%)
  - HK-based MNCs have a relatively higher incidence of hiring across levels except for“Frontline Staff”(24%)

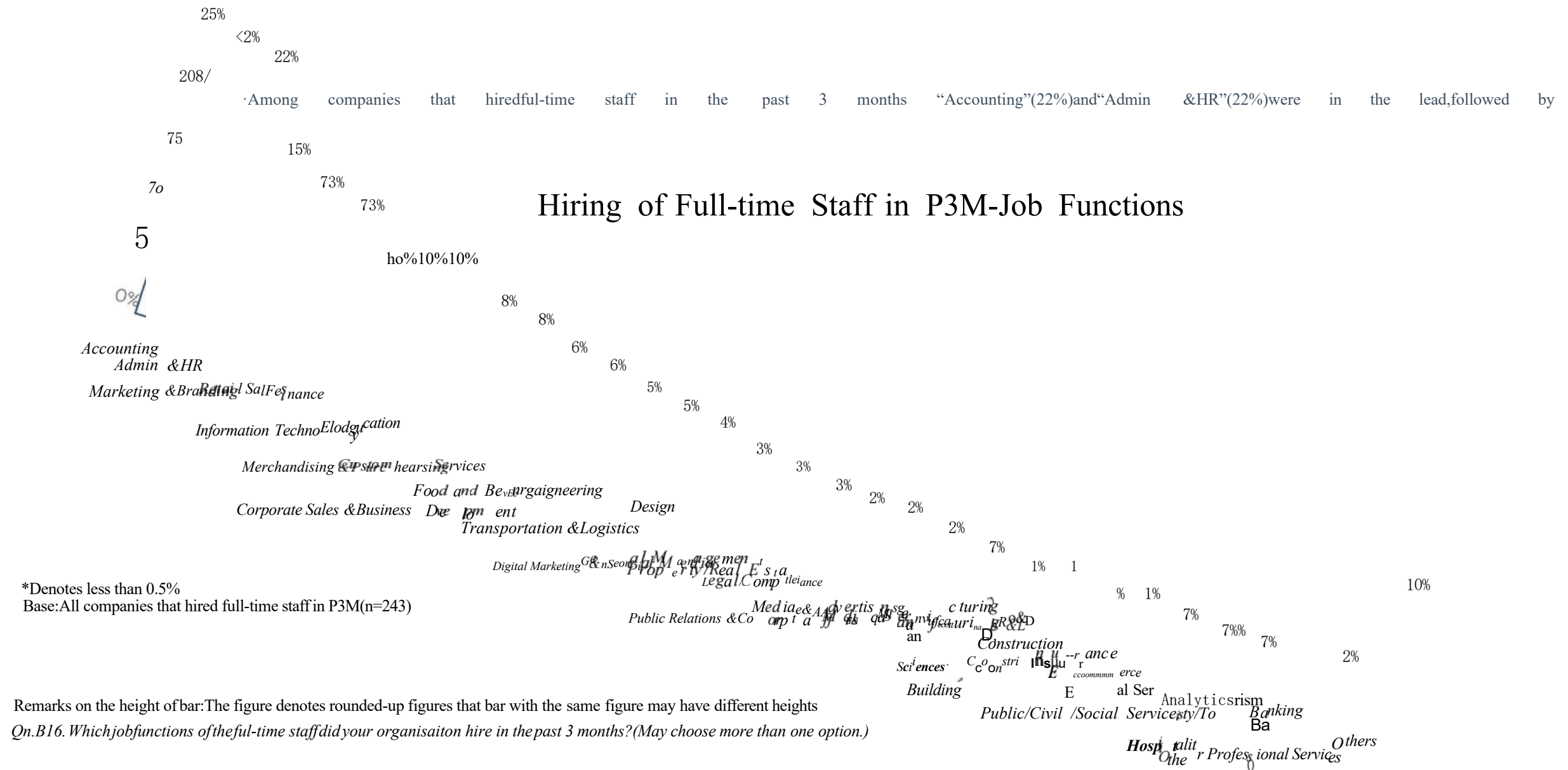
Hiring of Full-time Staff in P3M-Job Levels  
-by Company Size &by Company Origin

By Company Size	All companies	1-9employees	10-50 employees	Over 50 employees
Base	243	27	121	88
Top/Senior Management	5%	-	2%	11%
Middle Management	18%	22%	12%	25%
Supervisory Role /Manager	28%	15%	21%	45%
Officer/Non-managerial Staff	52%	44%	52%	54%
Administrative/Clerical Staff	27%	15%	22%	39%
Frontline Staff	33%	13%	28%	48%

By Company Origin	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	243	120	15#	39	56	12#
Top/Senior Management	5%	2%	-	9%	6%	24%
Middle Management	18%	14%	28%	25%	14%	55%
Supervisory Role/Manager	28%	17%	53%	34%	33%	71%
Officer/Non-managerial Staff	52%	51%	25%	57%	48%	95%
Administrative/Clerical Staff	27%	26%	10%	32%	22%	71%
Frontline Staff	33%	33%	25%	24%	37%	63%

Base:All companies that hired full-time staff in P3M #Caution:small base  
Qn.B15.Which job levels of the full-time staf did your organisationhire in the past 3 months?(May choose more than one option.)

## 2.Recent Hiring





2.Recent Hiring

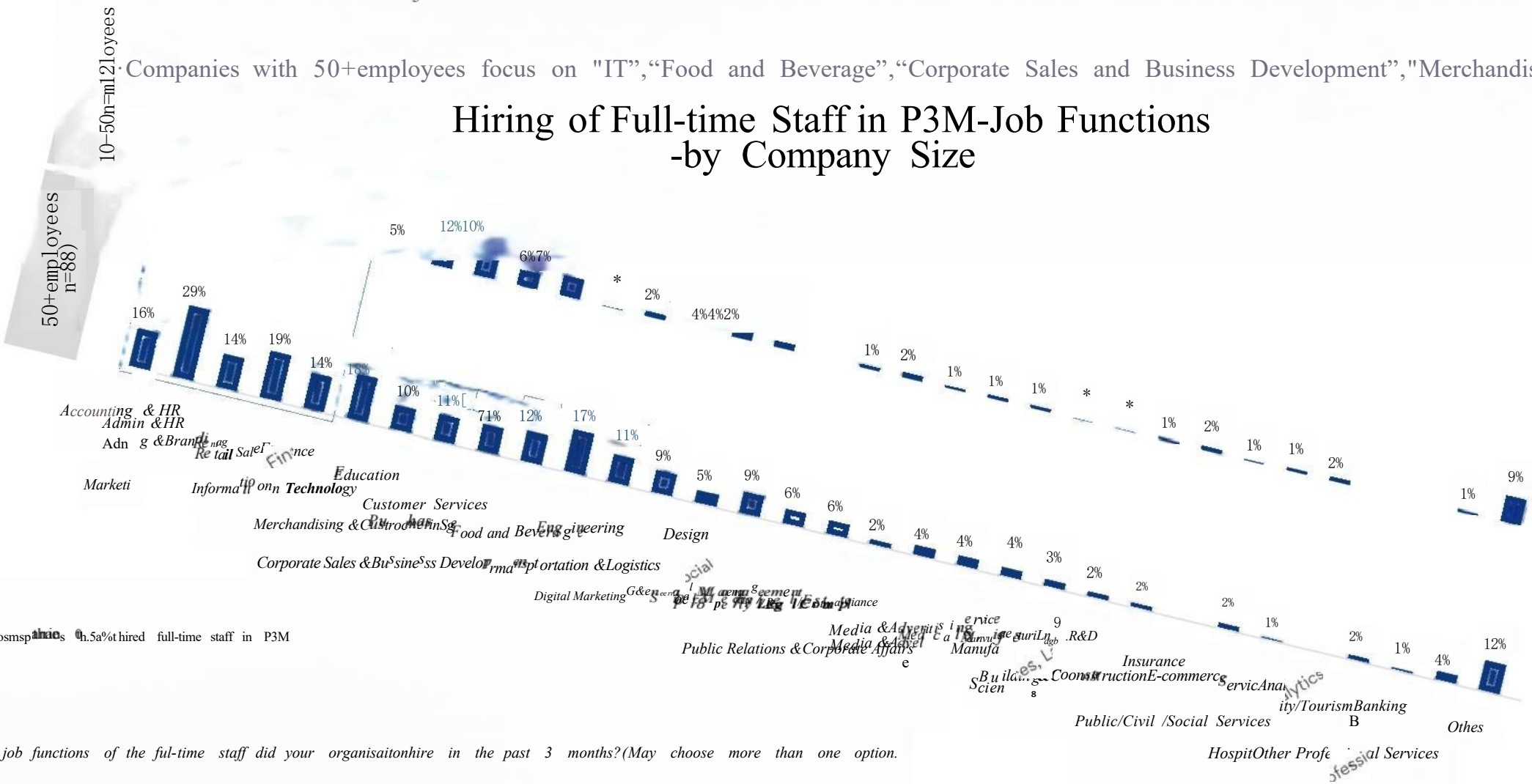
company sizes.In addition,

·Companies with 10-50 employees focus on“Education”

“Purchasing”, “Customer Services” and “Engineering”

·Companies with 50+employees focus on "IT",“Food and Beverage”,“Corporate Sales and Business Development”, "Merchandising and

Hiring of Full-time Staff in P3M-Job Functions  
-by Company Size

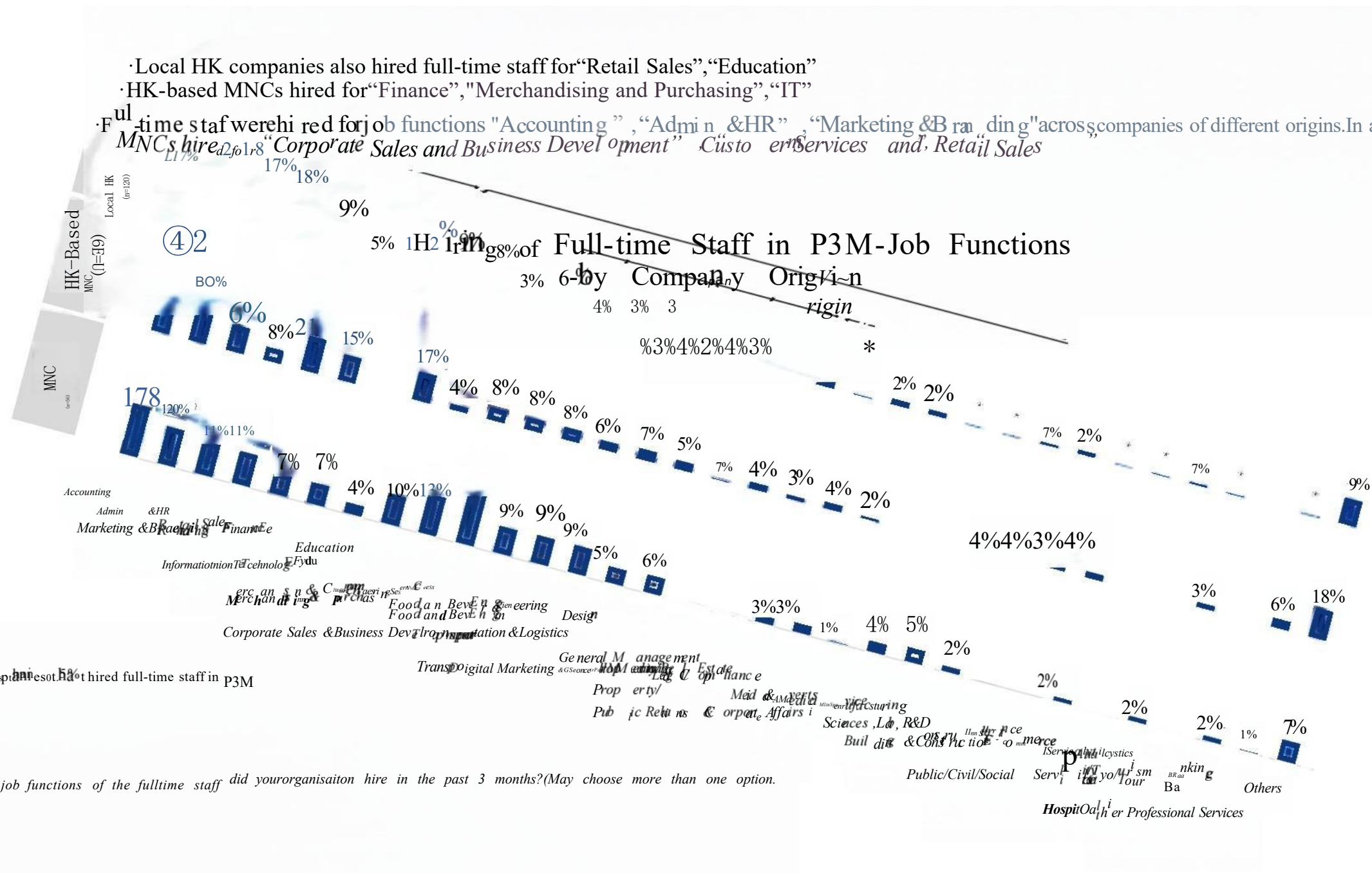


\*Based on the total number of full-time staff hired in P3M

Qn.B16. Which job functions of the full-time staff did your organisation hire in the past 3 months? (May choose more than one option.)

2.Re cent Hiring

- Local HK companies also hired full-time staff for“Retail Sales”,“Education”
- HK-based MNCs hired for“Finance”, "Merchandising and Purchasing", “IT”
- Full-time staff were hired for job functions "Accounting", “Admin. &HR”, “Marketing & Branding" across companies of different origins. In addition MNCs hired for “Corporate Sales and Business Development”, “Customer Services” and “Retail Sales”

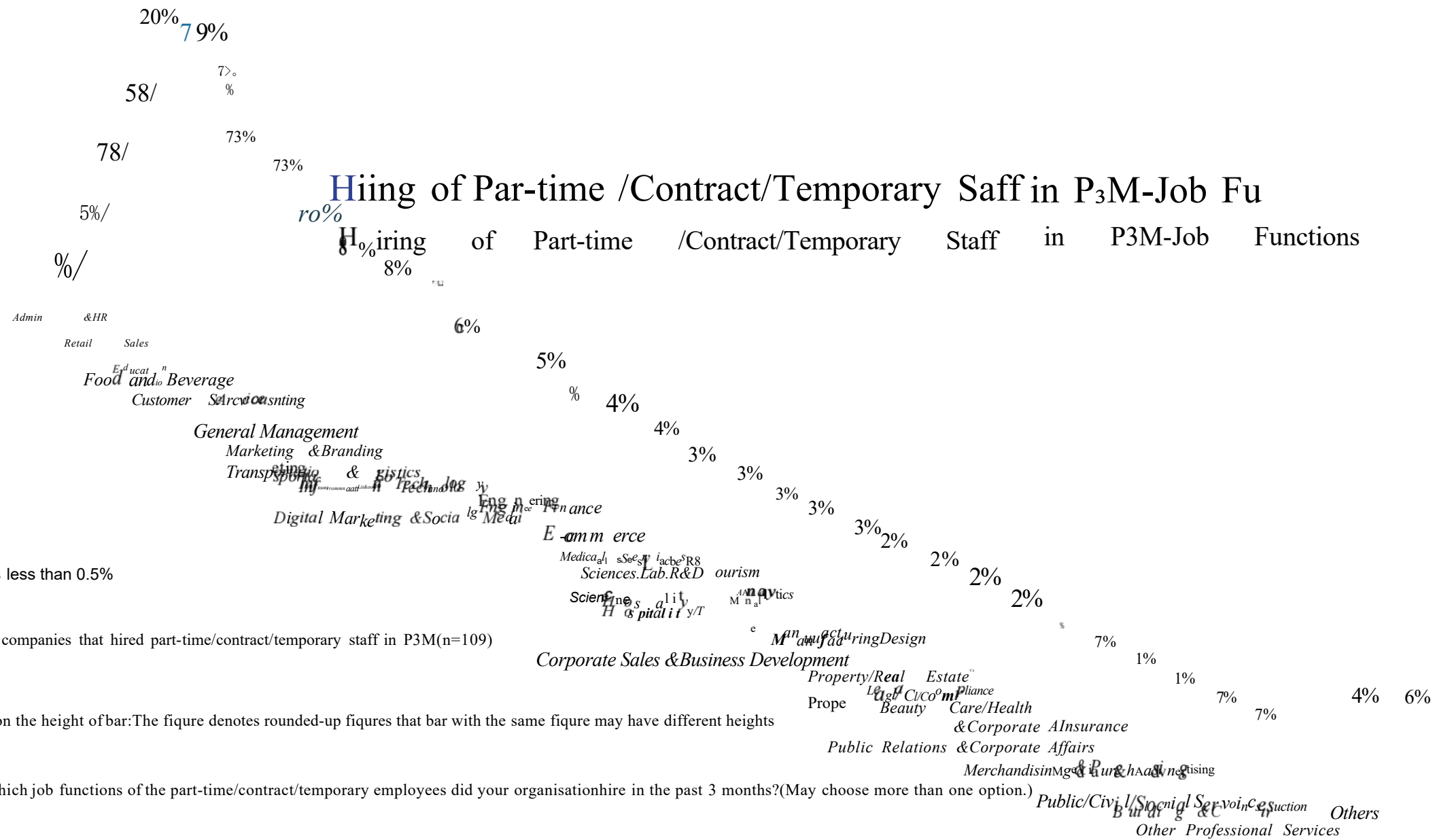


\*Based on companies that hired full-time staff in P3M

Qn.B16. Which job functions of the fulltime staff did yourorganisaiton hire in the past 3 months?(May choose more than one option.

## 2.Recent Hiring

25% (13%) and “Food and Beverage” (13%) were the top job functions hired.

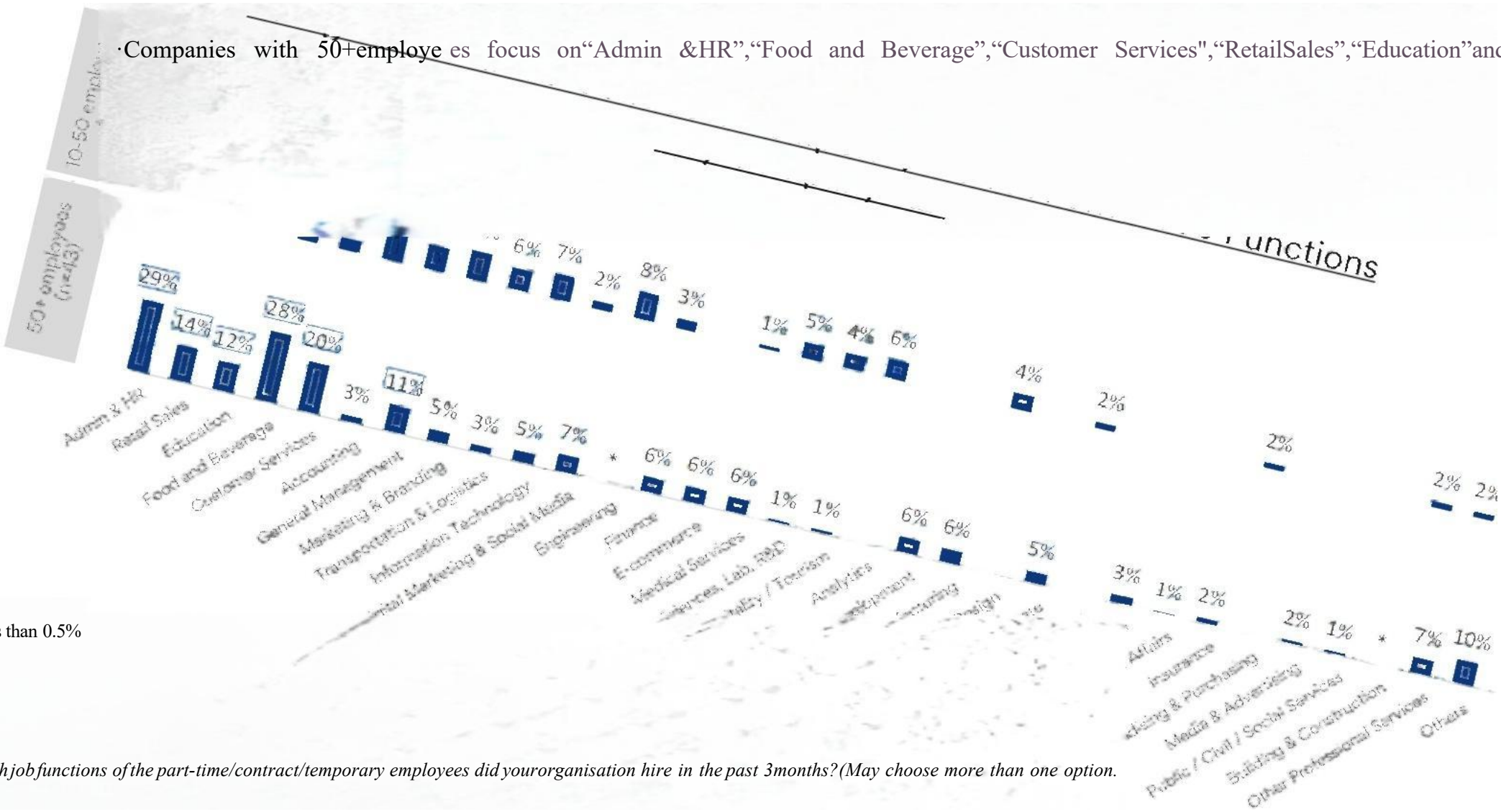


2.Rece nt Hiring

Management”

·Compa ·Companies with 10-50 employees focus on “Retail Sales”and“Education”nies of different sizes hire part-time/contract/temporary staff for different job

·Companies with 50+employee es focus on“Admin &HR”,“Food and Beverage”,“Customer Services”,“RetailSales”,“Education”and“Genera

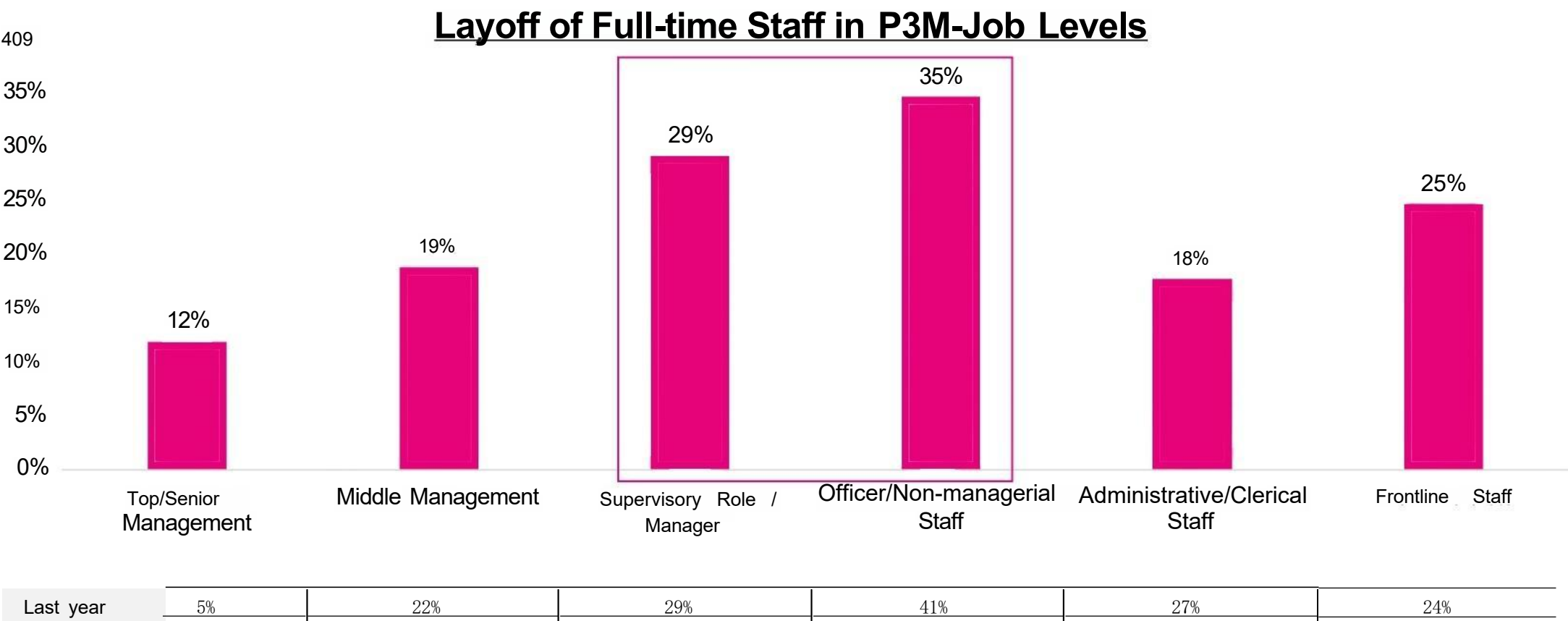


\*Denotes less than 0.5%

Qn.B18. Which job functions of the part-time/contract/temporary employees did your organisation hire in the past 3 months? (May choose more than one option.)

2.Recent Hiring

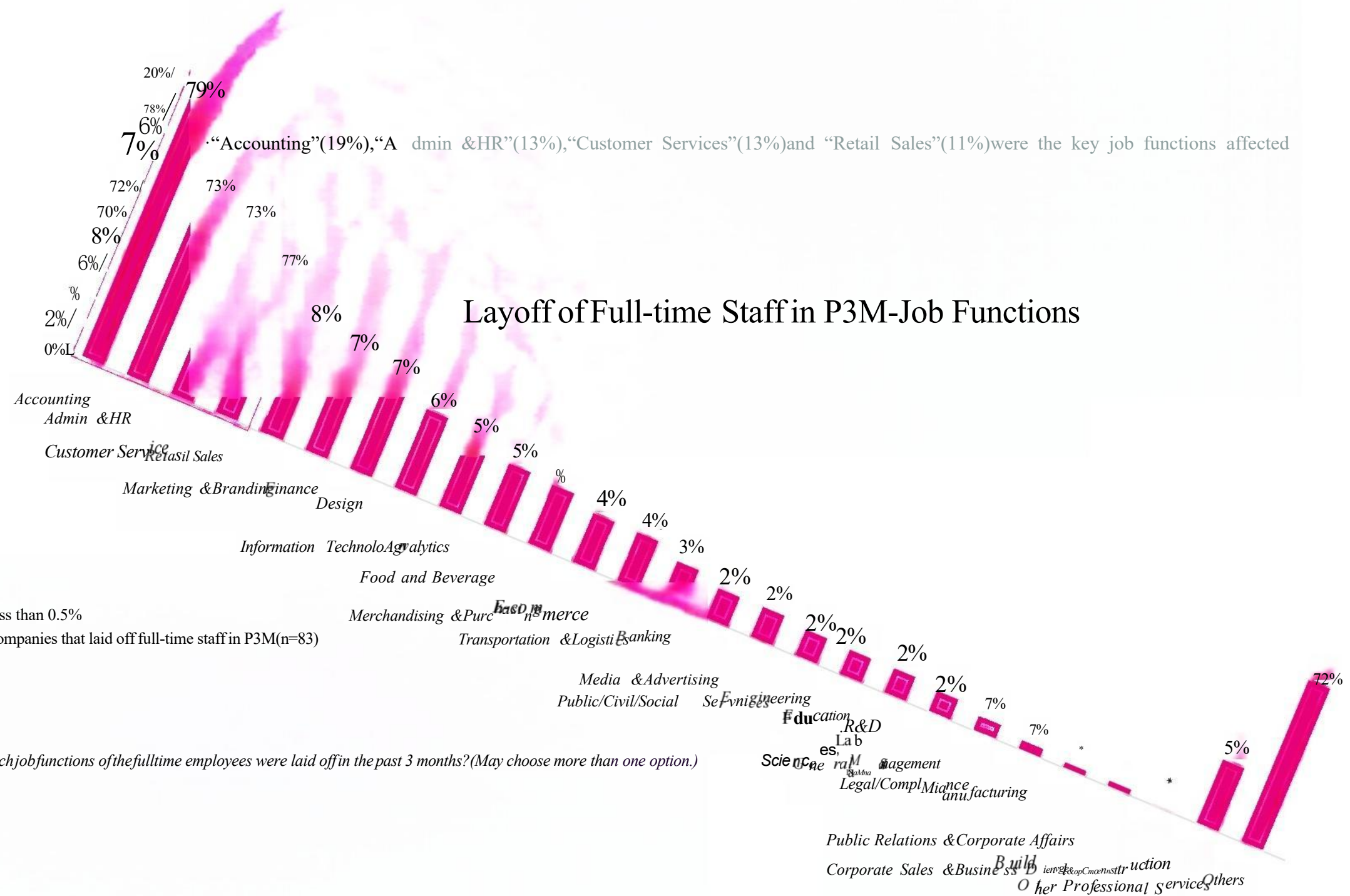
·Laying off of full-time staff spanned across different levels.“Officer/Non-managerial Staff”(35%)and“Supervisory Role /Manager”(29%)are relatively more affected.



Base:All companies that laid off full-time staff in P3M(n=83)  
Qn.B20.Which job levels of the fulltime employees were laid offin the past 3months?(May choose more than one option.)



## 2.Recent Hiring

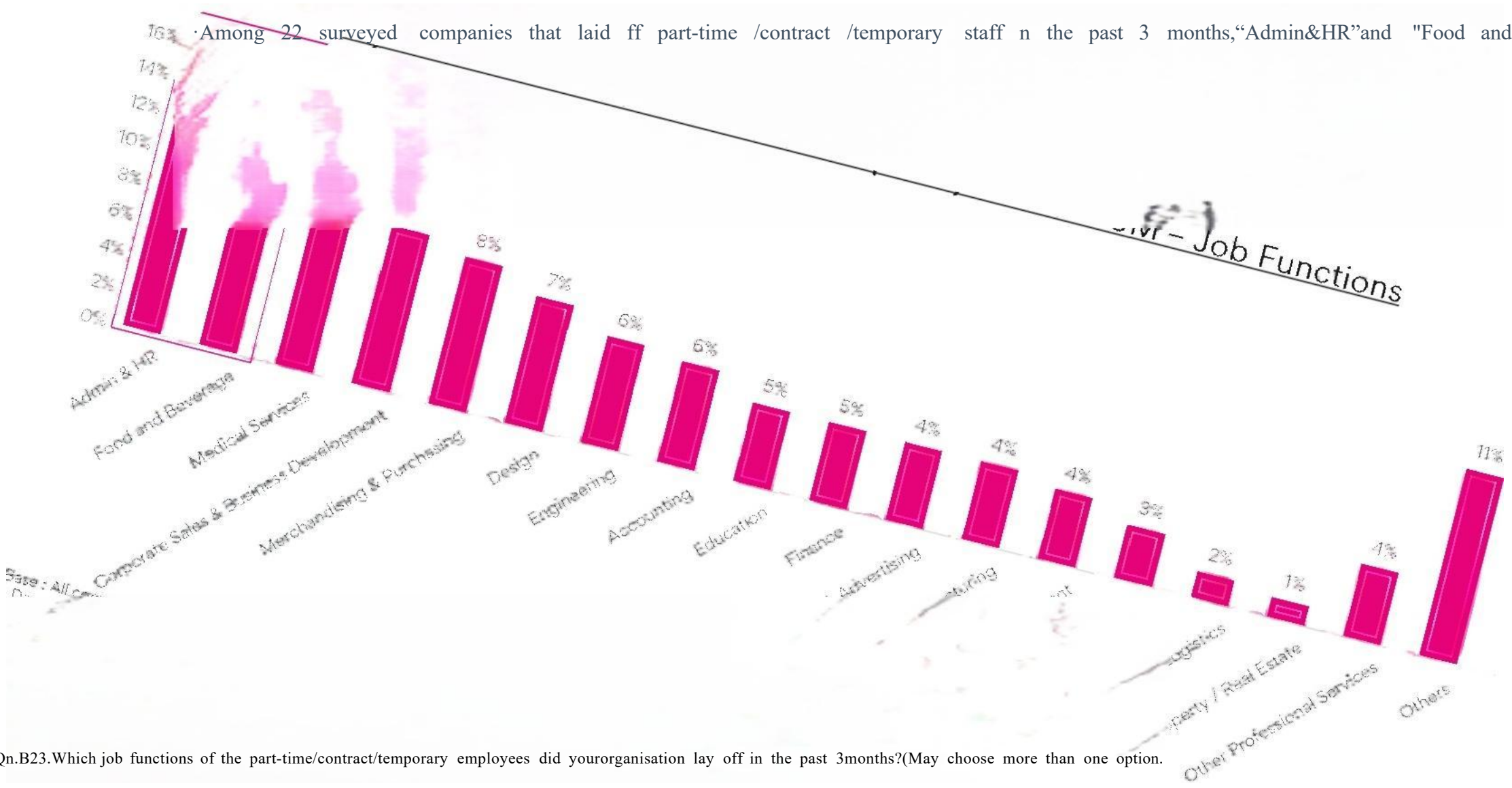




## 2. Recent Hiring

are relatively more affected.

Among 22 surveyed companies that laid off part-time /contract /temporary staff in the past 3 months, "Admin&HR" and "Food and Beverage"

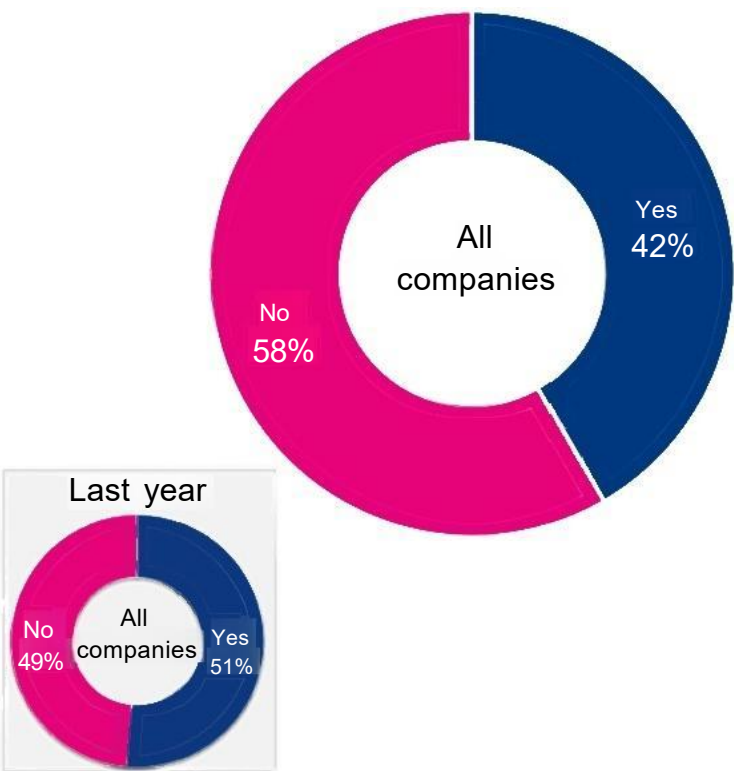


Qn.B23.Which job functions of the part-time/contract/temporary employees did your organisation lay off in the past 3months?(May choose more than one option.

2.Recent Hiring

- 42%of the surveyed companies reported hiring fresh graduates in P12M,denoting a slight drop from last year(51%).Incidence of hiring fresh graduates increases with company size.Companies with over 50 employees reported the highest incidence of hiring(63%),whilst only 18%of companies with 1-9 employees recorded the same.
- As for companies of different origins,MNCs reported a relatively lower incidence of hiring fresh graduates(35%).

Hiring of Fresh Graduates in P12M



	1-9 employees	10-50 employees	Over 50 employees
Base	69	179	100
Yes	18%	38%	63%
No	82%	62%	37%

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	188	22#	47	85	12#
Yes	44%	20%	44%	35%	81%
No	56%	80%	56%	65%	19%

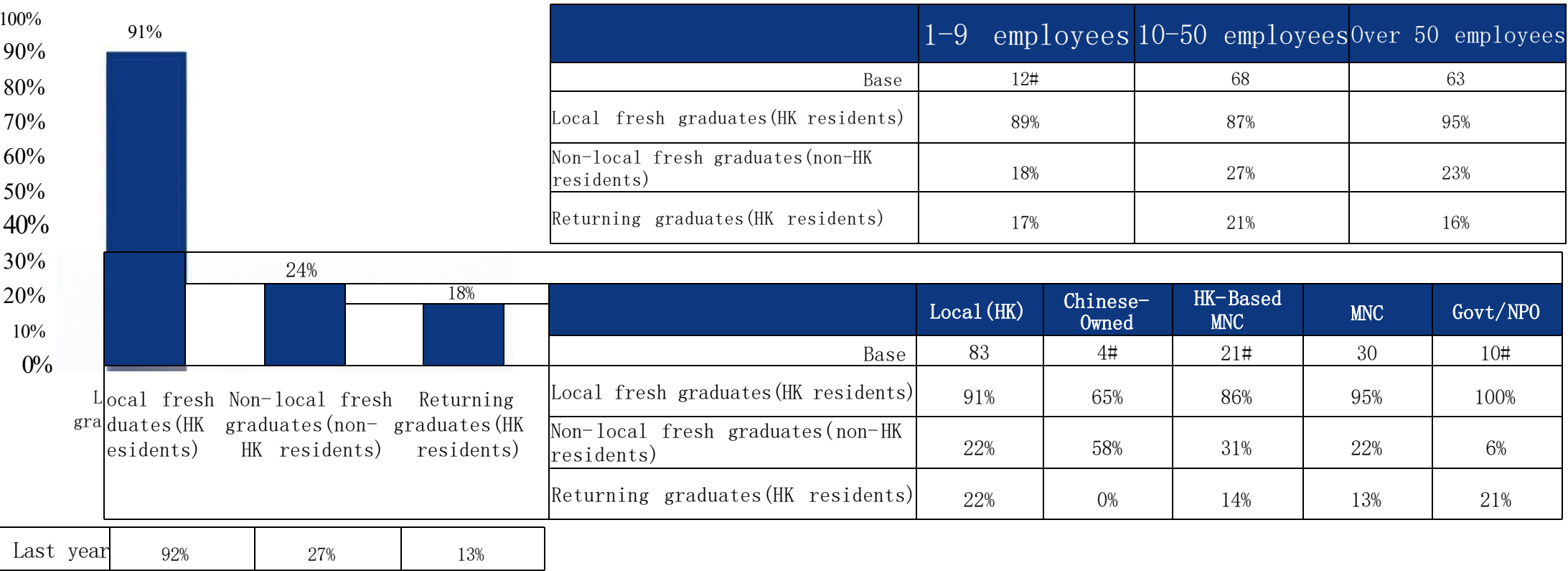
Base:All companies except those have a plan to close operations in HK /relocate all operations outside HK(n=355)  
Qn.B7a.Did yourorganisation hire fresh graduates from tertiary institutions in the past 12 months?

#Caution:small base

2.Recent Hiring

- Similar to last year, the majority hire “local fresh graduates”(91%), followed by “non-local fresh graduates”(24%) and “returning graduates”(18%).
- Large companies with 50+employees register a relatively higher incidence of hiring “local fresh graduates”(95%), while companies with 10-50 employees reported a relatively higher incidence of hiring “non-local fresh graduates”(27%).
- As for companies of different origins, MNCs have a relatively higher incidence of hiring “local fresh graduates”(95%).

Types of Fresh Graduates Hired in P12M

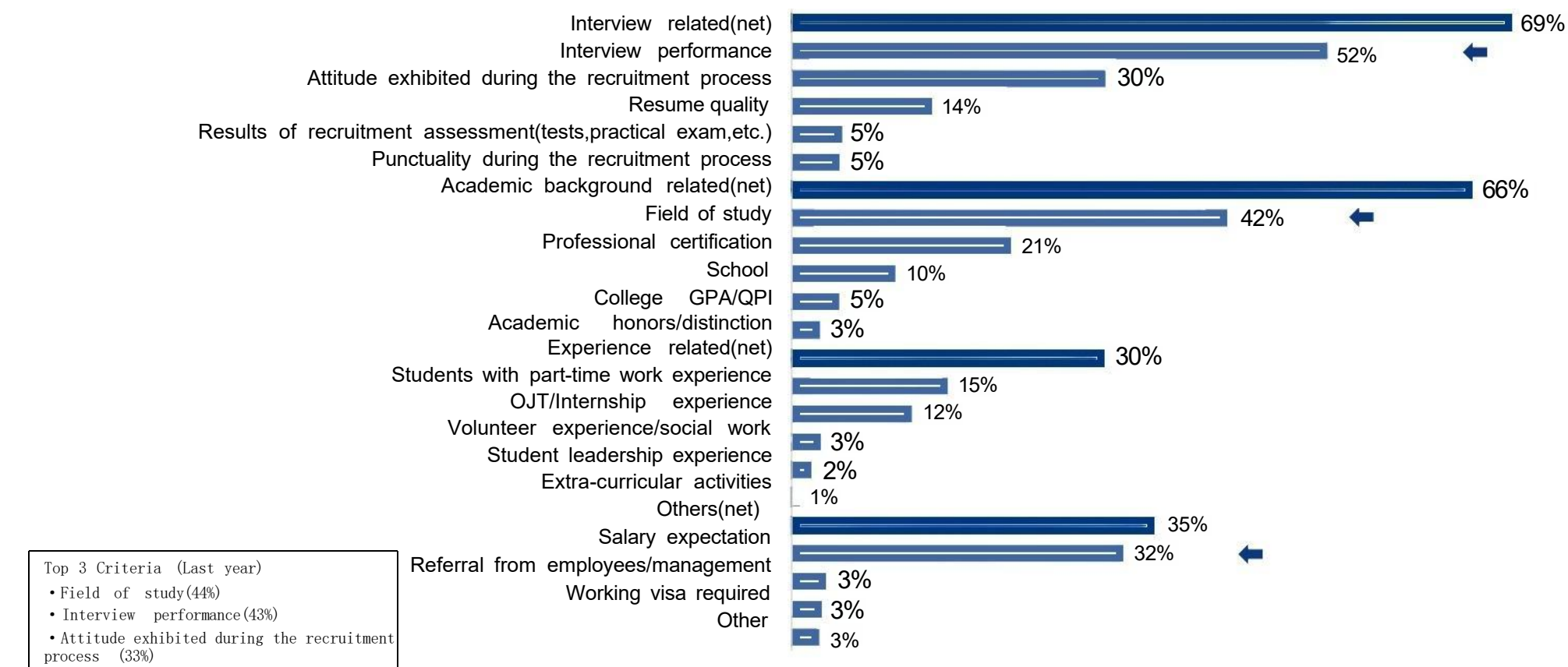


Base: All companies that hired fresh graduates (n=148)  
Qn. B7b. Who were they? (May choose more than one option.)  
#Caution: small base

## 2.Recent Hiring

In the selection of fresh graduates,the surveyed companies considered “interview performance”(52%)and “field of study”(42%)are the top criteria.In this year,“salary expectation”(32%)comes up as akey consideration.

### Important Criteria for Choosing Fresh Graduates



Base: All companies that hired fresh graduates (n=148)

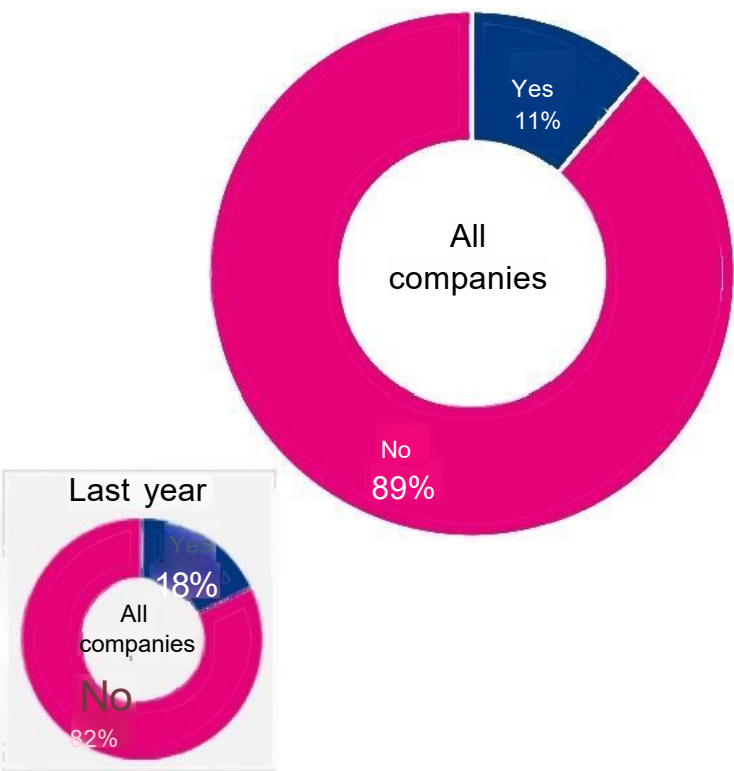
\*Answer with less than 1% mention is not shown

Qn.B7c. In general, what is/are the most important criteria your organisation would consider when choosing fresh graduates? (You can choose up to 3 options)

2.Recent Hiring

·11%of the surveyed companies did use special measures to attract fresh graduates,denoting a drop from last year(18%).In particular,none of the companies with 1-9 employees reported adoption of special measure.

Use of Special Measures in Attracting Fresh Graduates



	1-9 employees	10-50 employees	Over 50 employees
Base	69	179	100
Yes	-	10%	18%
No	100%	90%	82%

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	188	22#	47	85	12#
Yes	11%	18%	6%	15%	-
No	89%	82%	94%	85%	100%

Base:All companies except those have a plan to close operations in HK/relocate all operations outside HK(n=355)  
Qn.B7g.Did your organisation do anything to attract fresh graduates?

#Caution:small base





# Section 3

## SALARY ADJUSTMENT FORECAST IN 2025

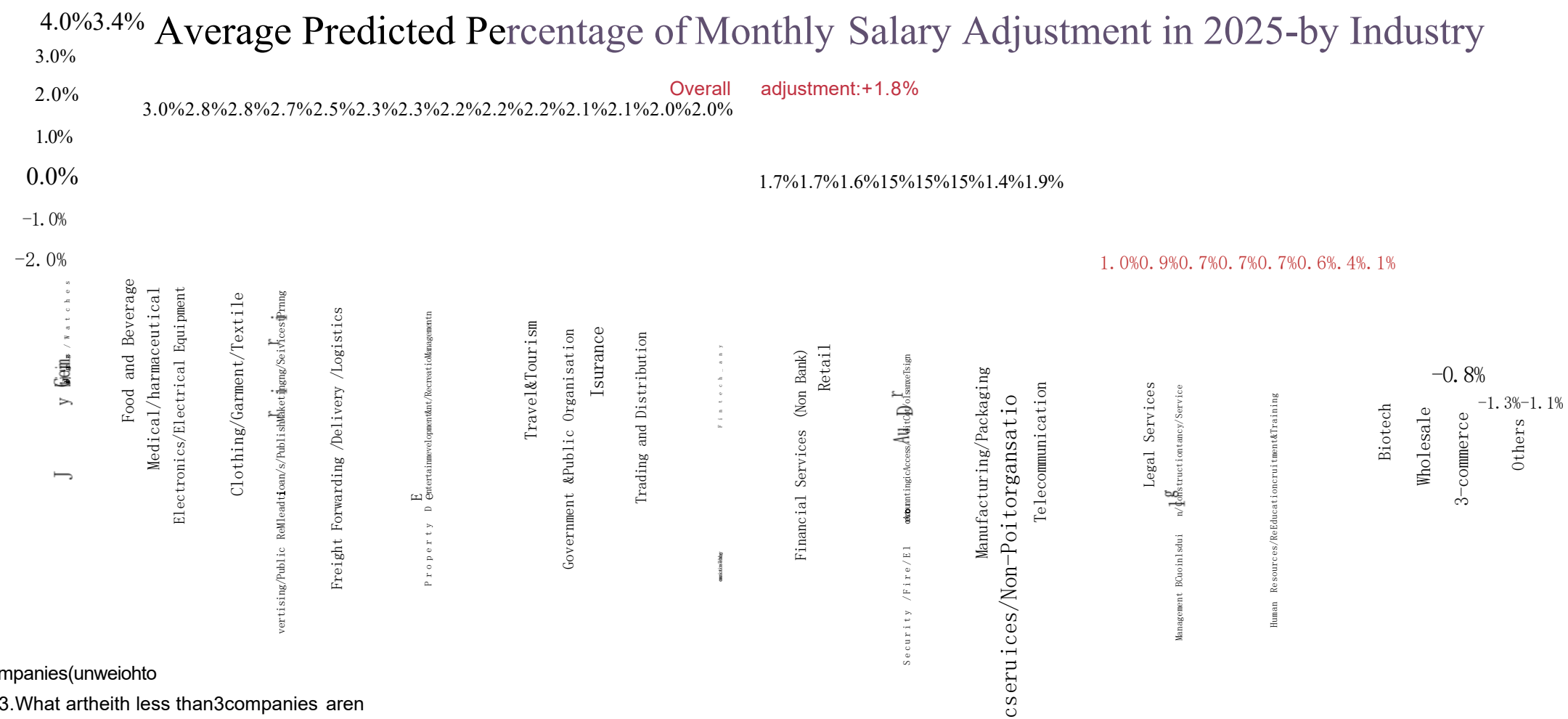


3.Salary adjustment trends since 2019



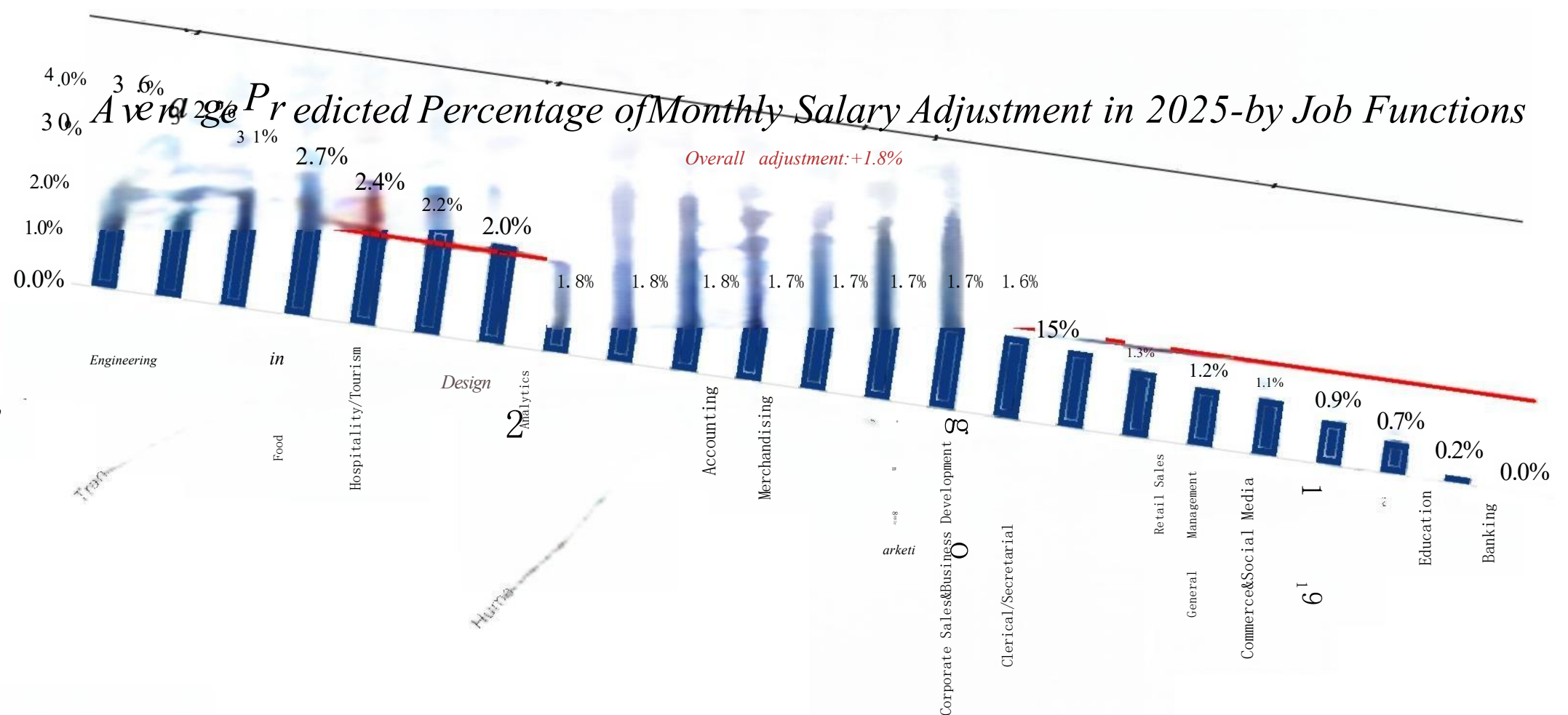
Base:All companies(unweighted)  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months?Will that changed or remain unchanged?If there will be changes, please help fill in the predicted change in percentages in average.

3.Salary adjustment forecast 2025



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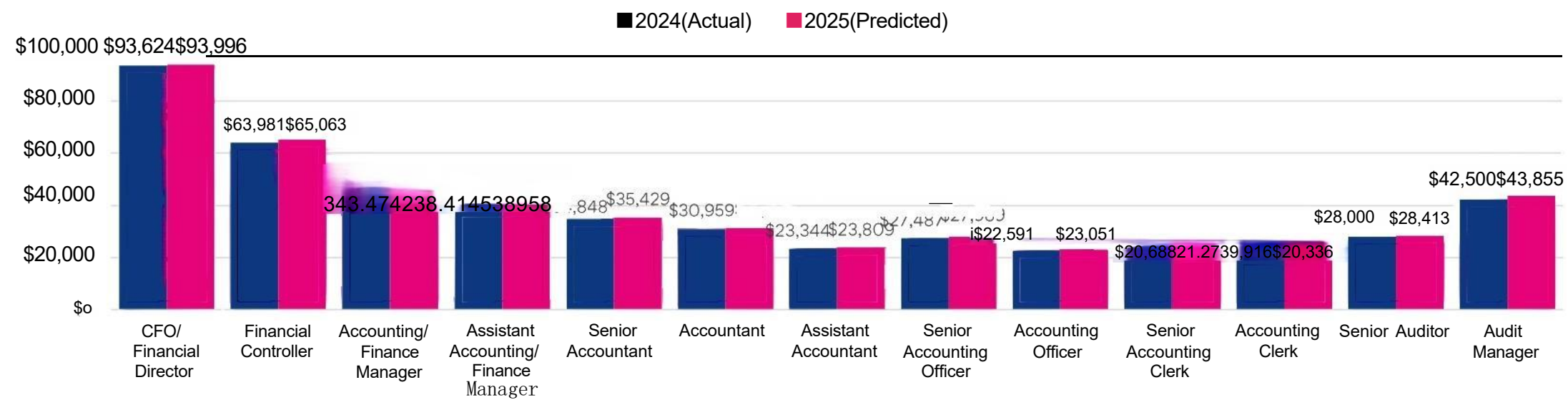
### 3. Salary adjustment forecast 2025



These are the predicted adjustments of salary for employees under respective job titles in the coming 12 months. Please note that these are predicted change in percentages in average.

3.Salary adjustment forecast 2025

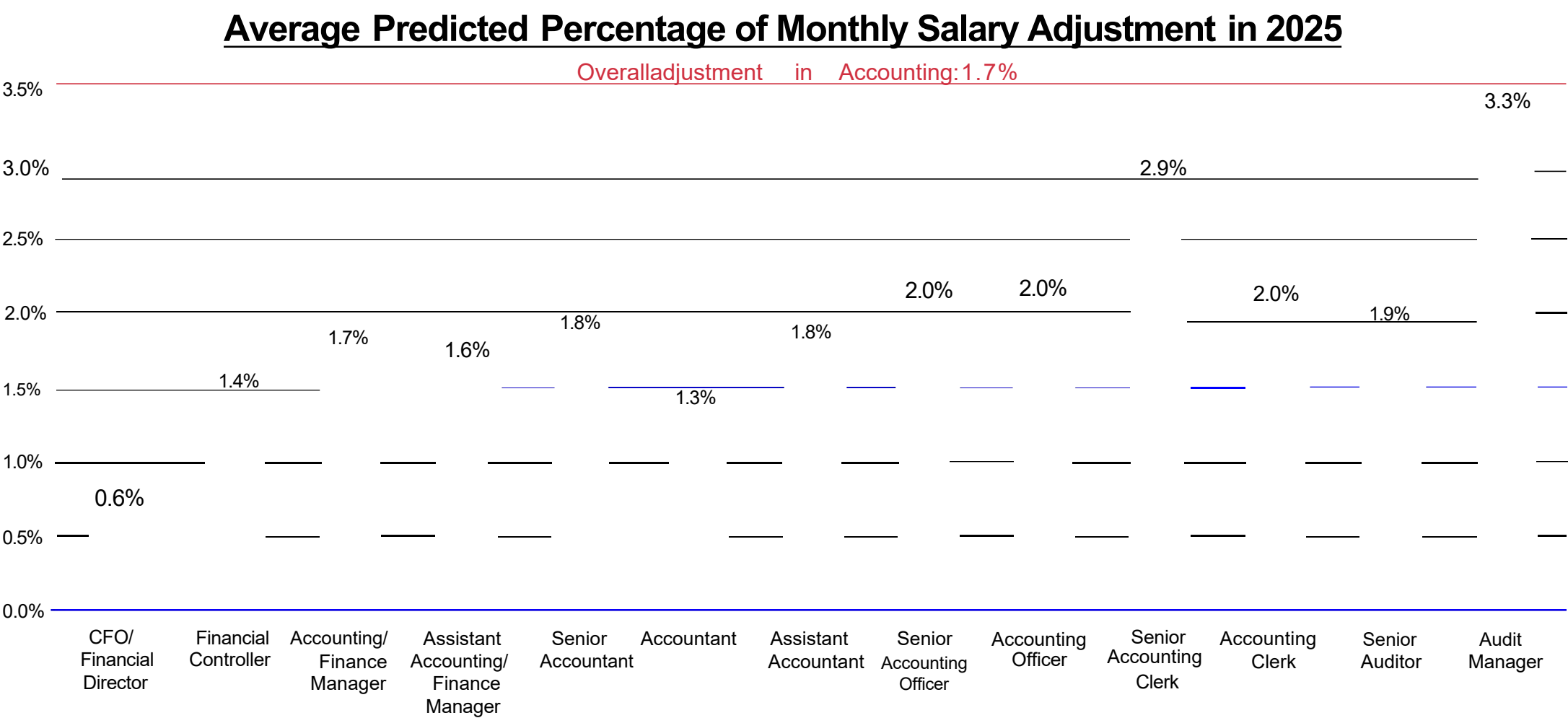
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Accounting-by Job Position)



2024	Average	\$93,624	\$63,981	\$43,477	\$38,414	\$34,848	\$30,959	\$23,344	\$27,487	\$22,591	\$20,688	\$19,916	\$28,000	\$42,500
	Median	\$82,500	\$60,000	\$40,000	\$35,000	\$35,000	\$30,000	\$20,500	\$26,000	\$21,904	\$20,000	\$19,000	\$25,000	\$35,000
	Q-Range	\$50,000-118,487	\$50,000-83,000	\$30,000-50,000	\$30,000-47,000	\$30,000-38,000	\$25,000-35,000	\$20,000-26,000	\$24,000-30,000	\$20,000-25,000	\$19,400-21,500	\$17,000-20,000	\$20,000-38,000	\$35,000-55,000
2025	Average	\$93,996	\$65,063	\$44,238	\$38,958	\$35,429	\$31,353	\$23,809	\$27,989	\$23,051	\$21,276	\$20,336	\$28,413	\$43,855

Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1Sept,2024.  
Qn.C2.How many employees are there under the respective job titles as at 1Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12months?Will that changed or remain unchanged?

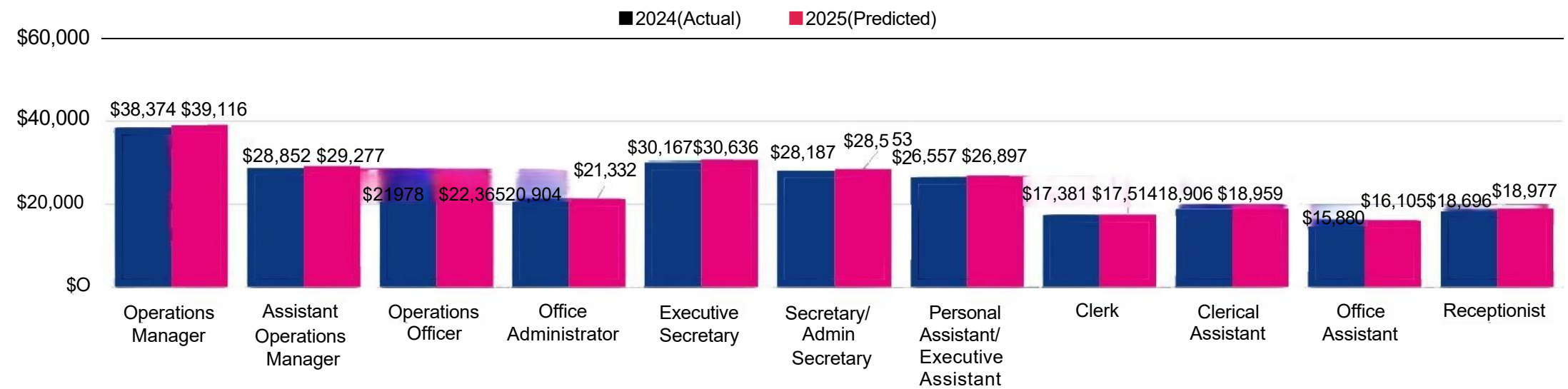
3.Salary adjustment forecast 2025



Base: All companies that have respective job positions (unweighted)  
Qn. C2. How many employees are there under the respective job titles as at 1 Sept, 2024?  
Qn. C3. What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months? Will that change or remain unchanged?

3.Salary adjustment forecast 2025

Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Clerical/Secretarial /Operation-by Job Position)

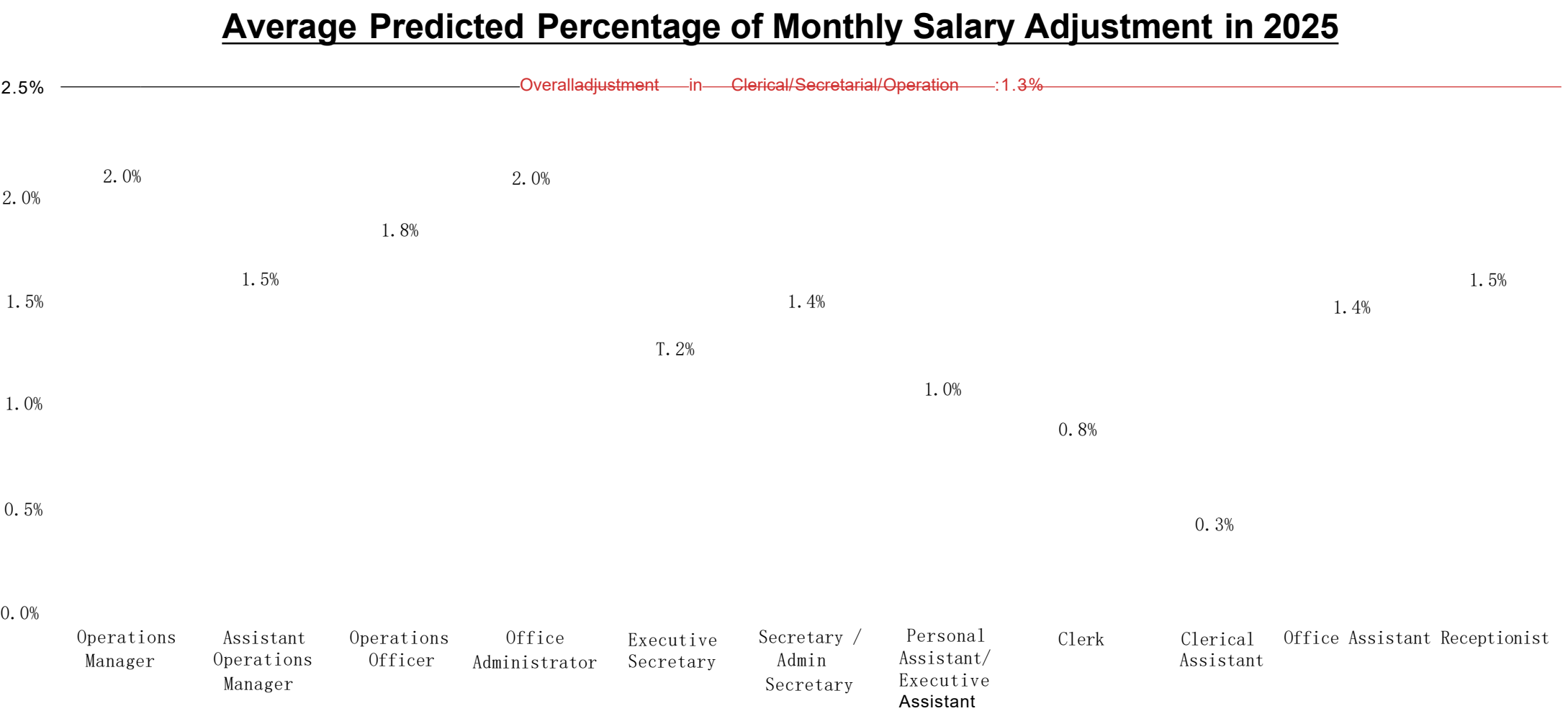


2024	Average	\$38,374	\$28,852	\$21,978	\$20,904	\$30,167	\$28,187	\$26,557	\$17,381	\$18,906	\$15,880	\$18,696
	Median	\$36,000	\$27,550	\$22,000	\$20,000	\$26,480	\$30,000	\$25,000	\$16,500	\$20,000	\$15,000	\$19,000
	Q-Range	\$30,000-42,000	\$25,000-32,000	\$20,000-23,000	\$18,000-25,000	\$20,000-36,000	\$23,000-35,000	\$20,000-32,000	\$16,000-20,000	\$18,500-20,000	\$13,500-18,000	\$16,000-20,000
2025	Average	\$39,116	\$29,277	\$22,365	\$21,332	\$30,636	\$28,553	\$26,897	\$17,514	\$18,959	\$16,105	\$18,977

Base:All companies that have respective job positions(unweighted)  
Qn.C1 Please indicate the respective average monthly salary as at 1 Sept,2024 .  
Qn .C2 .How many employees are there under the respective job titles as at 1 Se pt,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12months?Will that changed or remain unchanged?



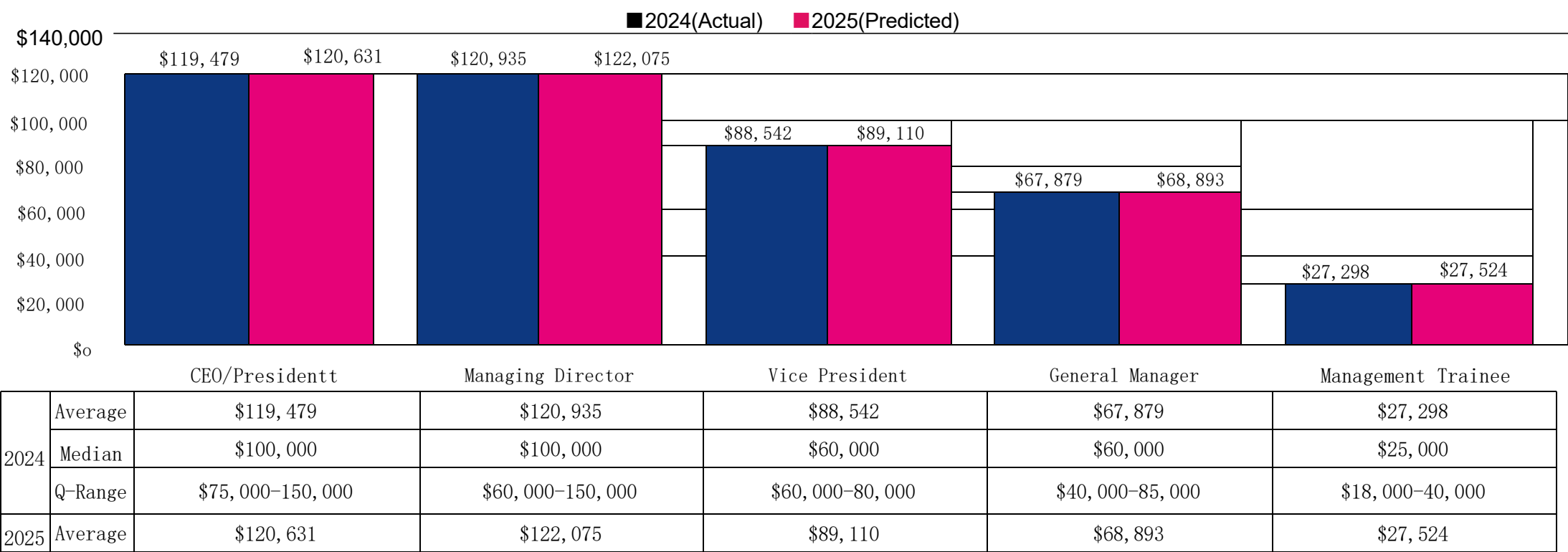
3.Salary adjustment forecast 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months?Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

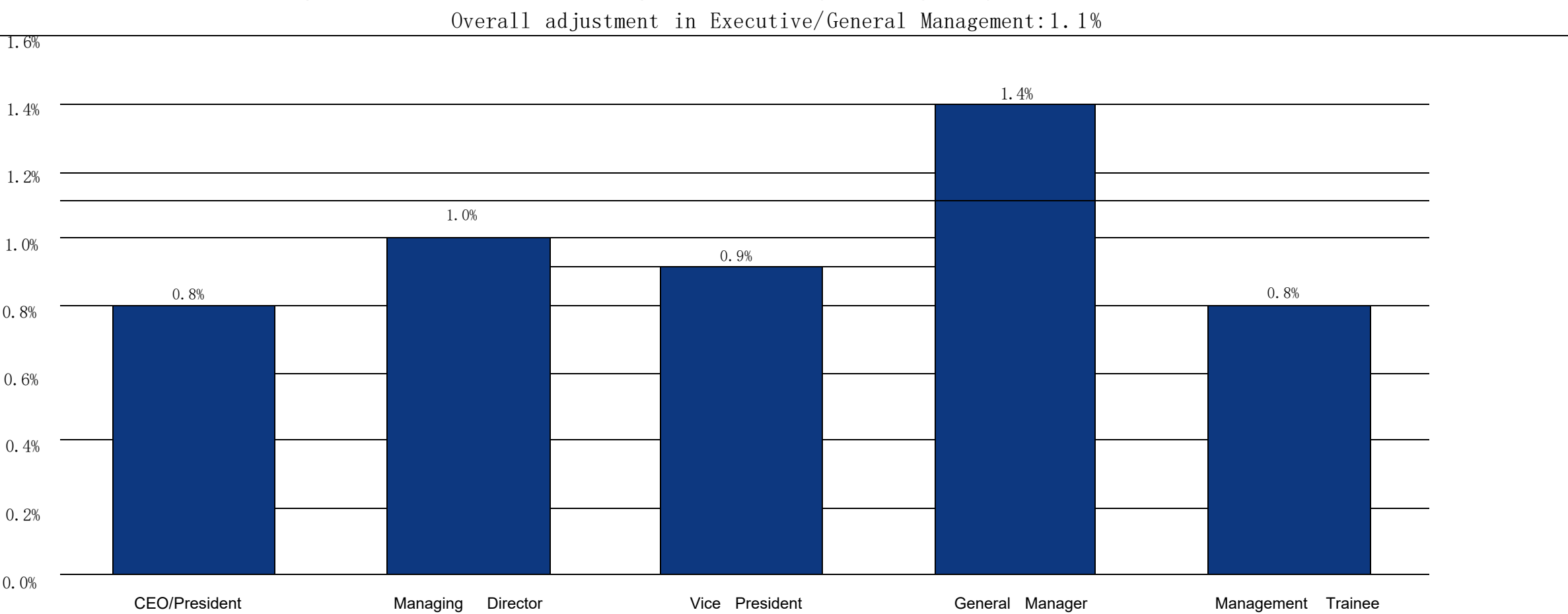
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Executive/General Management-by Job Position)



Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12months?Will that changed or remain unchanged?

### 3.Salary adjustment forecast 2025

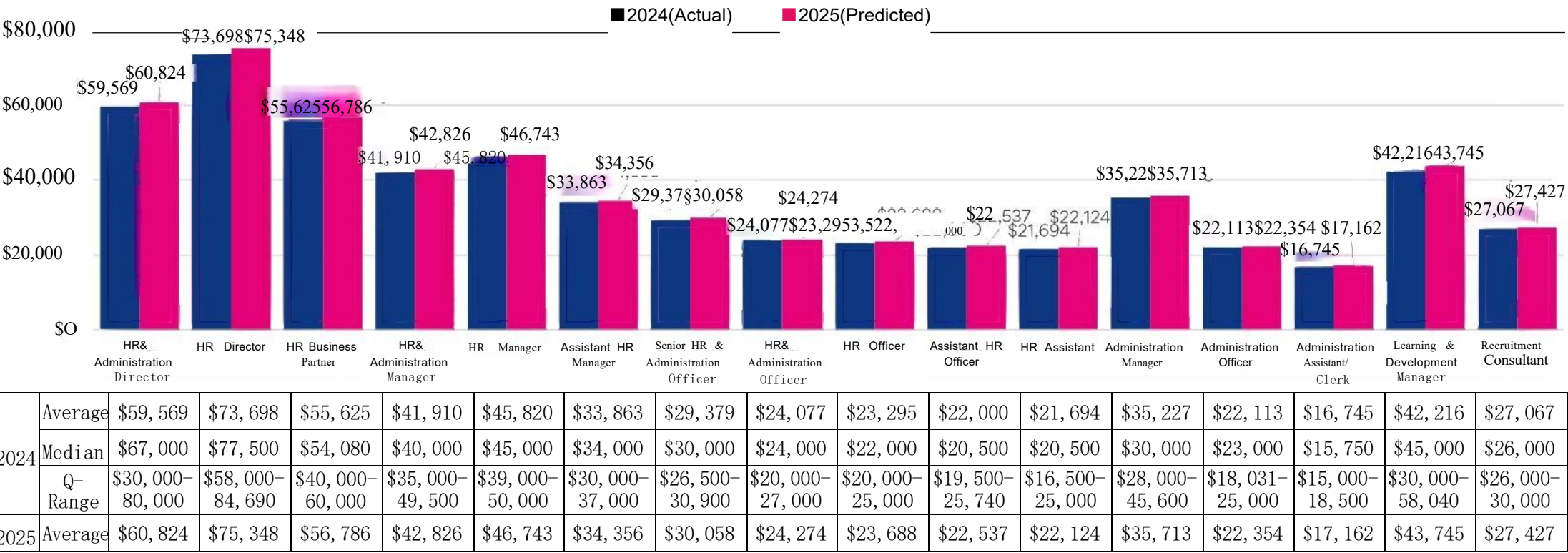
#### Average Predicted Percentage of Monthly Salary Adjustment in 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months?Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

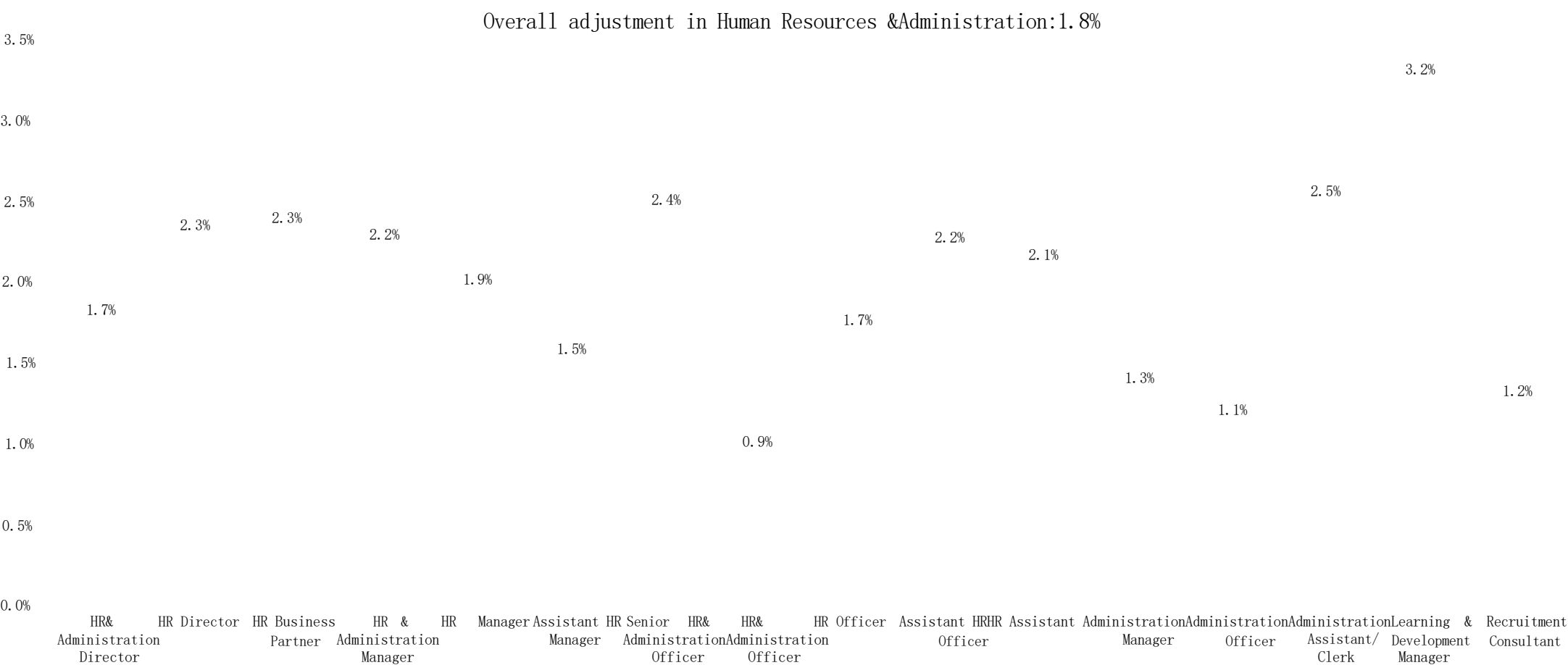
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Human Resources &Administration-by Job Position)



Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024.  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12months?Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

Average Predicted Percentage of Monthly Salary Adjustment in 2025

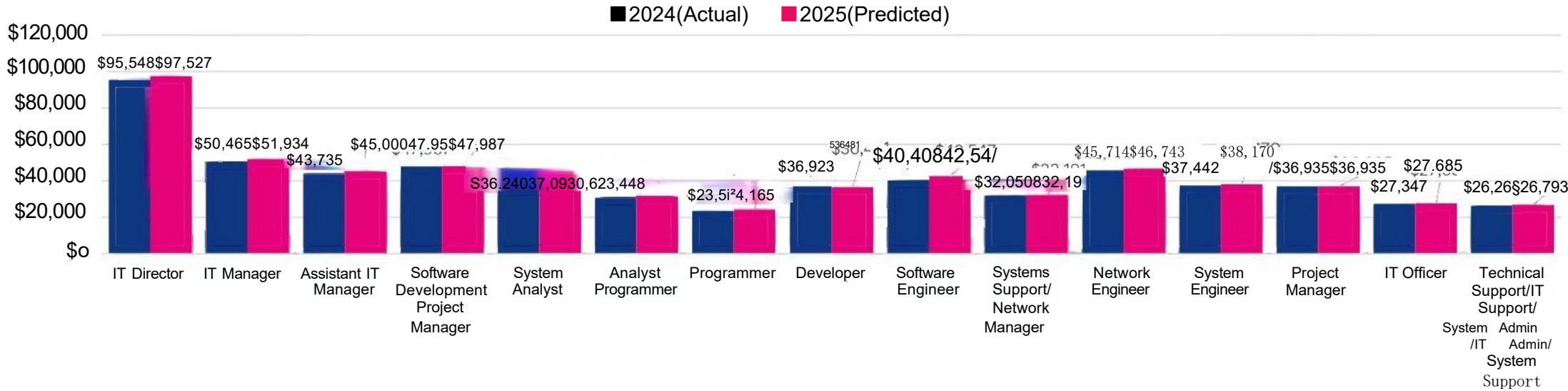


Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees arethere under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12months?Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

Average Monthly Salary 2024(Actual)vs 2025(Predicted)

(Information Technology-by Job Position)

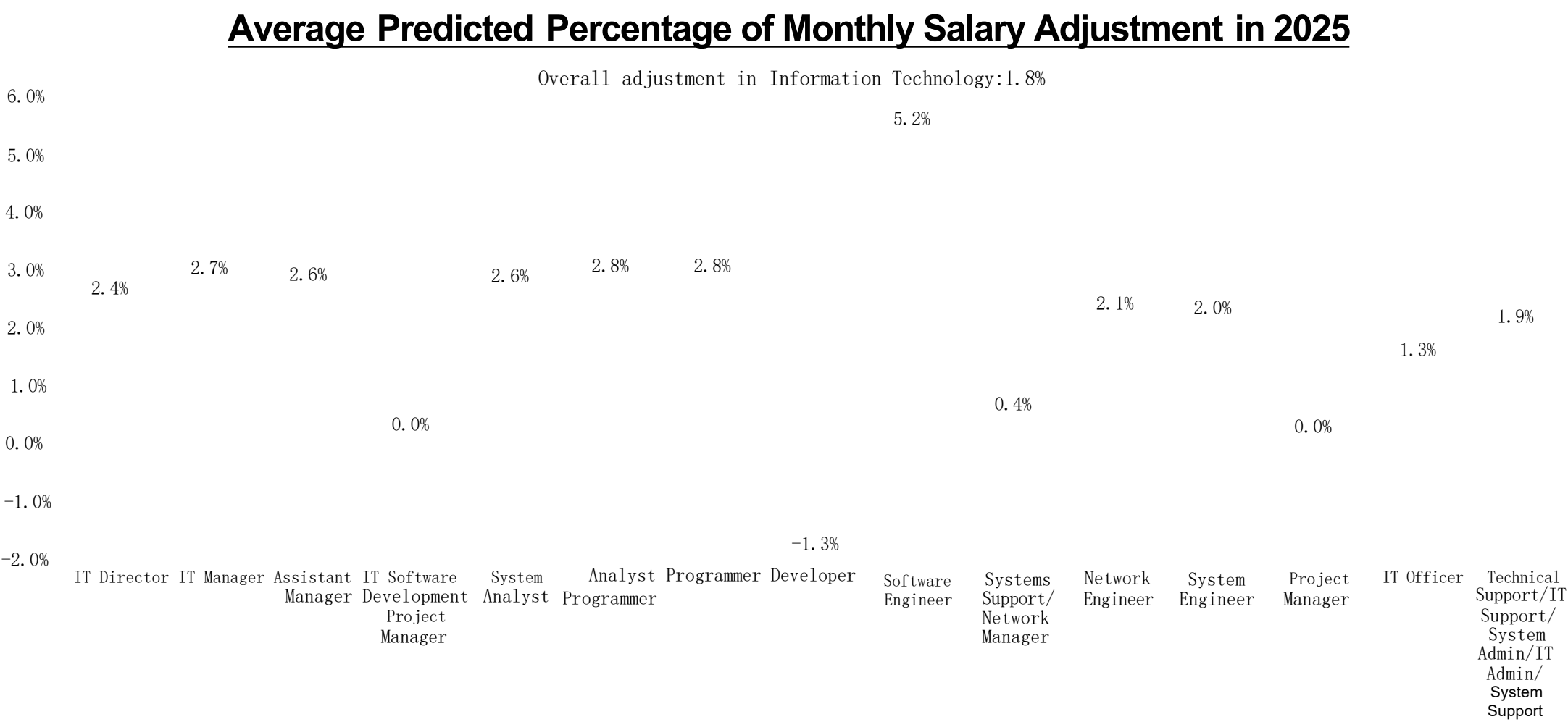


2024	Average	\$95,548	\$50,465	\$43,735	\$47,957	\$36,240	\$30,623	\$23,511	\$36,923	\$40,400	\$32,050	\$45,714	\$37,442	\$36,935	\$27,347	\$26,265
	Median	\$92,122	\$50,000	\$48,770	\$50,000	\$35,000	\$31,000	\$25,000	\$35,000	\$45,000	\$30,000	\$45,000	\$35,000	\$30,000	\$28,000	\$23,880
	Q-Range	\$65,000-120,000	\$40,000-57,600	\$38,000-48,770	\$40,000-50,000	\$28,000-42,000	\$27,000-33,000	\$21,000-25,000	\$30,000-40,000	\$40,000-45,000	\$30,000-31,500	\$45,000-50,000	\$34,000-45,000	\$30,000-50,000	\$25,000-30,000	\$23,000-30,000
2025	Average	\$97,527	\$51,934	\$45,000	\$47,987	\$37,099	\$31,448	\$24,165	\$36,481	\$42,547	\$32,191	\$46,743	\$38,170	\$36,935	\$27,685	\$26,793

Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
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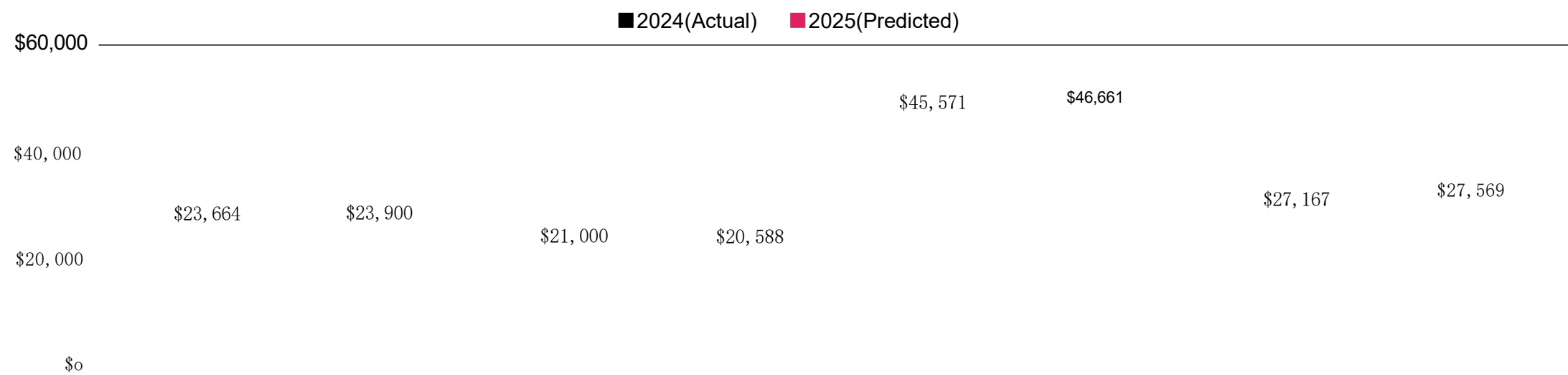
3.Salary adjustment forecast 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
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3.Salary adjustment forecast 2025

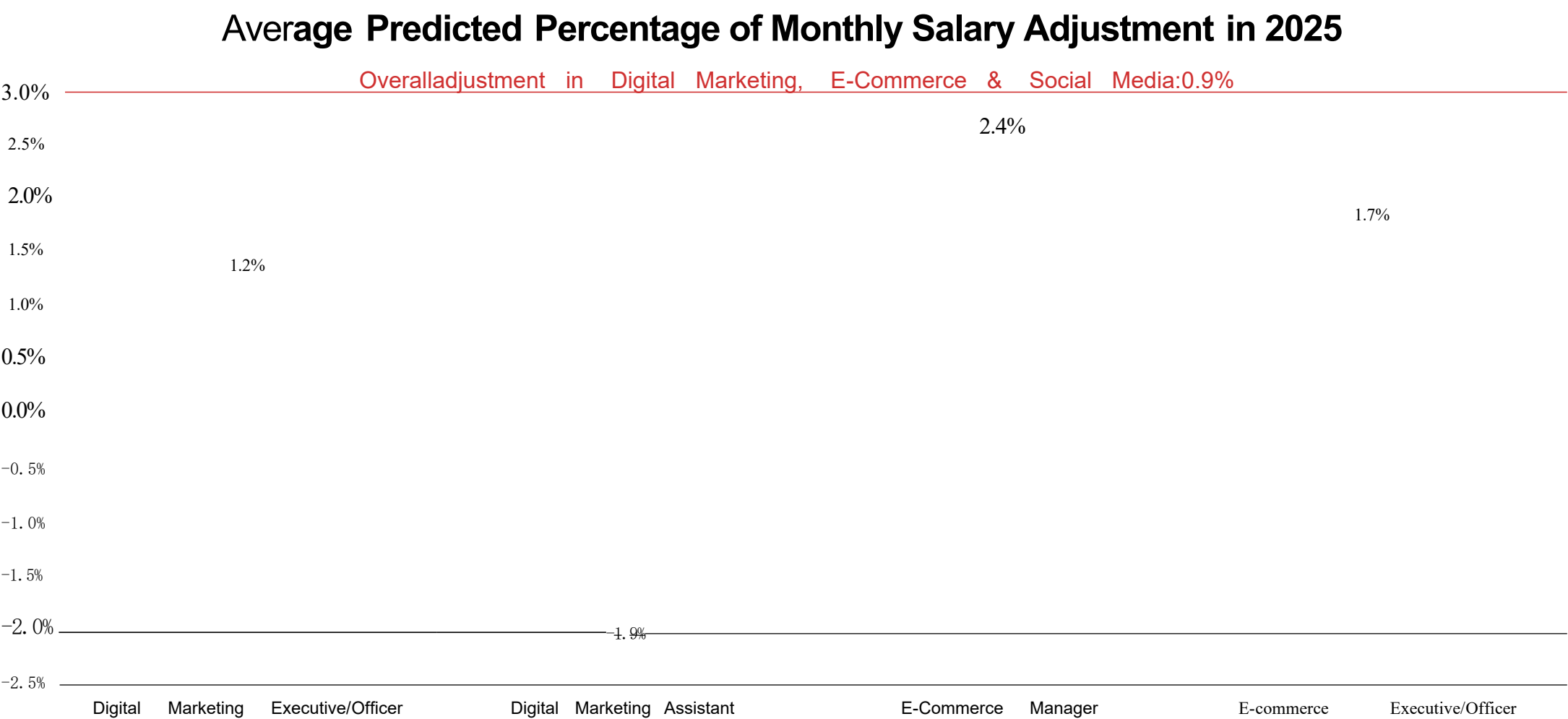
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Digital Marketing,E-Commerce &Social Media-by Job Position)



		Digital Marketing Executive/Officer	Digital Marketing Assistant	E-Commerce Manager	E-commerce Executive /Officer
2024	Average	\$23,664	\$21,000	\$45,571	\$27,167
	Median	\$25,000	\$21,000	\$40,000	\$29,750
	Q-Range	\$20,000-28,000	\$17,500-22,000	\$38,000-55,000	\$25,000-30,000
2025	Average	\$23,900	\$20,588	\$46,661	\$27,569

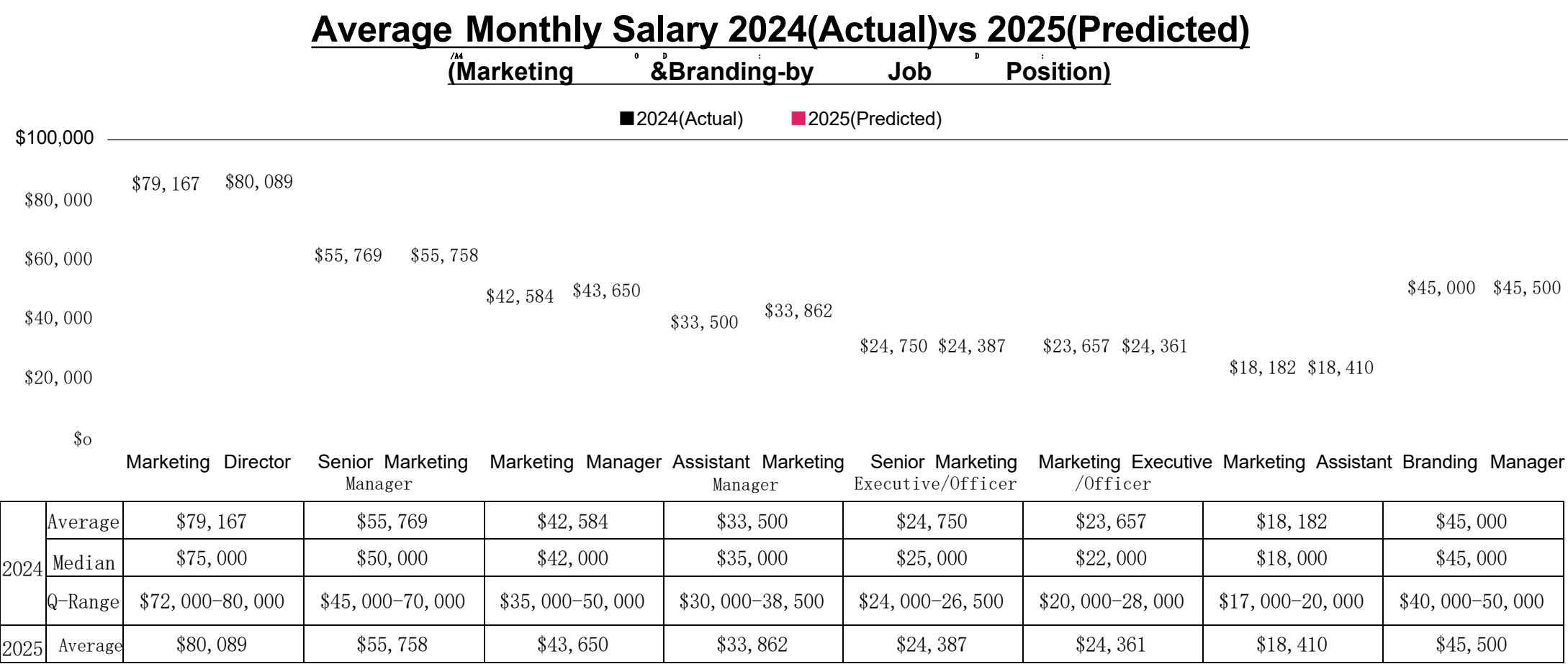
Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
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3. Salary adjustment forecast 2025



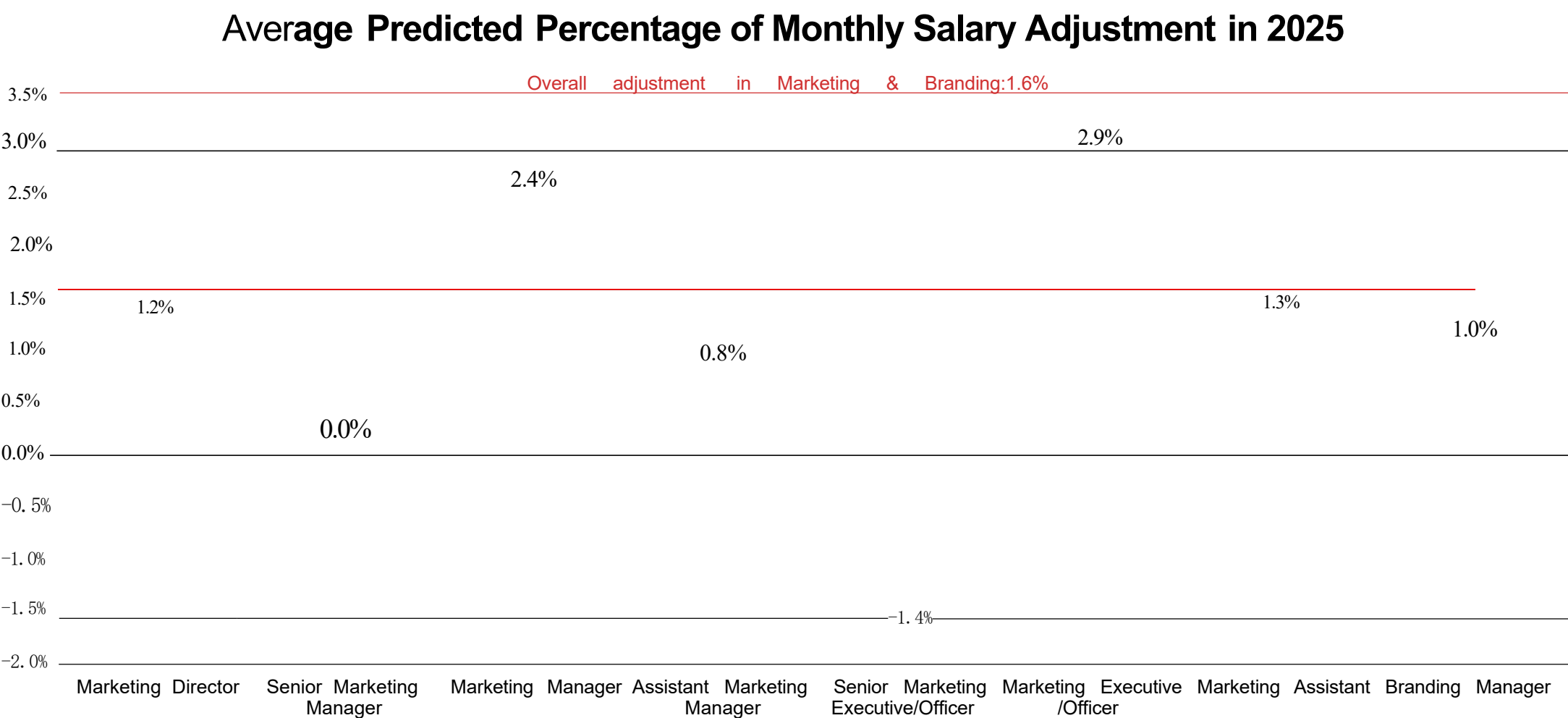
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Qn.C2. How many employees are there under the respective job titles as at 1 Sept, 2024?  
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3.Salary adjustment forecast 2025



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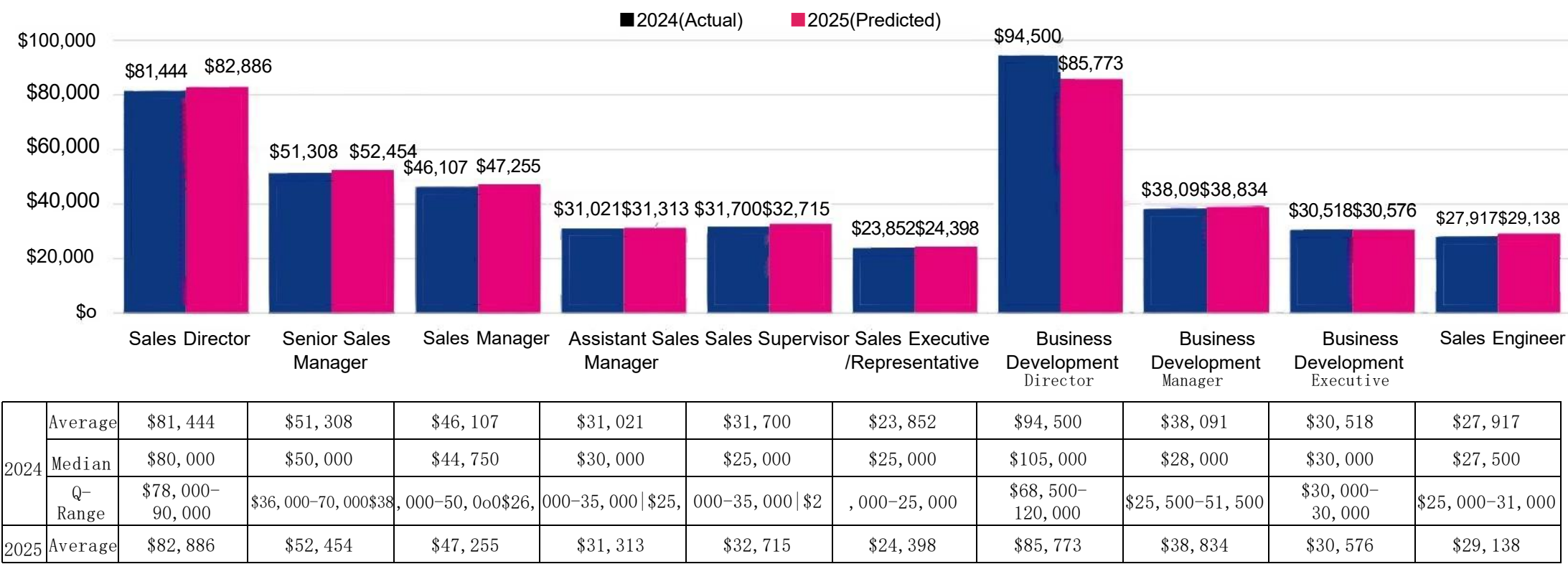
3. Salary adjustment forecast 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2. How many employees arethere under the respective job titles as at 1 Sept,2024?  
Qn. C3. What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months? Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Corporate Sales &Business Development -by Job Position)



Base:All companies that have respective job positions(unweighted)  
Qn.C1 Please indicate the respective average monthly salary as at 1 Sept,2024 .  
Qn .C2 .How many employees are there under the respective job titles as at 1 Se pt,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12months?Will that changed or remain unchanged?



3.Salary adjustment forecast 2025

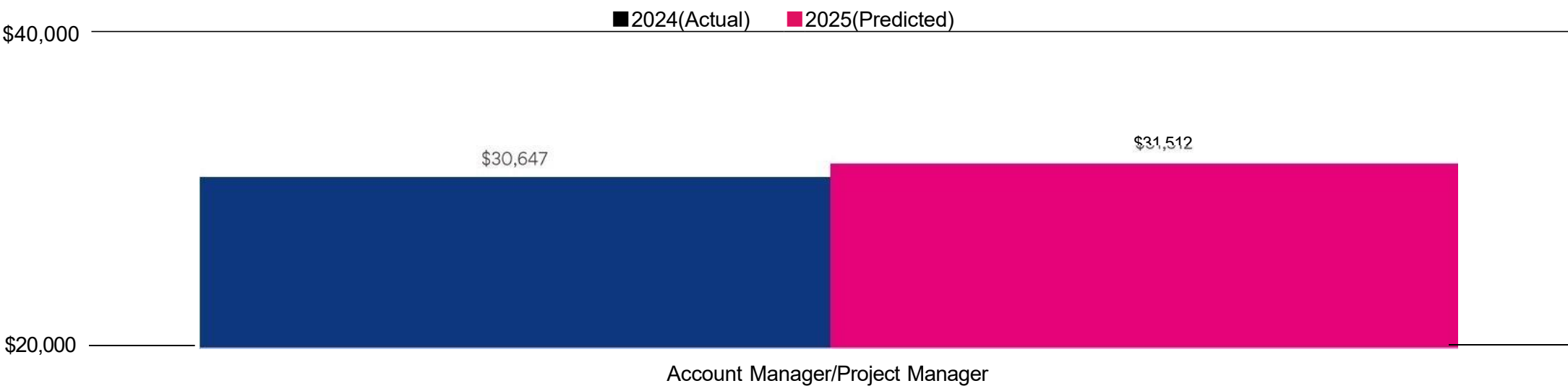
Average Predicted Percentage of Monthly Salary Adjustment in 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees arethere under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months?Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

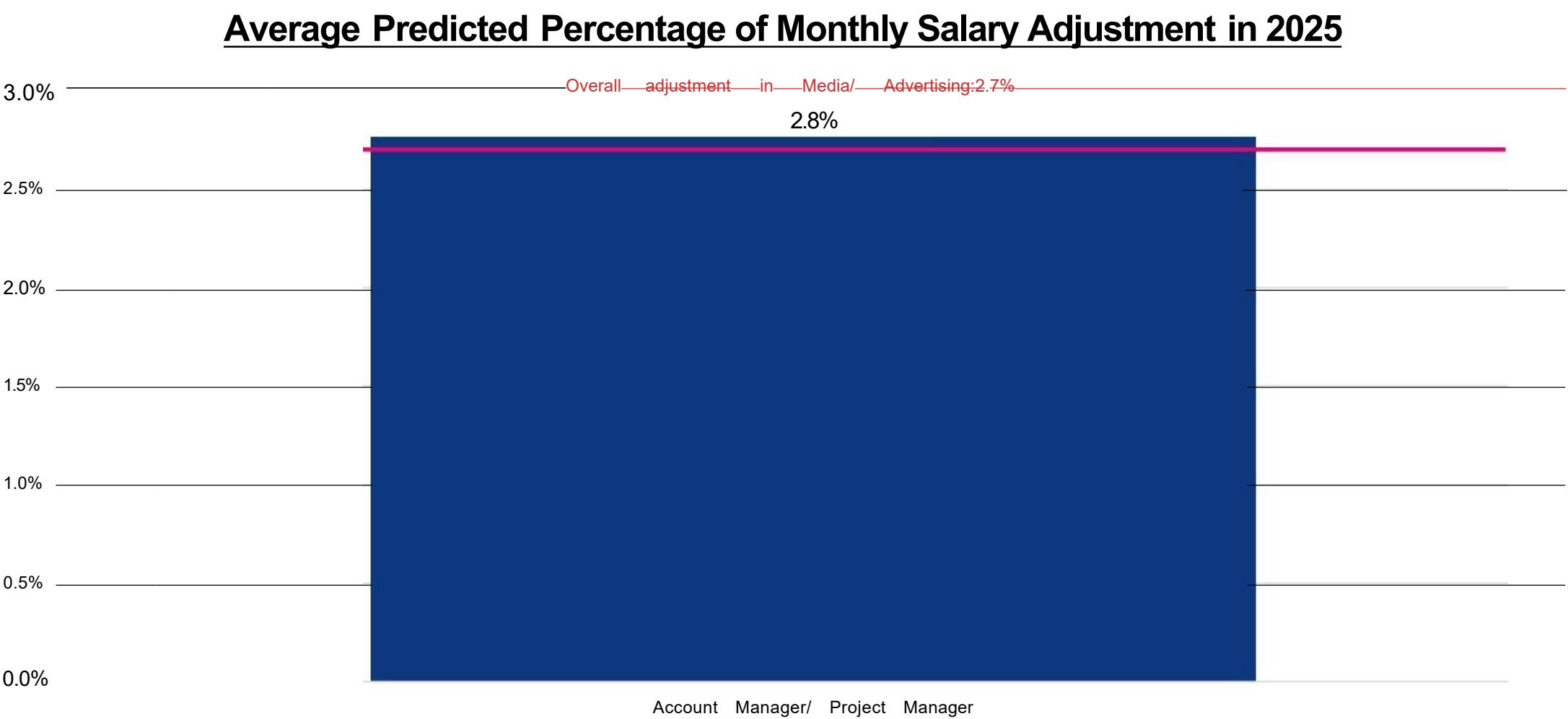
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Media /Advertising-by Job Position)



2024	Average	\$30, 647
	Median	\$30, 000
	Q-Range	\$30, 000-30, 000
2025	Average	\$31, 512

Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
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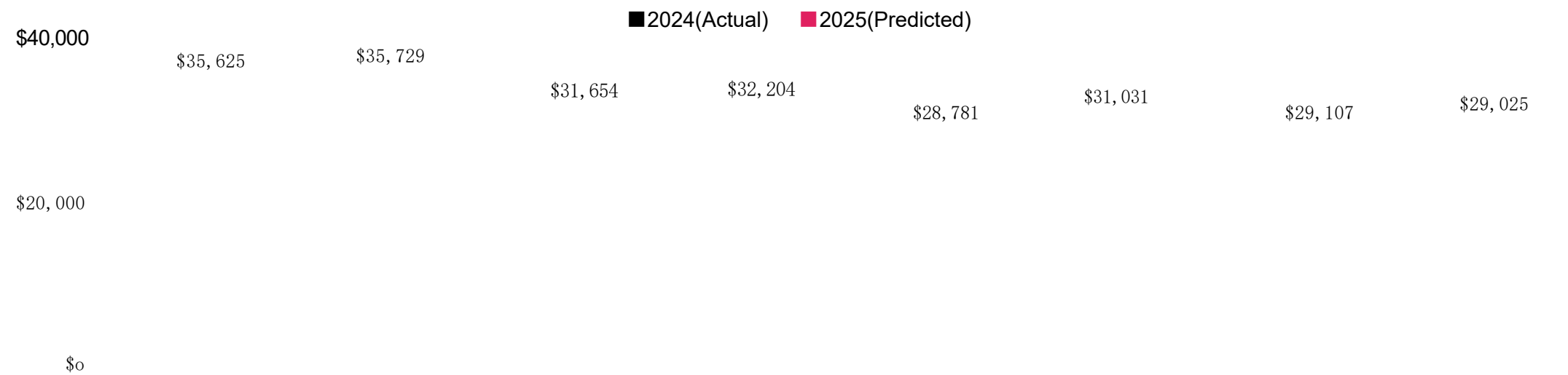
### 3.Salary adjustment forecast 2025



Base:All companies that have respective job positions(unweighted)  
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3.Salary adjustment forecast 2025

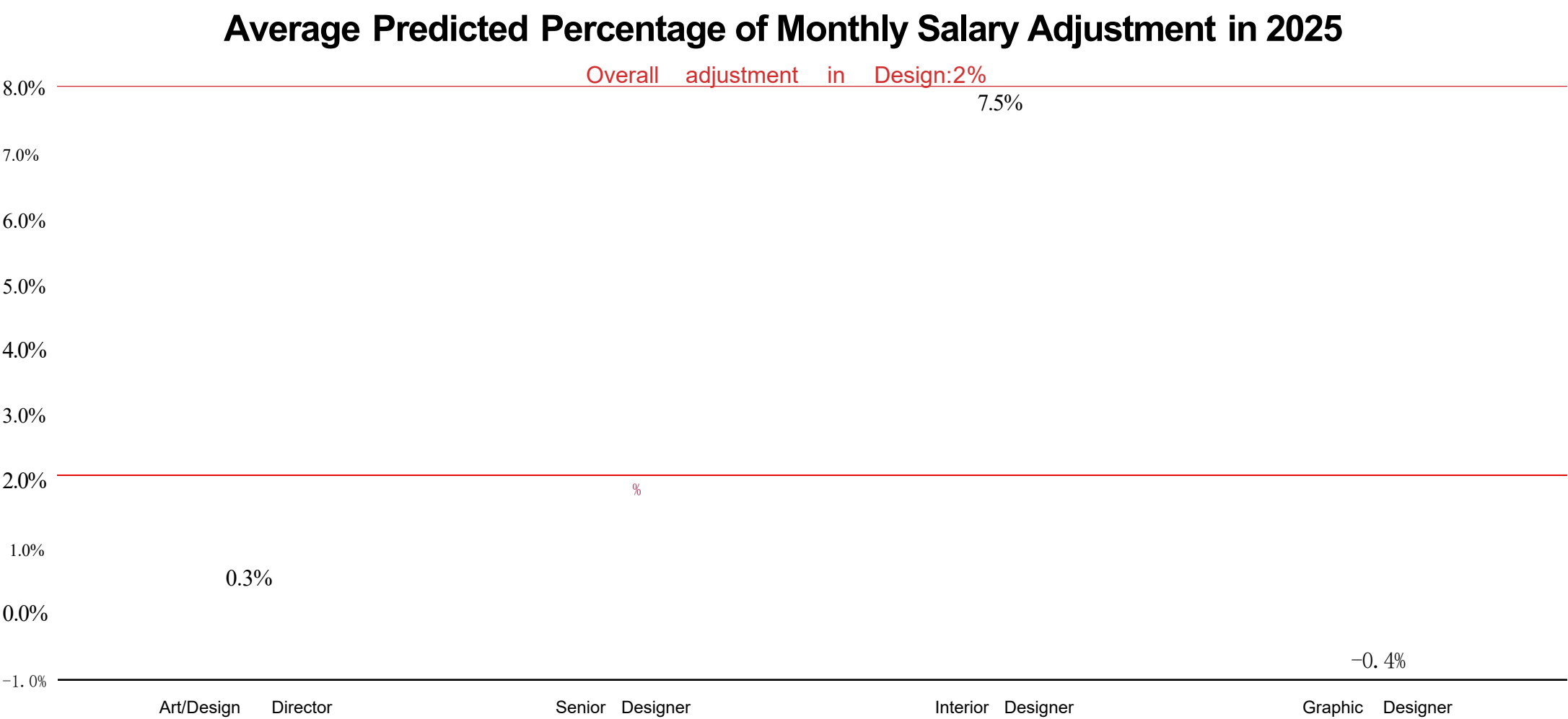
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Design -by Job Position)



		Art/Design Director	Senior Designer	Interior Designer	Graphic Designer
2024	Average	\$35,625	\$31,654	\$28,781	\$29,107
	Median	\$30,000	\$34,000	\$30,000	\$30,000
	Q-Range	\$30,000-41,500	\$29,000-35,000	\$28,125-30,000	\$23,000-30,500
2025	Average	\$35,729	\$32,204	\$31,031	\$29,025

Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
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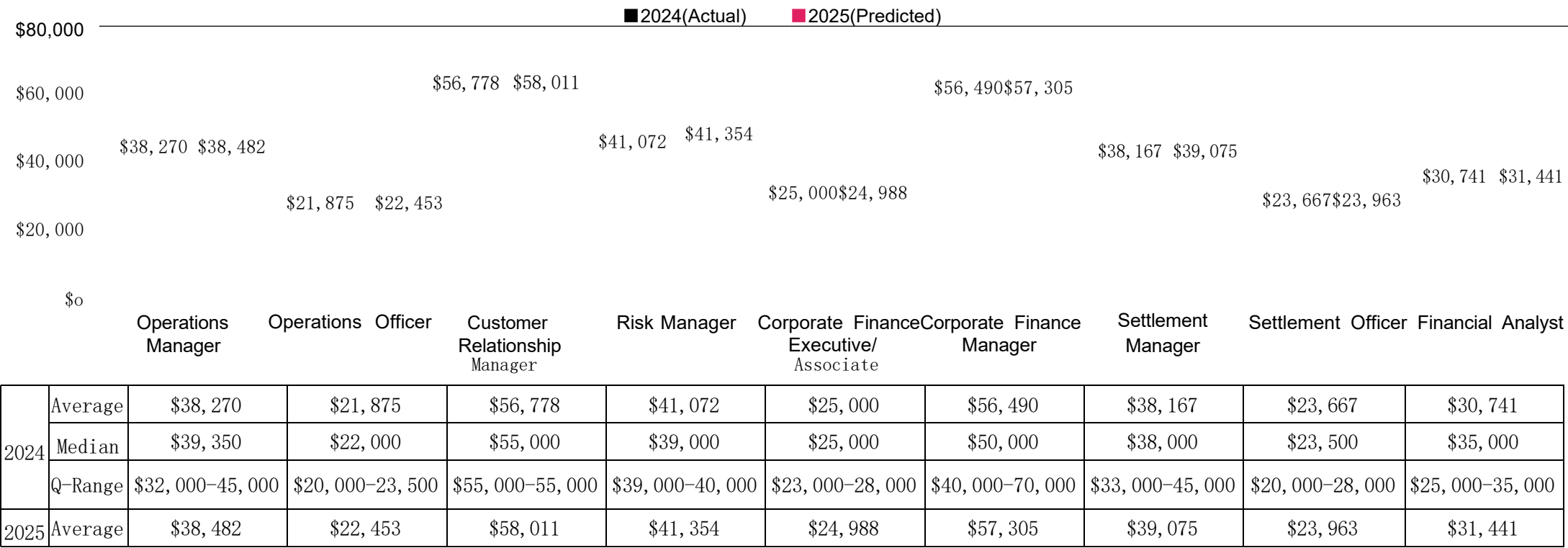
### 3. Salary adjustment forecast 2025



Base: All companies that have respective job positions (unweighted)  
Qn. C2. How many employees are there under the respective job titles as at 1 Sept, 2024?  
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3.Salary adjustment forecast 2025

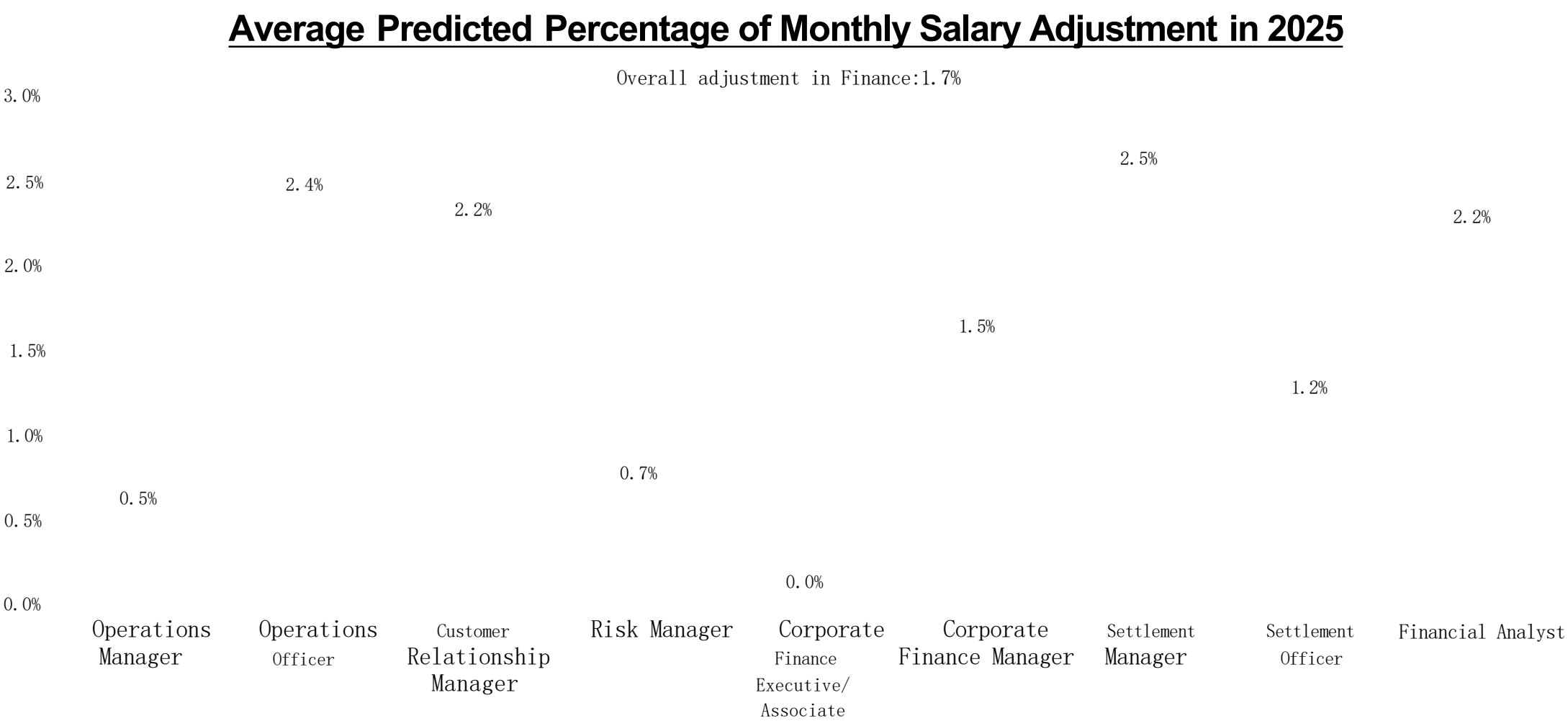
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Finance-by Job Position)



Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024.  
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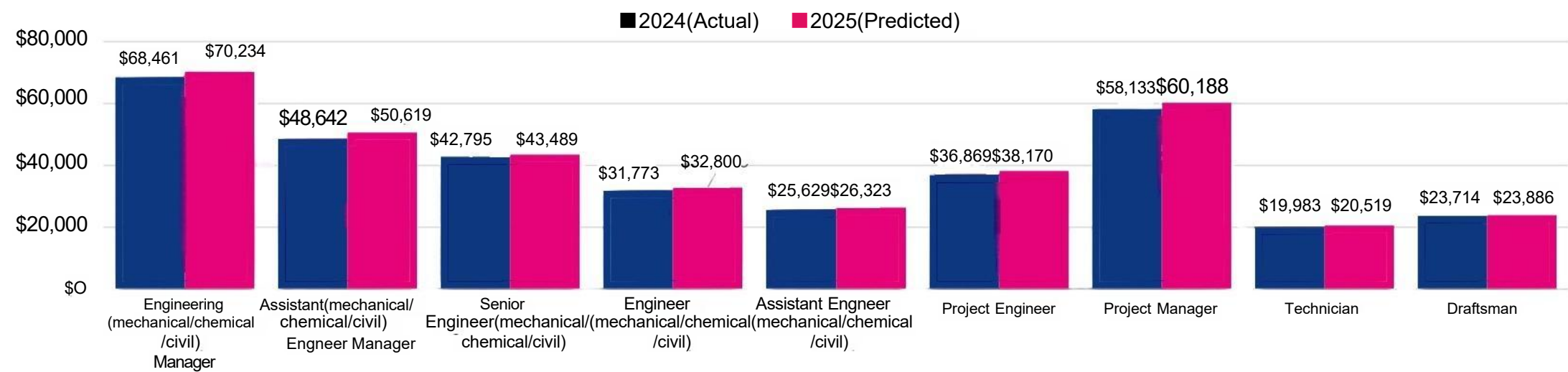
3.Salary adjustment forecast 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
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3.Salary adjustment forecast 2025

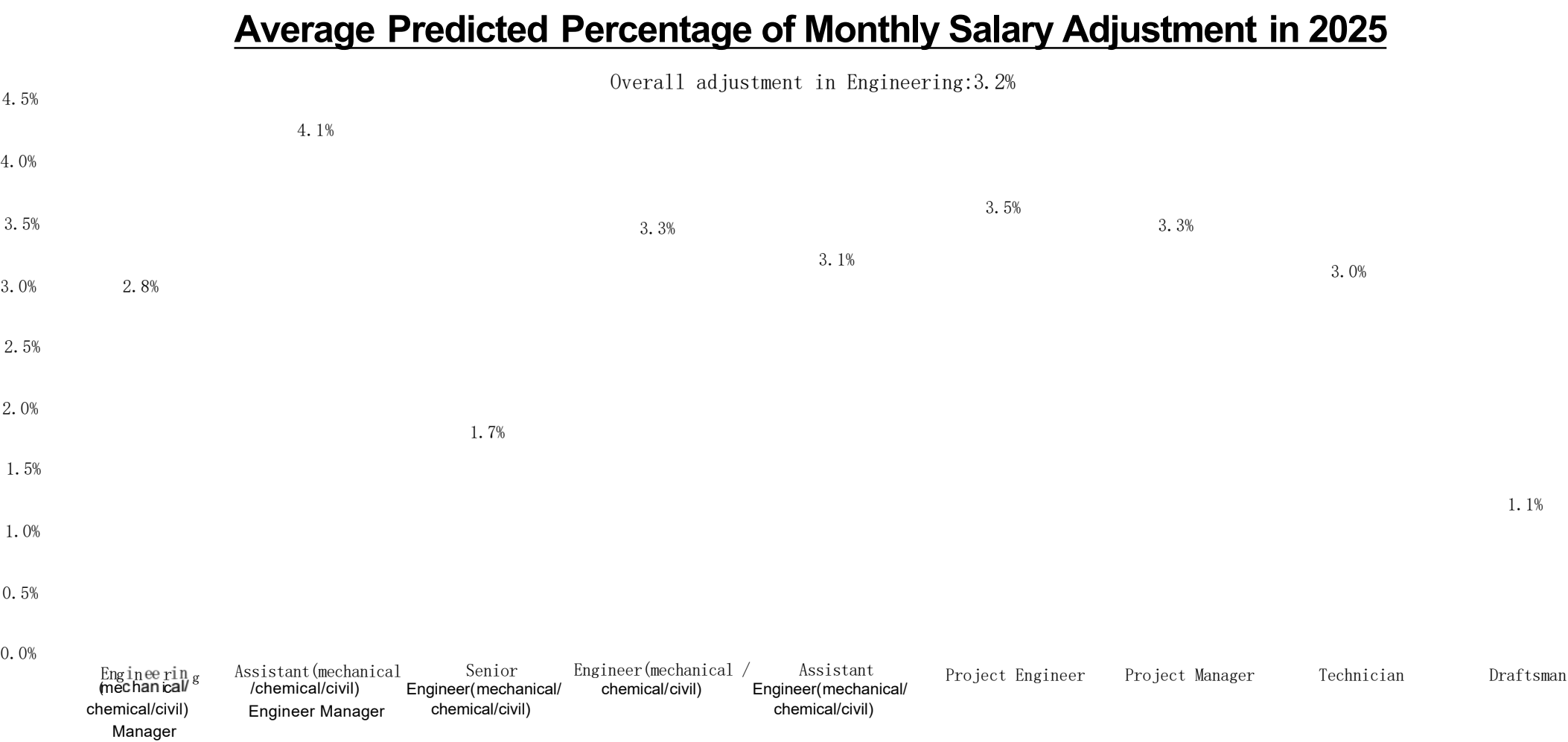
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Engineering-by Job Position)



2024	Average	\$68,461	\$48,642	\$42,795	\$31,773	\$25,629	\$36,869	\$58,133	\$19,983	\$23,714
	Median	\$63,680	\$54,030	\$46,111	\$29,690	\$28,043	\$37,300	\$64,220	\$17,600	\$26,000
	Q-Range	\$60,000-70,000	\$54,030-54,030	\$37,500-48,000	\$29,690-35,000	\$20,000-28,043	\$37,300-37,300	\$60,000-64,220	\$17,600-18,000	\$20,000-27,000
2025	Average	\$70,234	\$50,619	\$43,489	\$32,800	\$26,323	\$38,170	\$60,188	\$20,519	\$23,886

Base:All companies that have respective job positions(unweighted)  
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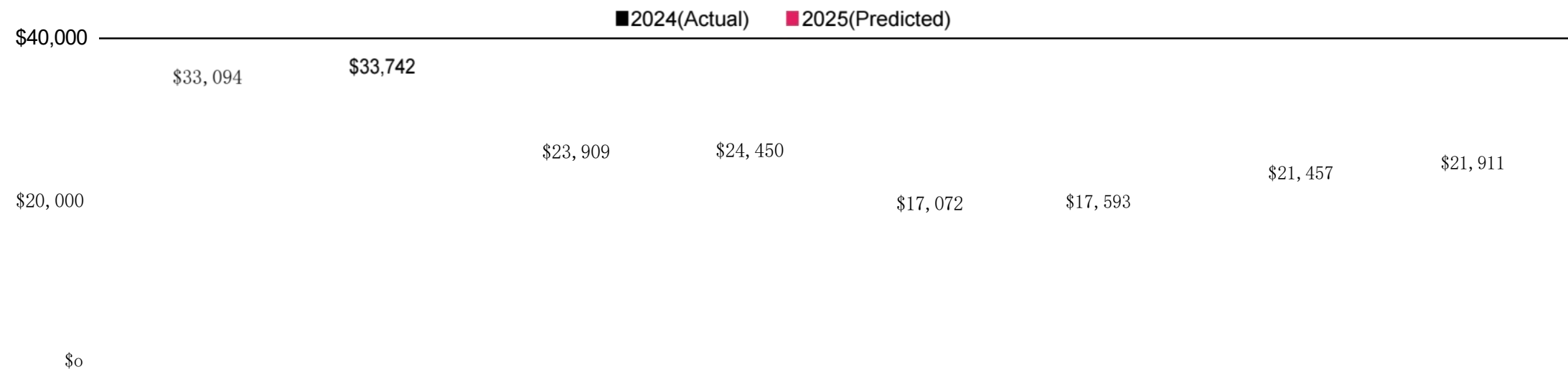
3.Salary adjustment forecast 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months?Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Food & Beverage-by Job Position)

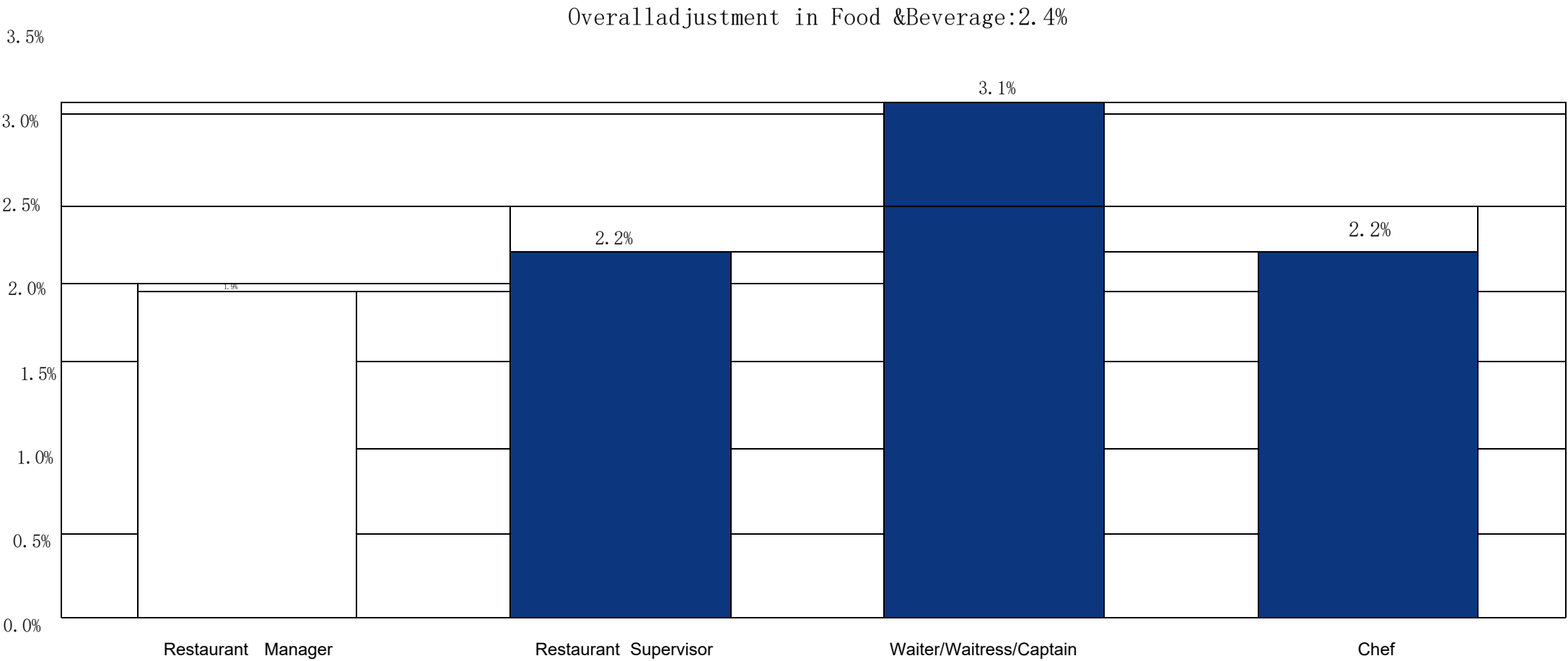


		Restaurant Manager	Restaurant Supervisor	Waiter/Waitress/Captain	Chef
2024	Average	\$33,094	\$23,909	\$17,072	\$21,457
	Median	\$30,000	\$21,000	\$18,000	\$20,000
	Q-Range	\$30,000-40,000	\$20,000-30,000	\$16,000-18,000	\$18,000-25,000
2025	Average	\$33,742	\$24,450	\$17,593	\$21,911

Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
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3.Salary adjustment forecast 2025

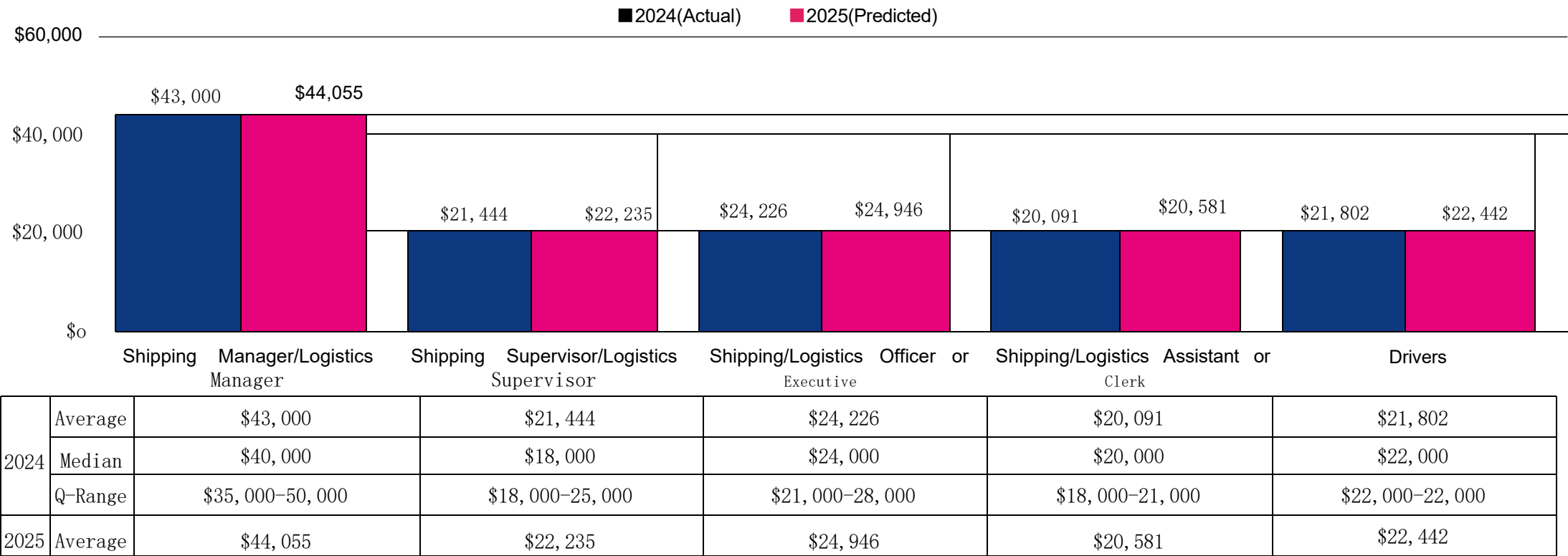
Average Predicted Percentage of Monthly Salary Adjustment in 2025



Base: All companies that have respective job positions (unweighted)  
Qn.C2. How many employees are there under the respective job titles as at 1 Sept, 2024?  
Qn.C3. What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months? Will that change or remain unchanged?

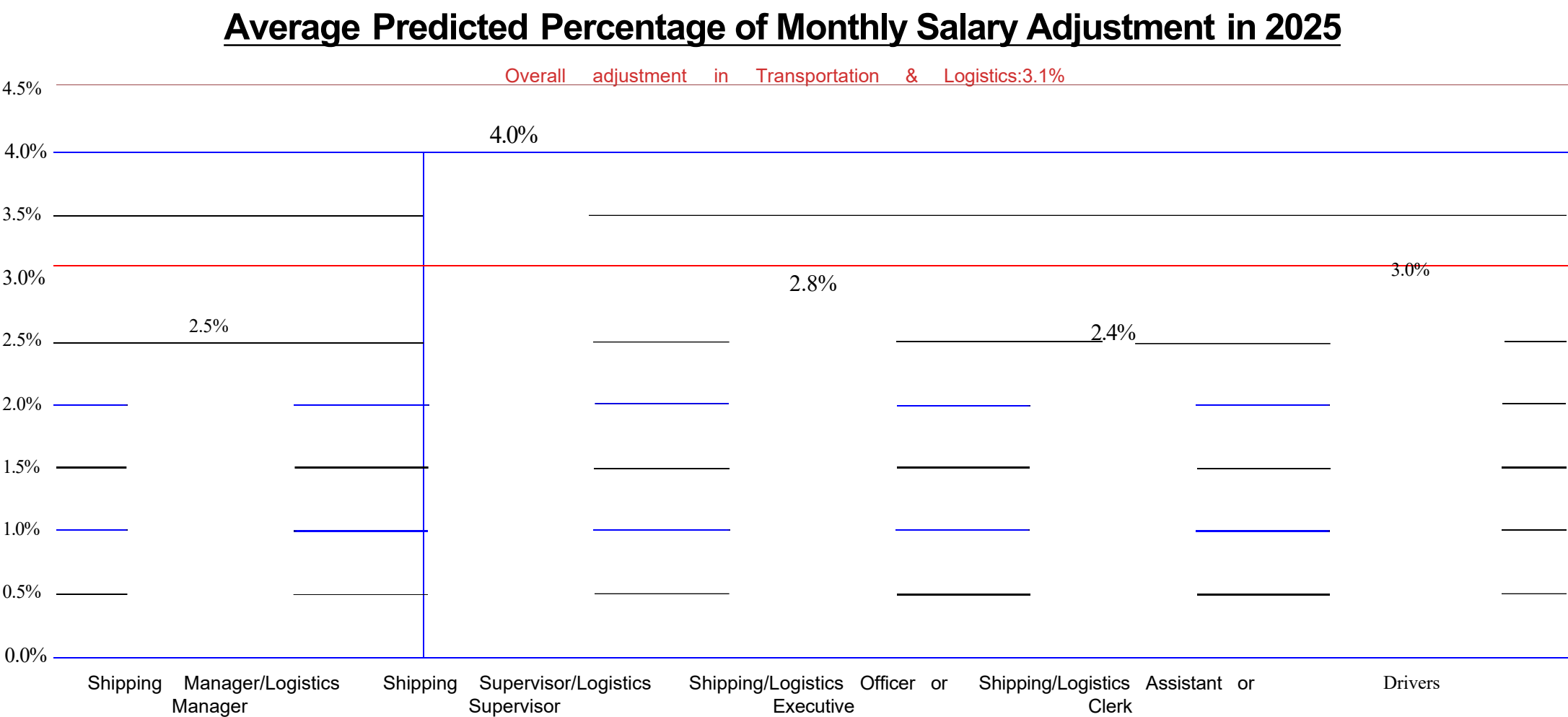
3.Salary adjustment forecast 2025

Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Transportation &Logistics -by Job Position)



Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024.  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12months?Will that changed or remain unchanged?

3. Salary adjustment forecast 2025

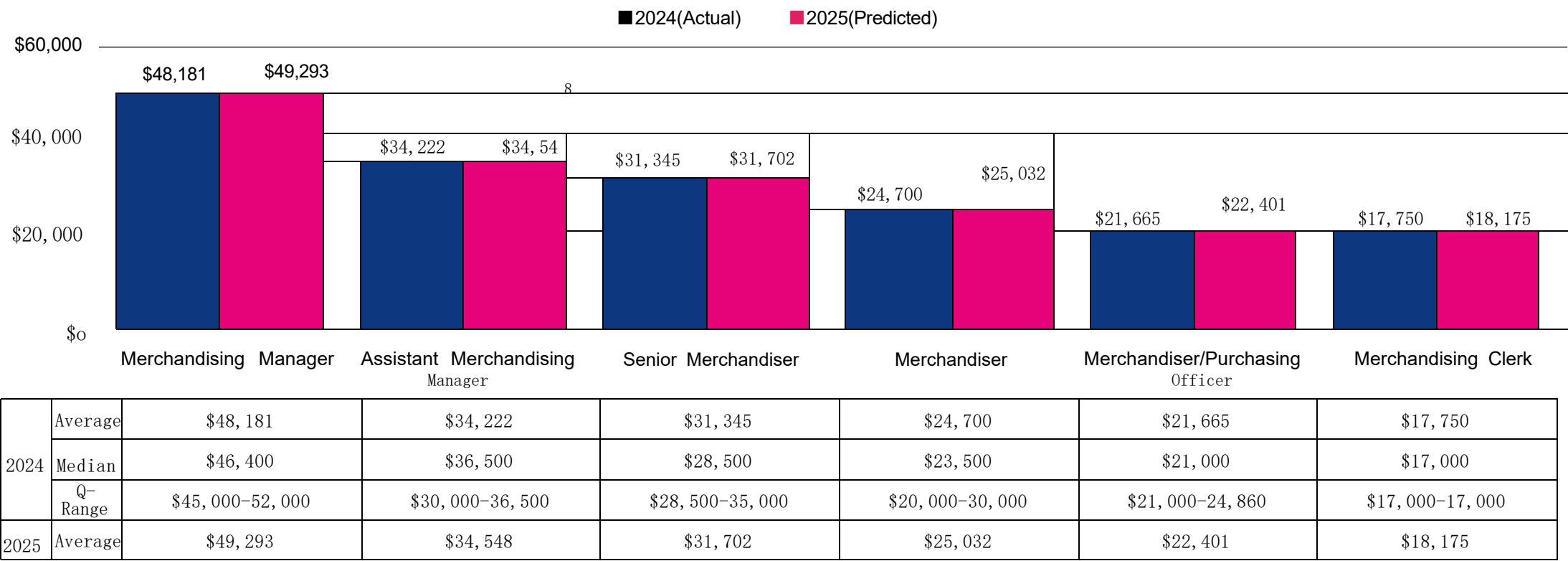


Base: All companies that have respective job positions (unweighted)  
Qn. C2. How many employees are there under the respective job titles as at 1 Sept, 2024?  
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3.Salary adjustment forecast 2025

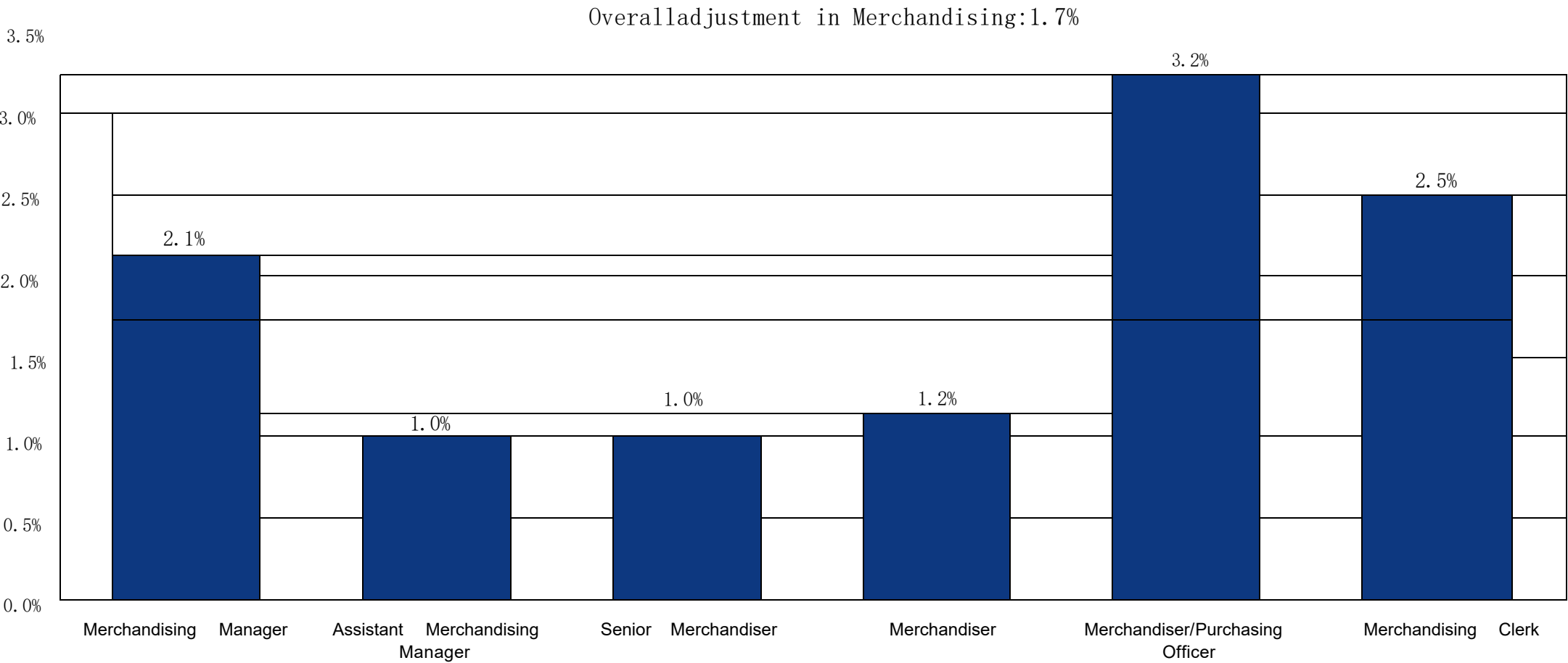
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Merchandising-by Job Position)



Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024.  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
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3.Salary adjustment forecast 2025

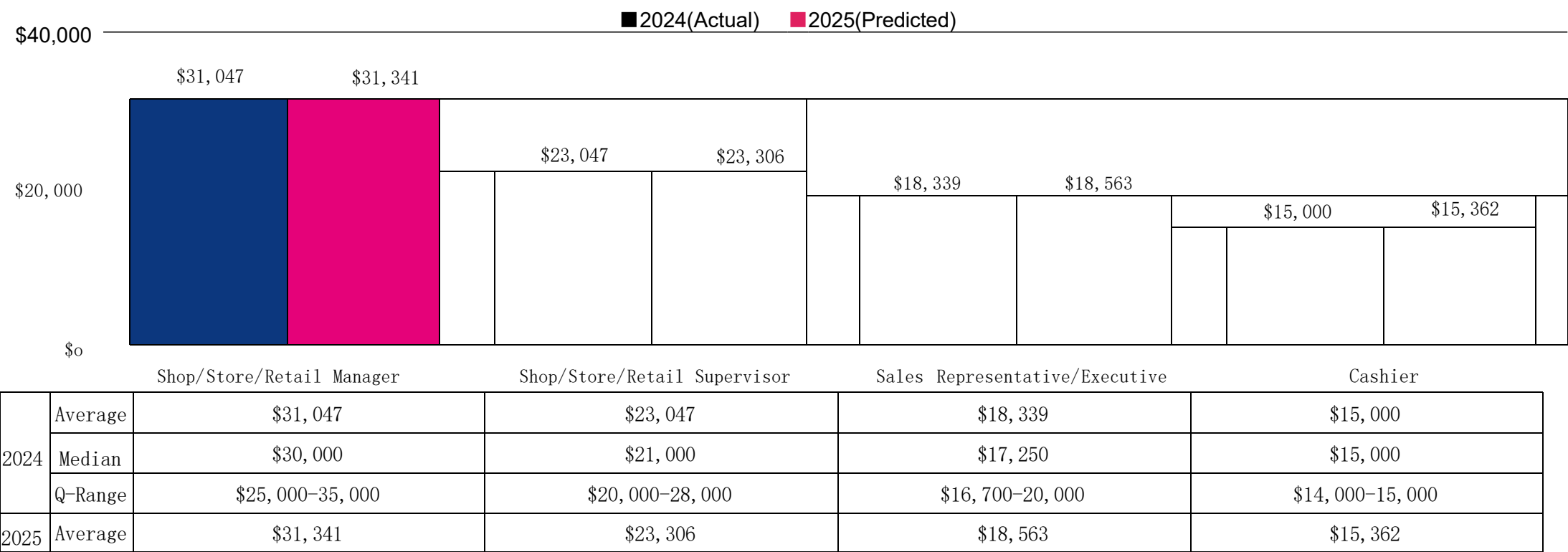
Average Predicted Percentage of Monthly Salary Adjustment in 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees arethere under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months?Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

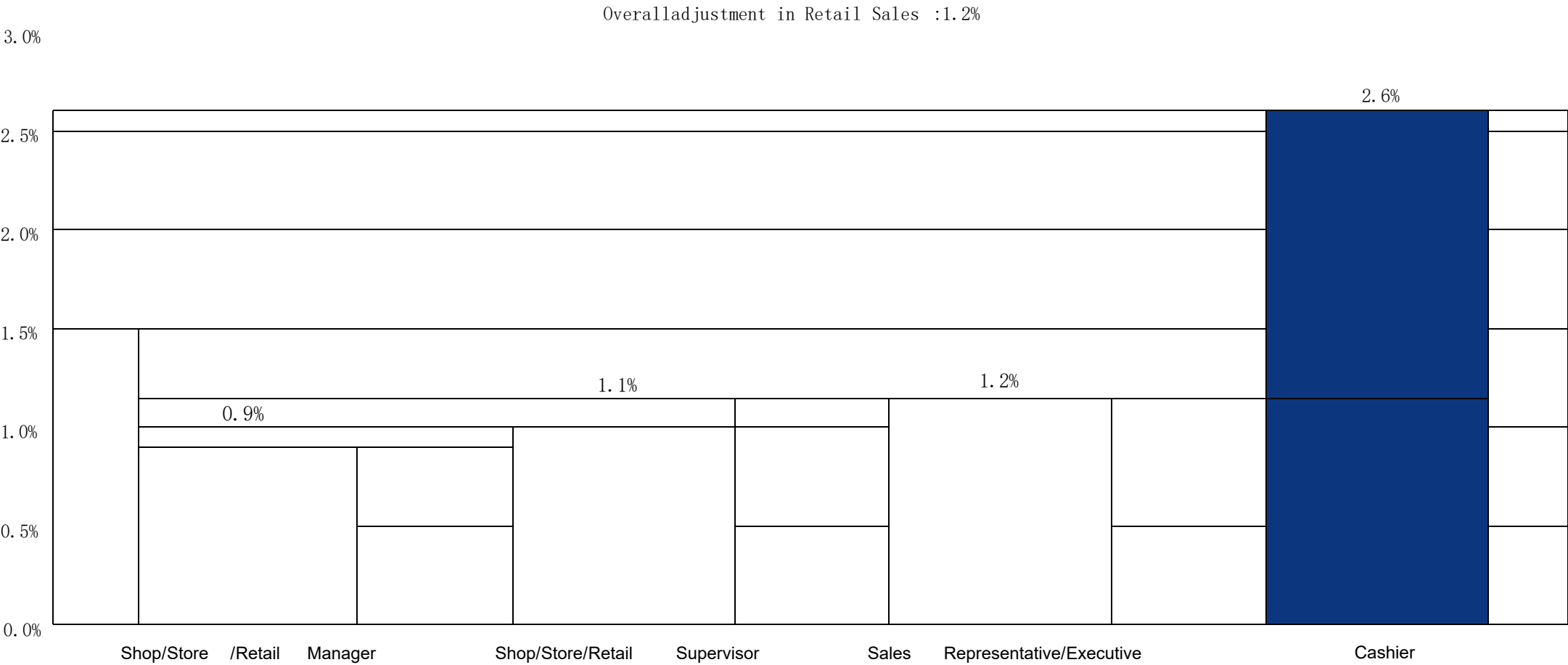
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Retail Sales -by Job Position)



Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12months?Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

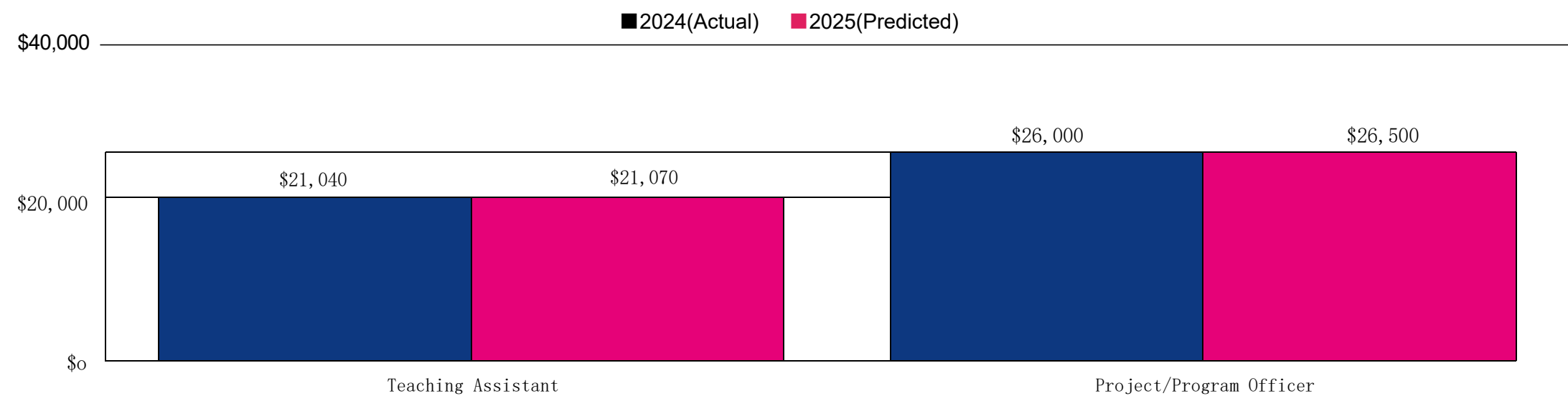
Average Predicted Percentage of Monthly Salary Adjustment in 2025



Base:All companies that have respective job positions(unweighted)  
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3.Salary adjustment forecast 2025

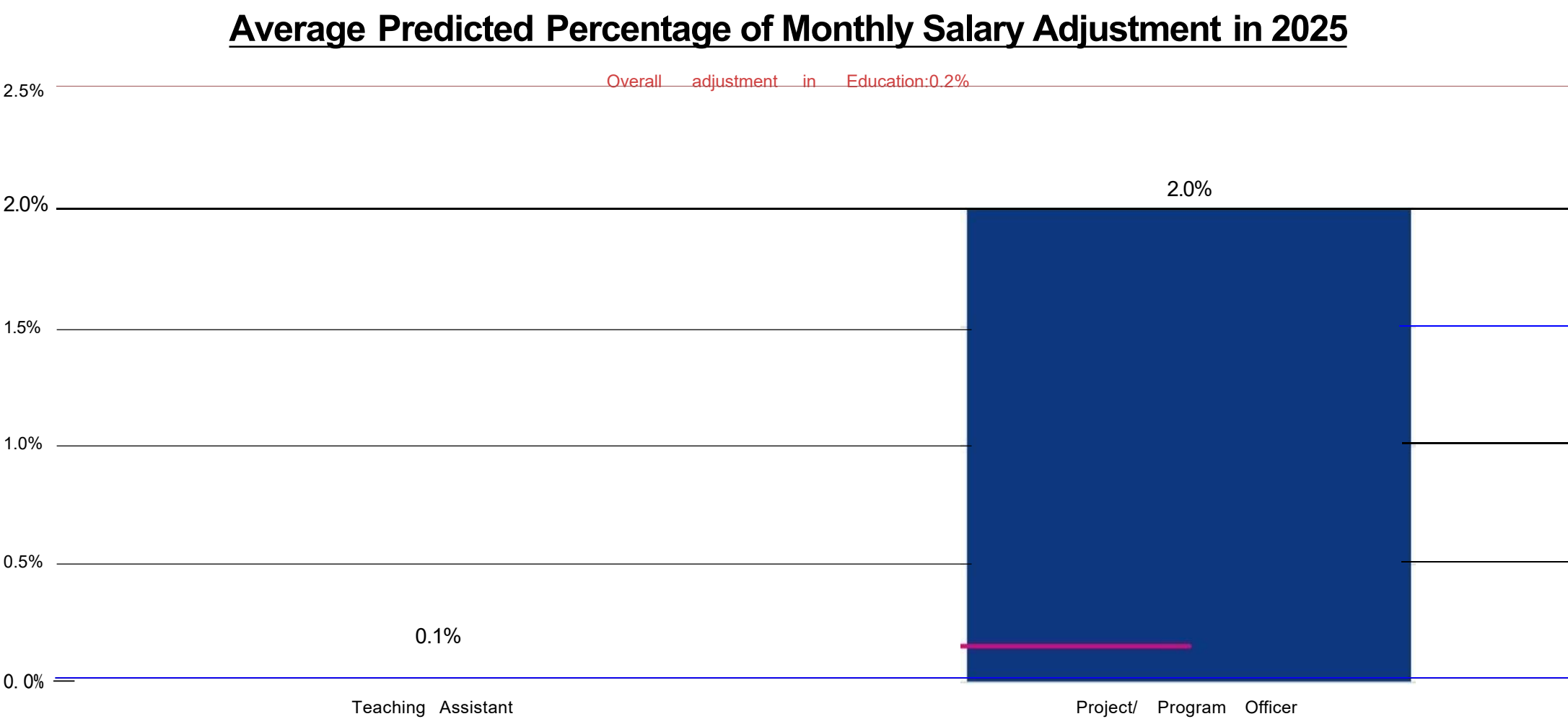
Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Education -by Job Position)



		Teaching Assistant	Project/Program Officer
2024	Average	\$21,040	\$26,000
	Median	\$22,000	\$25,000
	Q-Range	\$22,000-22,000	\$25,000-25,000
2025	Average	\$21,070	\$26,500

Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
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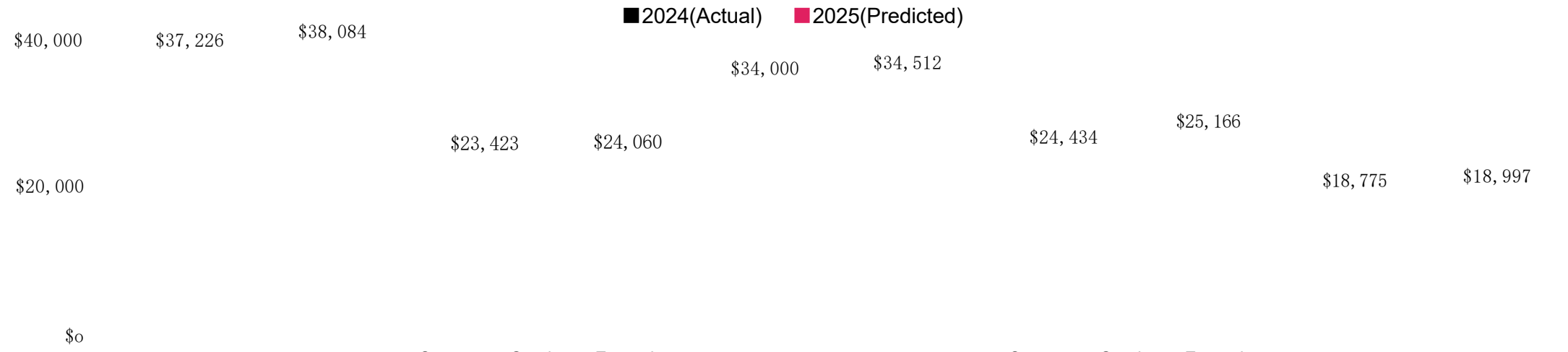
### 3.Salary adjustment forecast 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2. How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn. C3. What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months? Will that changed or remain unchanged?

3.Salary adjustment forecast 2025

Average Monthly Salary 2024(Actual)vs 2025(Predicted)  
(Customer Services -by Job Position)



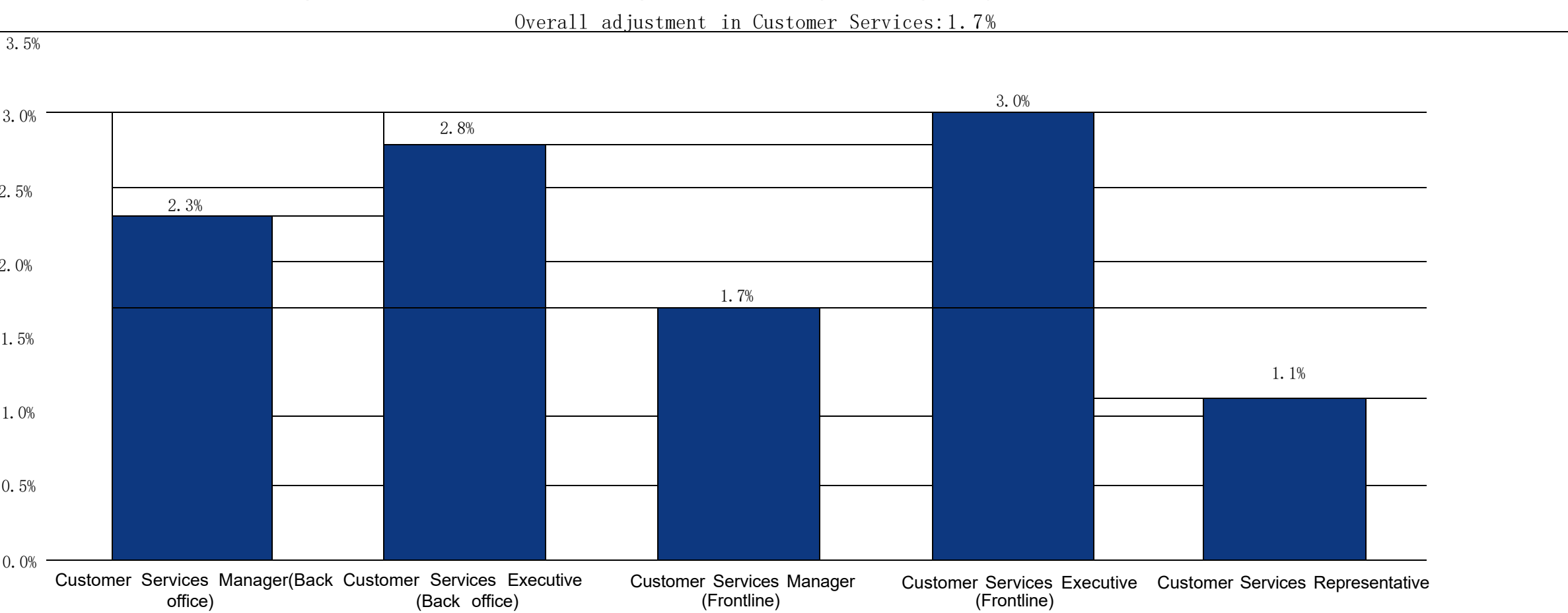
		Customer Services Manager (Back office)	Customer Services Executive (Back office)	Customer Services Manager (Frontline)	Customer Services Executive (Frontline)	Customer Services Representative
2024	Average	\$37,226	\$23,423	\$34,000	\$24,434	\$18,775
	Median	\$33,000	\$23,000	\$32,000	\$25,000	\$18,000
	Q-Range	\$33,000-38,000	\$20,000-26,000	\$29,000-38,000	\$20,000-28,000	\$18,000-18,000
2025	Average	\$38,084	\$24,060	\$34,512	\$25,166	\$18,997

Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
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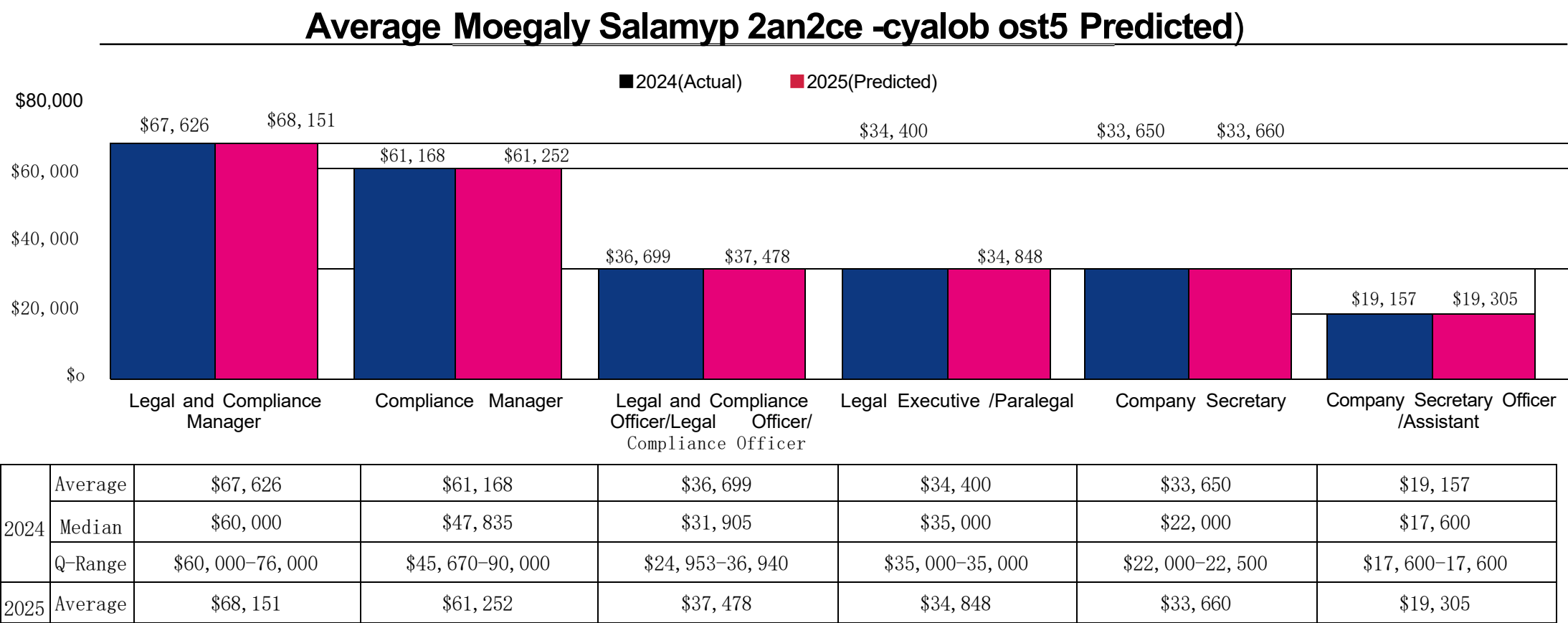
### 3.Salary adjustment forecast 2025

#### Average Predicted Percentage of Monthly Salary Adjustment in 2025



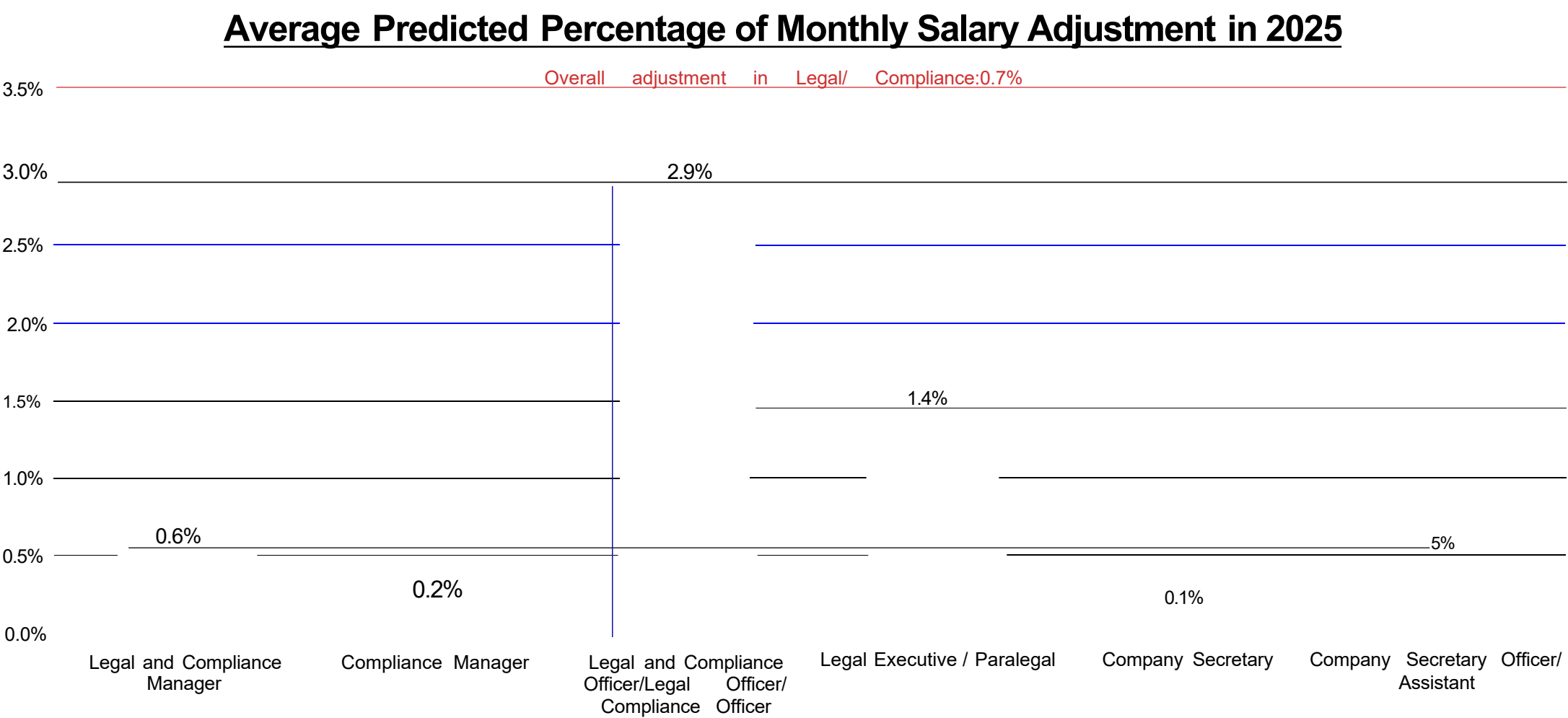
Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
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3.Salary adjustment forecast 2025



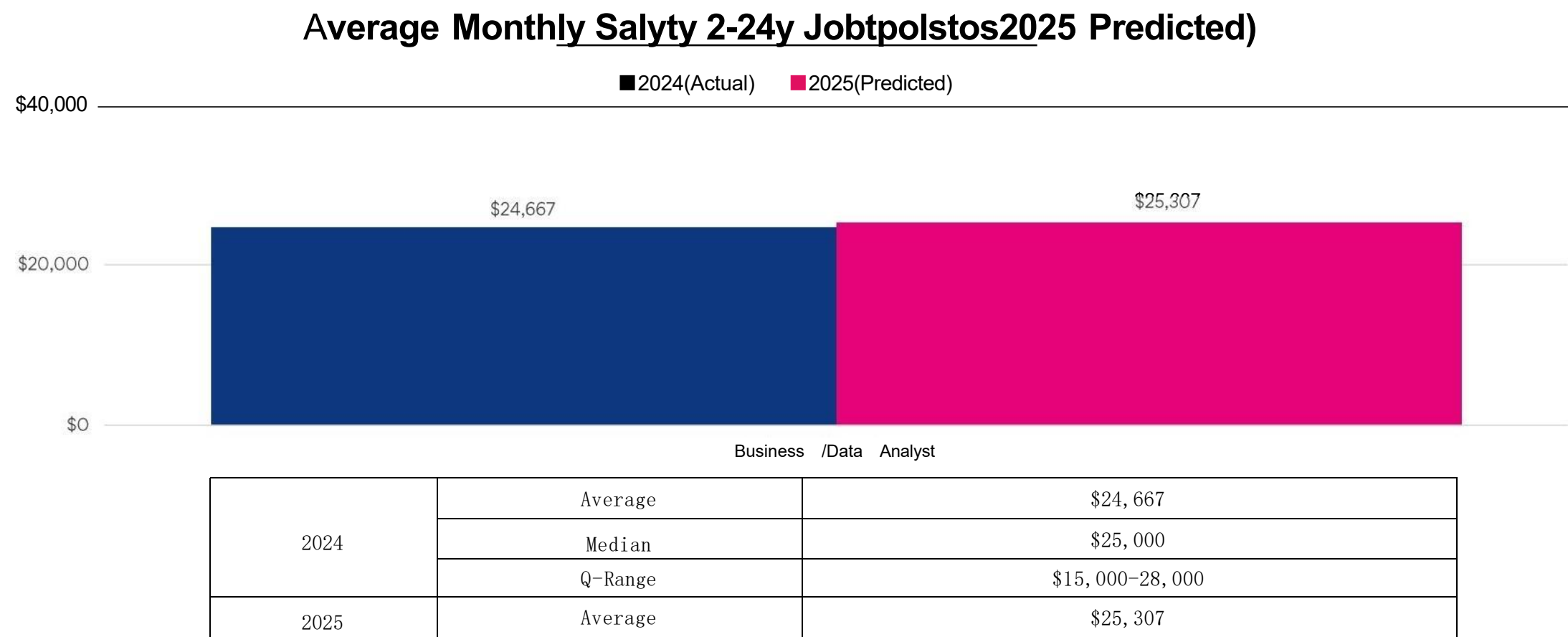
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Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12months?Will that changed or remain unchanged?

### 3.Salary adjustment forecast 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn. C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months? Will that changed or remain unchanged?

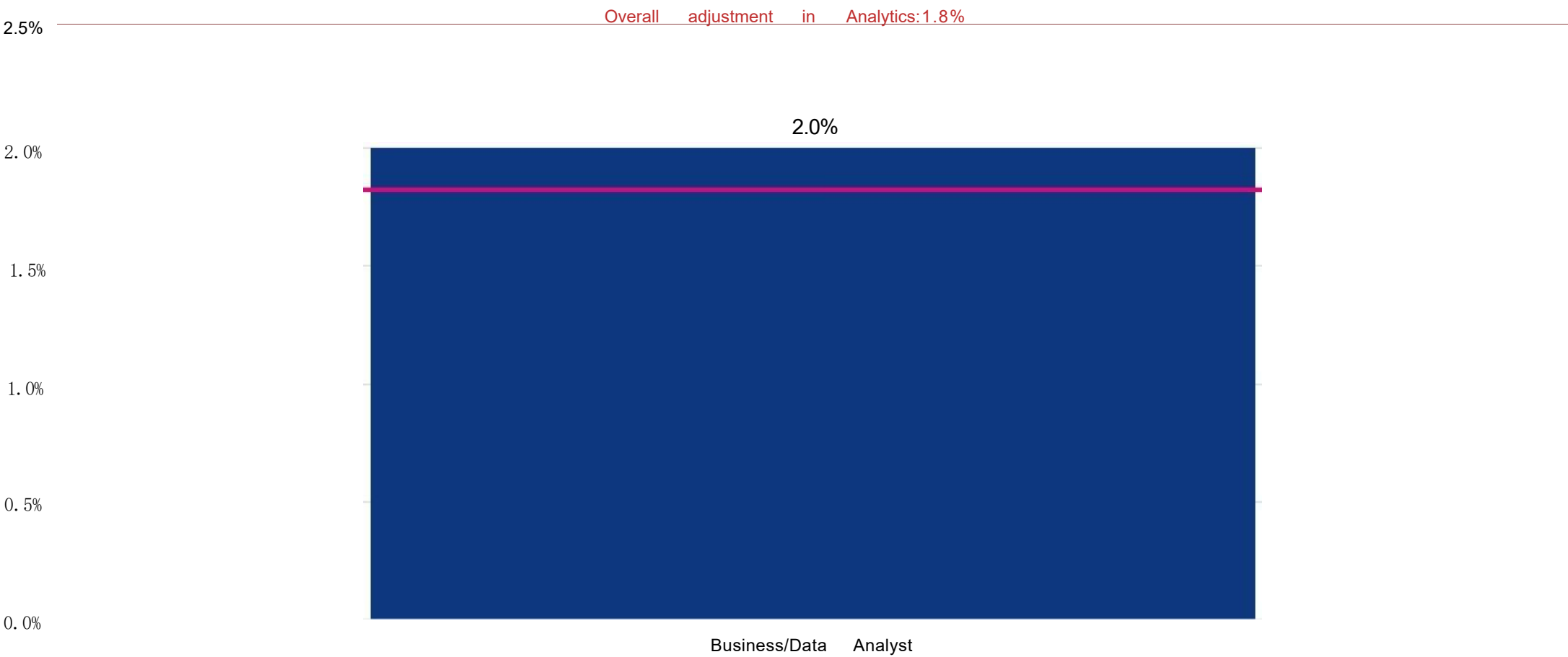
3.Salary adjustment forecast 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C1.Please indicate the respective average monthly salary as at 1 Sept,2024  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months?Will that changed or emain unchanged?

### 3.Salary adjustment forecast 2025

#### Average Predicted Percentage of Monthly Salary Adjustment in 2025



Base:All companies that have respective job positions(unweighted)  
Qn.C2.How many employees are there under the respective job titles as at 1 Sept,2024?  
Qn.C3.What are the predicted adjustments of salary for employees under respective job titles in the coming 12 months?Will that changed or remain unchanged?



# Section 4

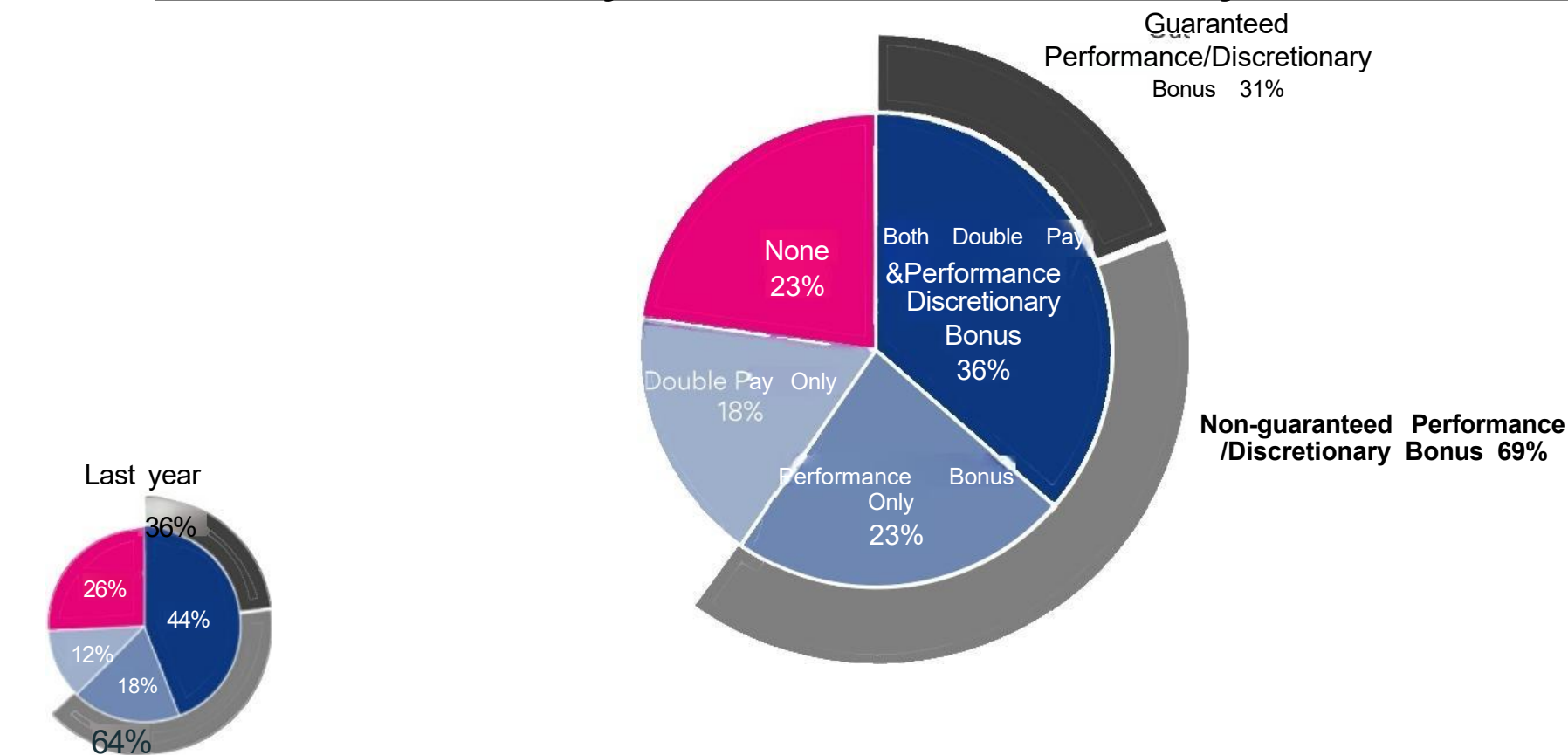
## BONUSES



4. Bonuses

- 59%of the surveyed companies provided performance/discretionary bonus in the past 12 months(vs 62%last year).Slight contraction is seen in terms of a relatively lowerincidence(31%vs 36%last year)of these companies offering it as a“guaranteed performance bonus”.
- 54%offered double pay in the past 12 months(vs 56%last year).

Provision of Double Pay and Performance/Discretionary Bonus in Past 12 Months



Base:All companies(n=357)

Qn.D11.Did yourorganisation provide double pay(雙糧)in the past 12 months?

Qn.D12.Did your organisation provide a performance/discretionary bonus (花紅)in the past 12 months?Please do not countDouble pay(雙糧) here .



4.Bonuses

·Across companies of different company sizes,those with 1-9 employees reported a higher incidence of giving “double pay only”(29%),while companies with 10 employees or more have a relatively higher incidence of giving bonuses (63%-64%).  
·Across companies of different origins,MNCs stand out with a higher incidence of giving both bonus and double pay”(53%)while HK-based MNCs also show a relatively higher incidence of providing bonuses to employees(63%).

Provision of Double Pay and Performance/Discretionary Bonus in Past 12 Months  
-by Company Size and Company Origin

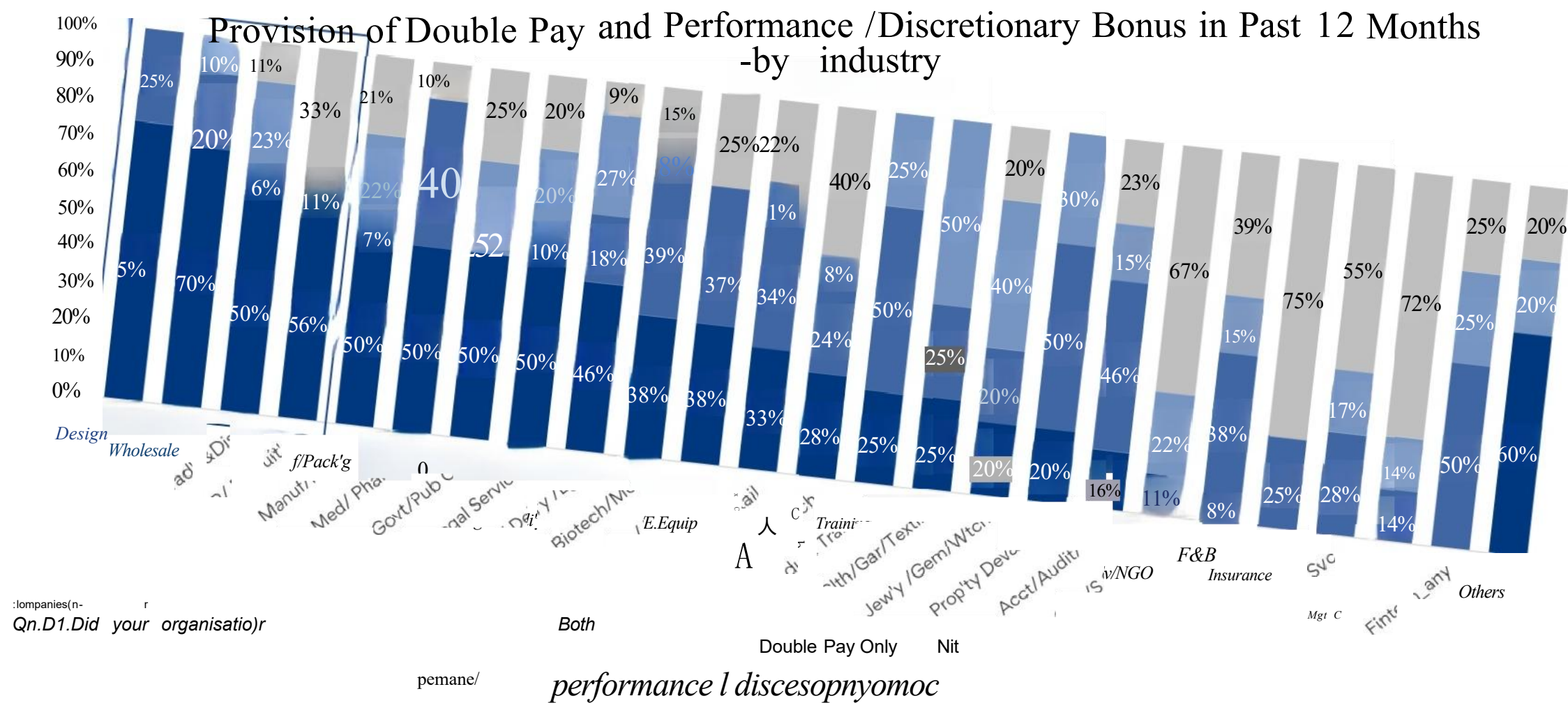
	All Companies		1-9 employees		10-50 employees		Over 50 employees
Base	357		71		179		100
Both Double Pay &Performance/Discretionary Bonus	36%		35%		40%		34%
Performance /Discretionary Bonus Only	23%		11%		23%		30%
Double Pay Only	18%		29%		16%		13%
None	23%		25%		21%		23%
	All Companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO	
Base	357	190	22#	47	85	12#	
Both Double Pay &Performance /Discretionary Bonus	36%	32%	27%	40%	53%	-	
Performance/Discretionary Bonus Only	23%	26%	13%	23%	18%	38%	
Double Pay Only	18%	17%	45%	13%	15%	10%	
None	23%	25%	15%	24%	14%	52%	

Base:All companies #Caution:small base  
Qn.D11.Did yourorganisation provide double pay(雙糧)in the past 12 months?

Qn.D12a.Is the performance /discretionary bonus provided guaranteed?

4. Bonuses

Industries with a relative higher incidence of singhobousnod

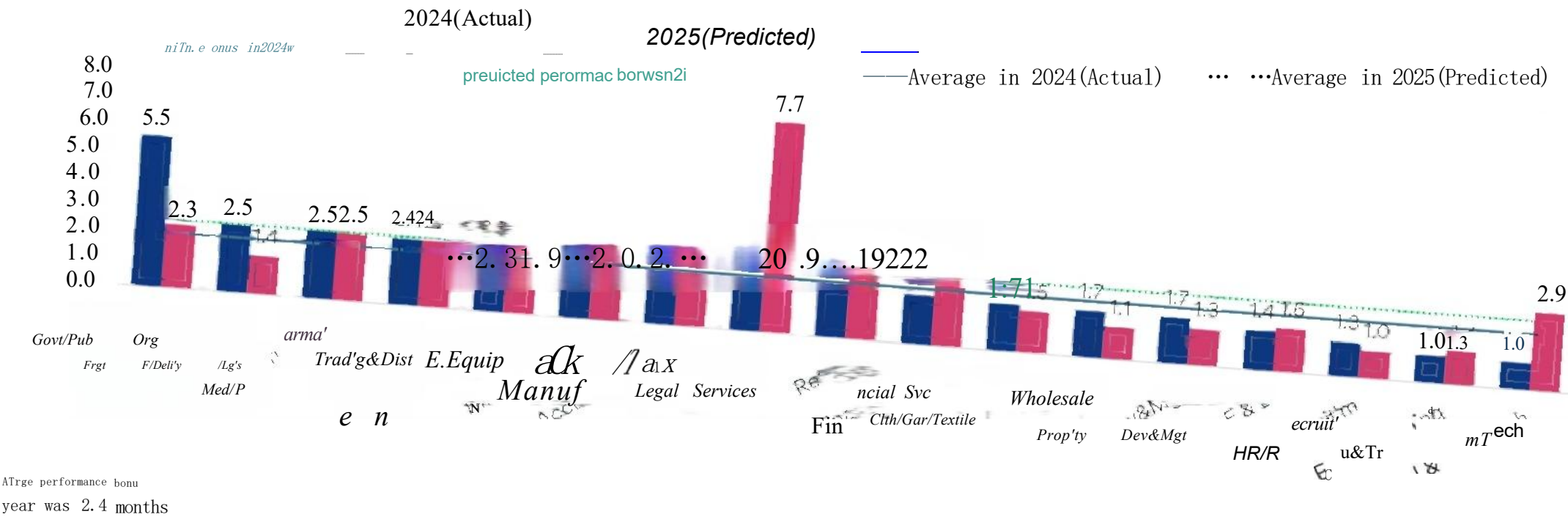


#Industry with less than 3 companies are not shown

4.Bonuses

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Performance/Discretionary Bonus by Industry(Top/Senior Management)



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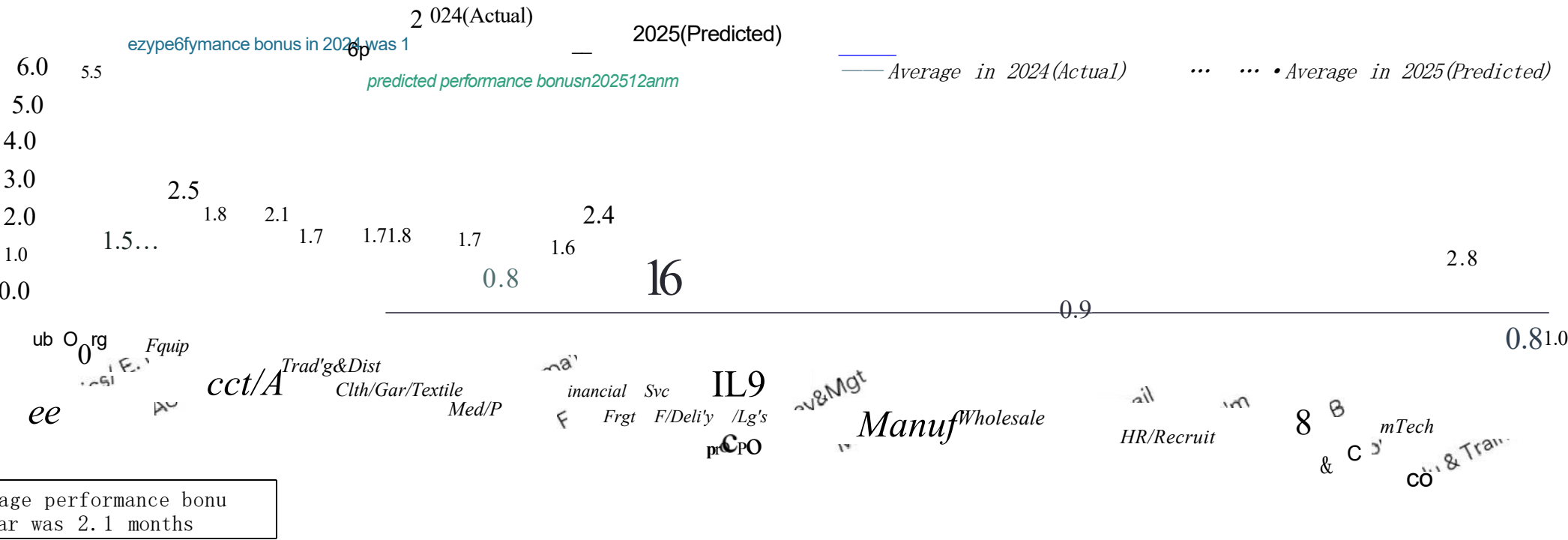
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4.Bonuses

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Performance/Discretionary Bonus by Industry(Middle Management)



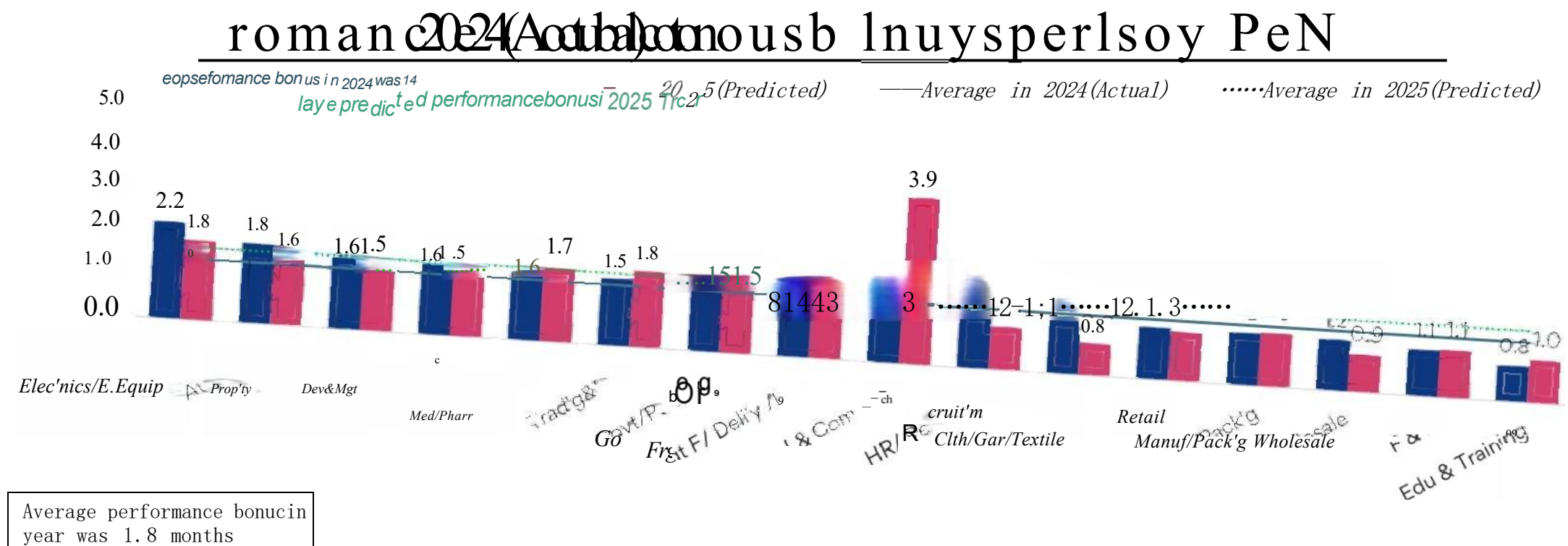
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12 months

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## 4. Bonuses

2 months), Accounting and Finance (18 months), and above-average performance /discretionary bonuses: Electronics/Electrical Equipment  
In the coming year, the average bonus distribution is one (1) to 5 months) and Government & Public (1.6 months), Financial Services

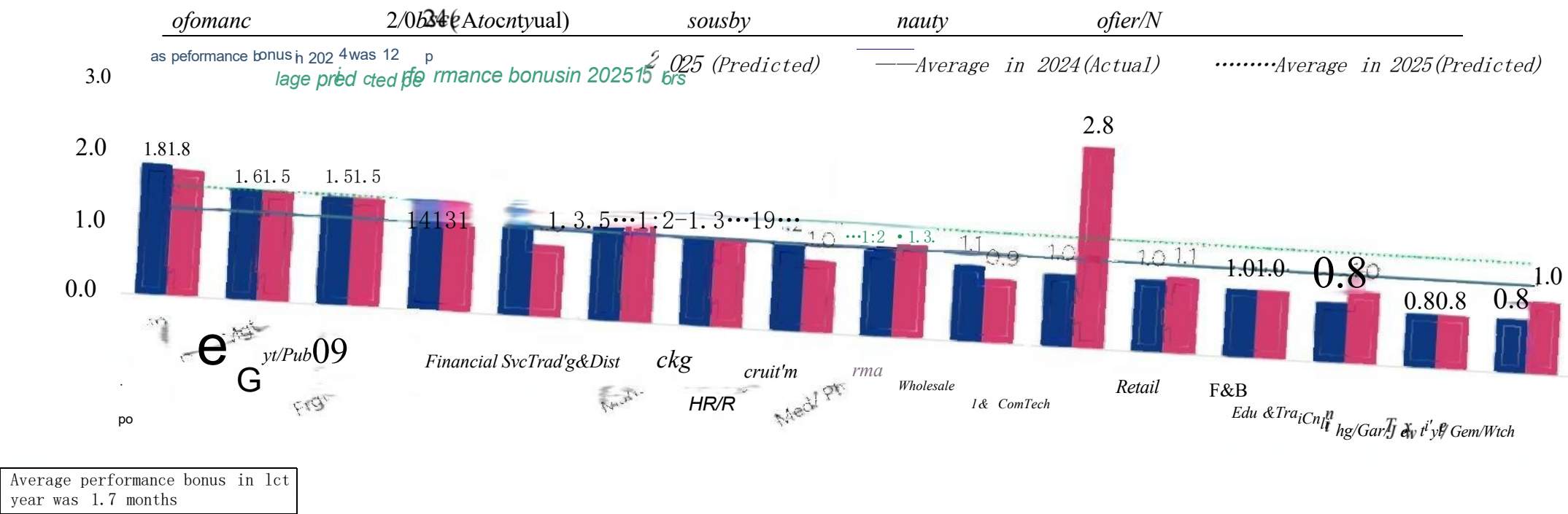


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12 months

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4.Bonuses

(18months),PoperdyDevelopment &wastresrecti'ed aboth-average performance /discretionary bonuses:Electronics /Electrical Equipment  
In the coming year,the averaceservices(1.4 months),and Tradina and ictrint &Public Organisa  
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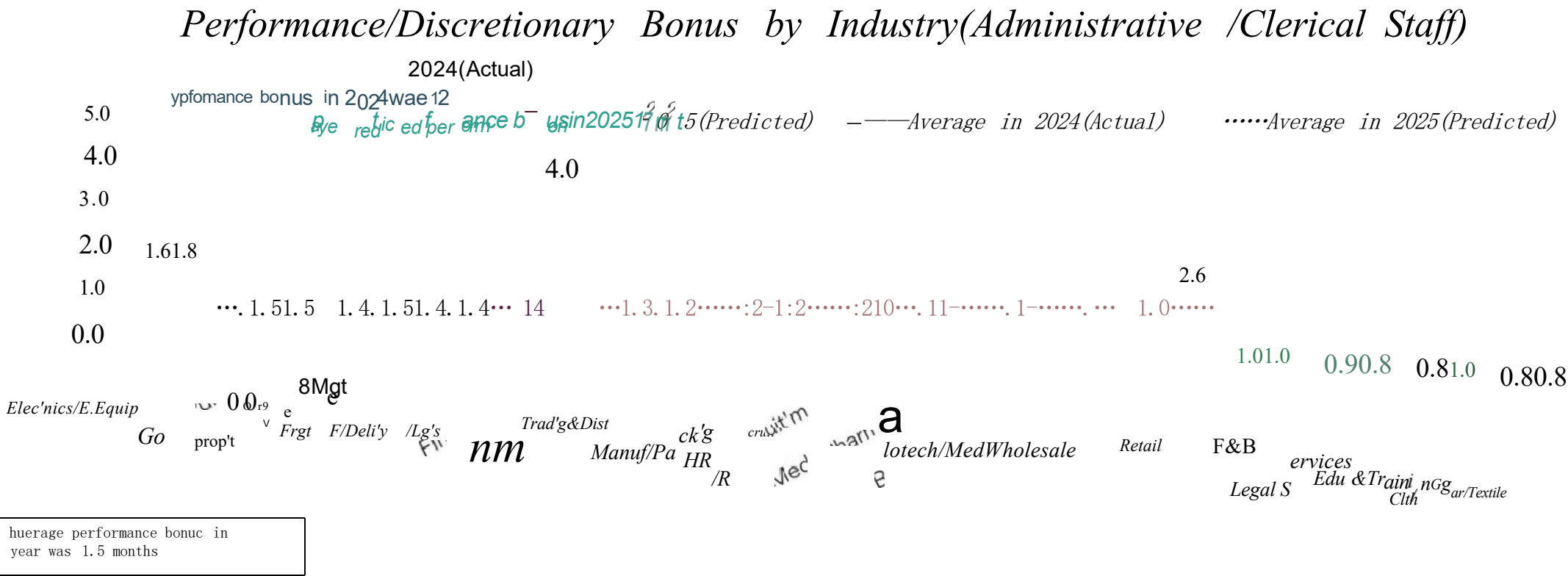


Base:All companies offering performance/discretionary bonuses to respective level in P12M/N12M respectively #Industry with less than 3 companies are not shown  
12 m.no. n/ths 02. For the level of , please indicate the number of salary provided for performance/discretionary bonus, in adition toth basicsay in the last 2 months



4.Bonuses

onths,Government &Publn ofgianistios c.cinedntahso.ePraverage performance /discretionary bonuses:Electronics/Electrical Equipment(1.6  
in the coming year,the average bonusceistr14 months),and Trading and Distripment &Manageme



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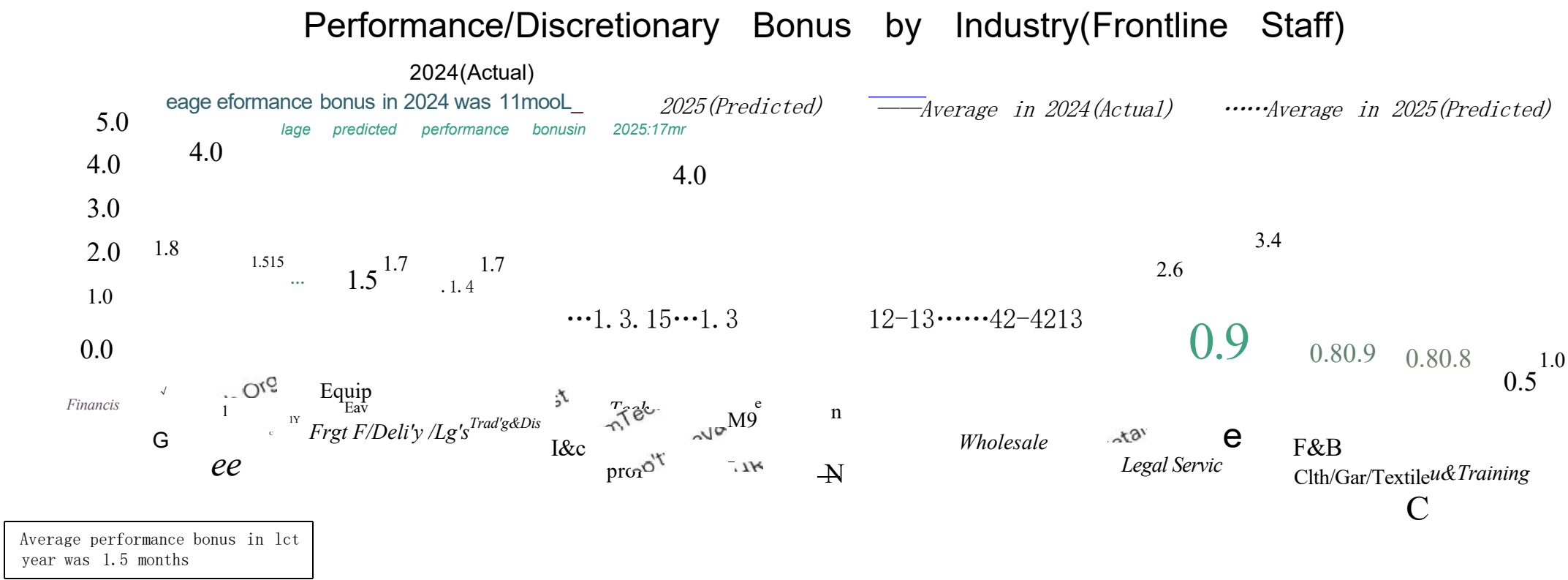
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4. Bonuses

·Frontline Staff in nine industries received above-average performance /discretionary bonuses:Financial Services(Non-Bank)(1.8 months), months,rading an Dstibution (13 mnont)slectroniasinElectrical Equipment(1.5 months),Freight Forwarding /Delivery /Logistics(1.4 In the coming year,the average boecruitment(1.2 months)and Medical/Phrnication Technology(1.



Base:All companies offering performance /discretionary bonuses to respective level in P12M/N12M respectively #Industry with less than 3 companies are not shown

12 months'22. For the level of—, please indicate the number of months of salary provided for performance/discretionary bonus, in addition to the basic salary in the last 12 months

# Section 5

## BENEFITS



## 5.Benefits

·The average length of annual leave in 2024 is 14.4 days.In comparison,senioremployees receive a longer annual leave entitlement.



Base:All companies(n=357)  
Qn.D9.Please indicate the average annual leave in 2024

5.Benefits

·“Full pay sick leave”, "compassionate leave"and “marriage leave”continue to be the most commonly offered types of special leaves.They are available in over 60%of the surveyed companies.The pattern is largely similar to last year's.

Special Leaves in 2024

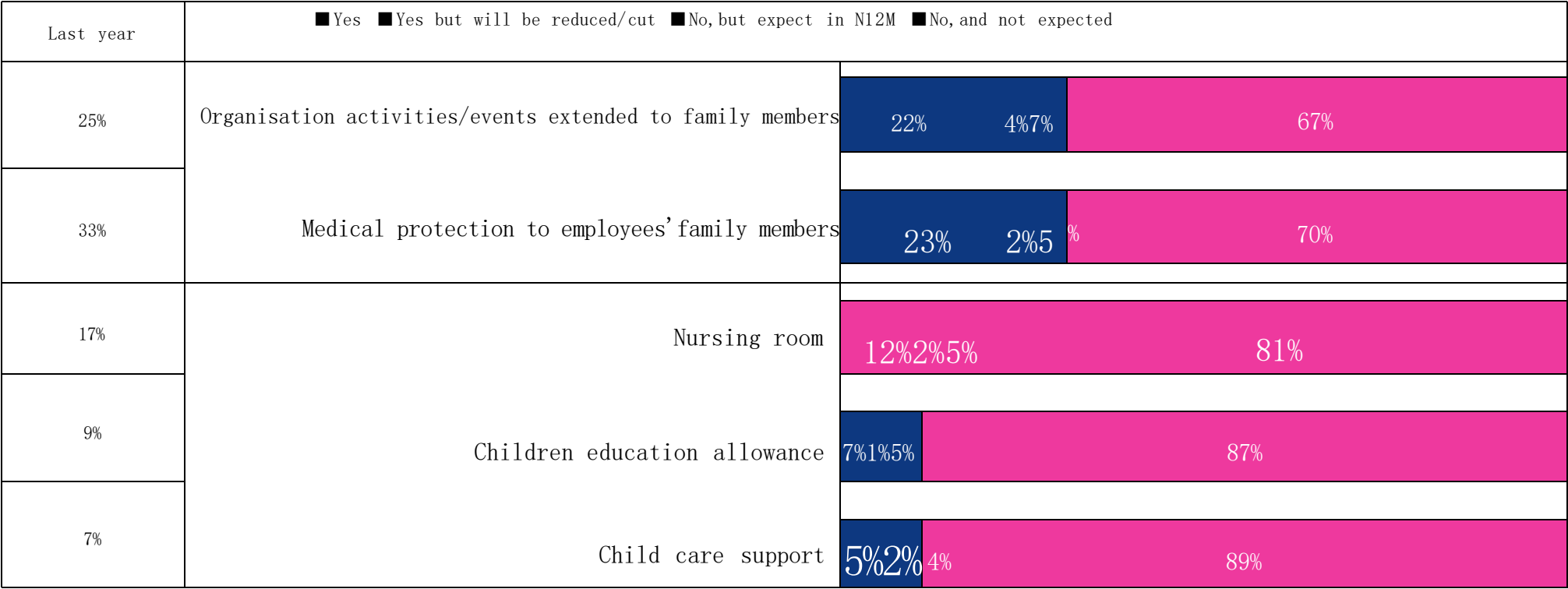
Last year	■Yes ■Yes but will be reduced/cut ■No, but expect in N12M ■No, and not expected				No. of days^
68%	Full Pay Sick Leave(even under 4 consecutive days)	74%3%4%19%			10
62%	Compassionate Leave	64%2%4%30%			2.8
67%	Marriage Leave	60%3%5%32%			3.4
43%	Paternity Leave(beyond 5 days)	36%3%6%55%			4
34%	Birthday leave	28%3%11%58%			1.1
30%	Study and Examination Leave	22%3%10%65%			2.3
25%	Additional Maternity Leave(beyond 14 weeks)	16%3%8%73%			6.1
19%	Flexi Leave(cannot be enchased)	15%4%6%75%			2.7
17%	Community Service Leave	15%3%6%76%			1.4
17%	Unlimited Paid Annual Leave(subject to special approval)	76%			NA
21%	Family Care Leave	13%4%6%77%			2
18%	Menstrual Leave	12%3%5%80%			2.3
13%	Graduation Leave	6%3%5%86%			1

Base:All companies(n=357)  
^Based on all those answer“Yes”or“Yes but will be reduced/cut”  
Findings of “last year”denote %of“Yes”and “Yes but willbe reduced/cut”  
Qn.D10.Does your organisation provide the following special leaves?  
Qn.D10a.How many days in average in a year?

5.Benefits

- Overall,family-friendly benefits are still not common among most companies.
- Among them,"organisation activities/events extended to family members"(26%implemented)and "medical protection to employees'family members"(25%implemented)are relatively more popular,but the incidence of implementation of the latter dropped from last year(33%).

Family-friendly Benefits in 2024



Base:All companies(n=357)  
Findings of "last year"denote %of"Yes"and"Yes but willbe reduced/cut"  
Qn.E13.Does your organisationprovide the following family-friendly benefit(s)?

5.Benefits

- Provision of work-life balance measures is largely consistent with last year.Slight improvement is recognised in two most common options “early leave on festive days”(75%implemented vs 72%implemented last year),“Casual wear every day”(59%implemented vs 53%implemented last year)
- Unlike last year,all benefits register a low extent of expectation in N12M(3%-7%across).

Work-life Balance Measures in 2024

		■ Yes      ■ Yes but will be reduced/cut      ■ No, but expect in N12M      ■ No, and not expected			
Last year					
72%	Early leave on festive days (e.g. X'mas eve, mid-autumn day)	73% 2%3% 22%			
53%	Casual wear everyday	57% 2%5% 36%			
58%	Free snacks /beverage/fruits	55% 2%4% 39%			
39%	Flexible working hours	39% 2%5% 54%			
35%	Organisation activities (e.g. traveling, interest class)	31% 2%7% 60%			
32%	Organisation phone and package	30% 2%3% 64%			
27%	Flexible work location	24% 2%6% 68%			
22%	Free meal (e.g. breakfast, lunch, dinner)	17% 2%6% 75%			
17%	Mental health prevention/counselling services	13% 2%5% 80%			
16%	Entertainment /physical fitness facilities at workplace	10% 2%8% 83%			
13%	Early leave on Friday (at least once a month)	6%1%7% 86%			
11%	Gym membership/subsidised membership	86%			
12%	Shorter Work Week (e.g. 4 or 4.5 working days per week)	5%2%4% 89%			

Base:All companies(n=357)  
Findings of“last year”denote %of“Yes”and“Yes but will be reduced/cut”  
Qn.E14.Does your organisation provide the following work-life balance benefit(s)?

5.Benefits

·For companies that adopted “flexible work location”,58%allow 1-5 days.23%allow the employees to practice this more than 15 days a year(vs 39%last year).

Number of Days Allowed for“Flexible Work Location”Per Year



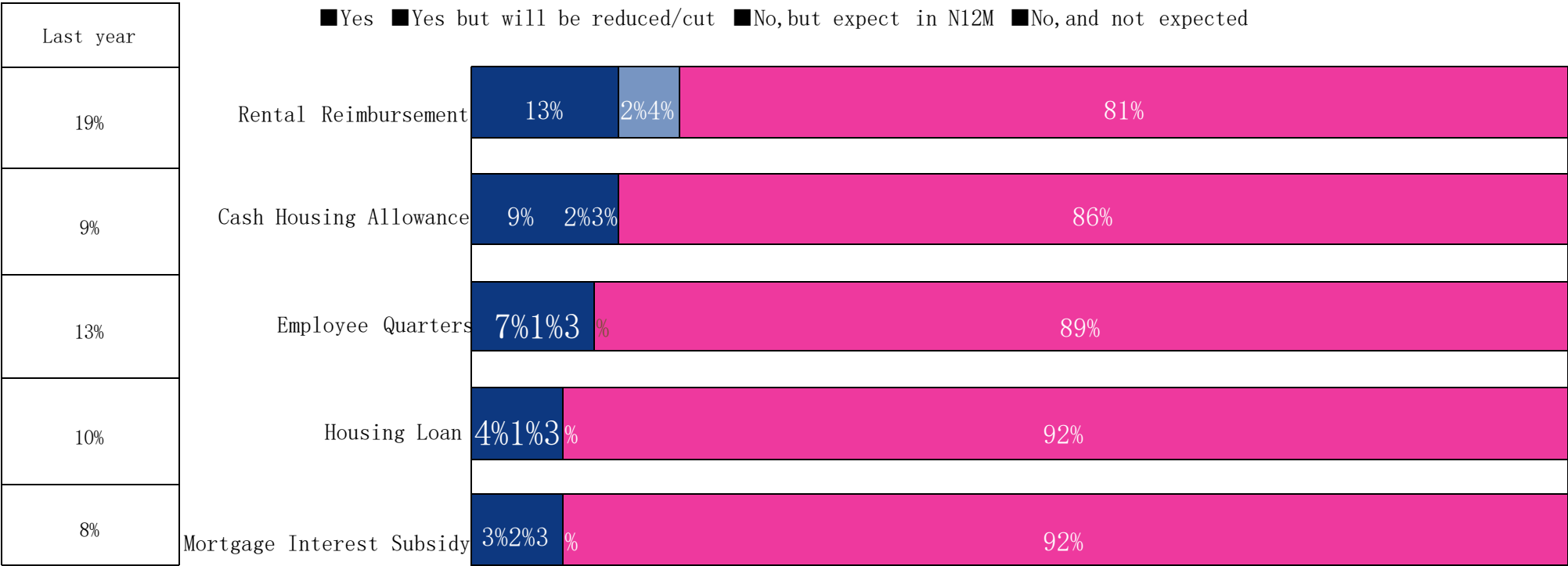
Base:All companies that implemented “flexible work location”(n=93)  
Qn.E14b .In one year,how many days does your organisation allowemployees to adopt a “flexible work location”? (“Flexible work location”means staff are allowed to work from anywhere so they can work during personal travel without taking annual leave)



5.Benefits

- “Accommodation benefits”is the least common category in Hong Kong(5%-15%implemented).
- Only“Cash Housing Allowance”registers a slight growth from 9 %to 1 1 % .The incidence of providing other benefits dropped.

Accommodation Benefits in 2023



Base:All companies(n=357)  
Findings of “last year”denote %of“Yes”and“Yes but willbe reduced/cut”  
Qn.E15.Does your organisationprovide the following benefit(s)?

5.Benefits

·The offering pattern is largely consistent with last year but the incidence of offering most benefits declined from last year.

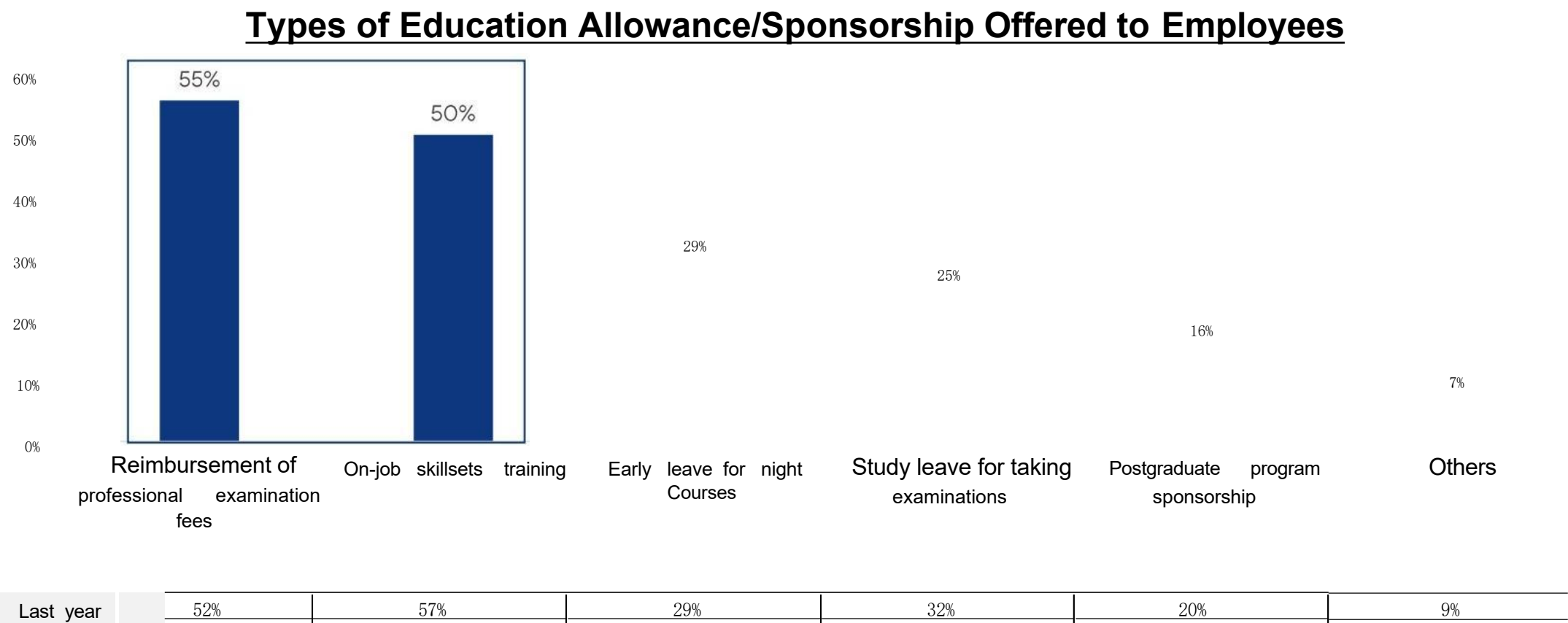
Other Benefits in 2024

		■ Yes      ■ Yes but will be reduced/cut      ■ No, but expect in N12M      ■ No, and not expected		
Last year				
26%	Transportation allowance for traveling in HK	28%	1%3%	68%
32%	Transportation allowance outside HK during normal working days	26%	1%2%	71%
25%	Education allowance/sponsorship	22%	2%3%	73%
30%	Provision of staff learning and development training(L&D)	20%	2%4%	74%
23%	Job rotation	19%	*5%	76%
15%	Apprenticeship/mentoring programme	16%	1%3%	80%
18%	Additional MPF	14%		82%
14%	Purchase of Organisation stock at discounted prices	10%1%	2%	87%
14%	Posting at overseas office	9%1%3%		87%
15%	Free parking slots at office building	9%1%3%		87%
9%	Uniform laundry allowance	6%1%3%		90%
11%	Stock option	6%1%3%		90%
7%	Personal loan	5%1%2%		92%
9%	Pension fund /retirement plan(excluding MPF)	5%1%3%		91%
10%	Tax subsidies	5%1%2%		92%

Base:All companies(n=357)  
\*Denotes less than 0.5%  
Findings of “last year”denote %of“Yes”and“Yes but will be reduced/cut”  
Qn.E15.Does your organisation provide the following benefit(s)/career development opportunities?

# 1. Market expectations and hiring plans

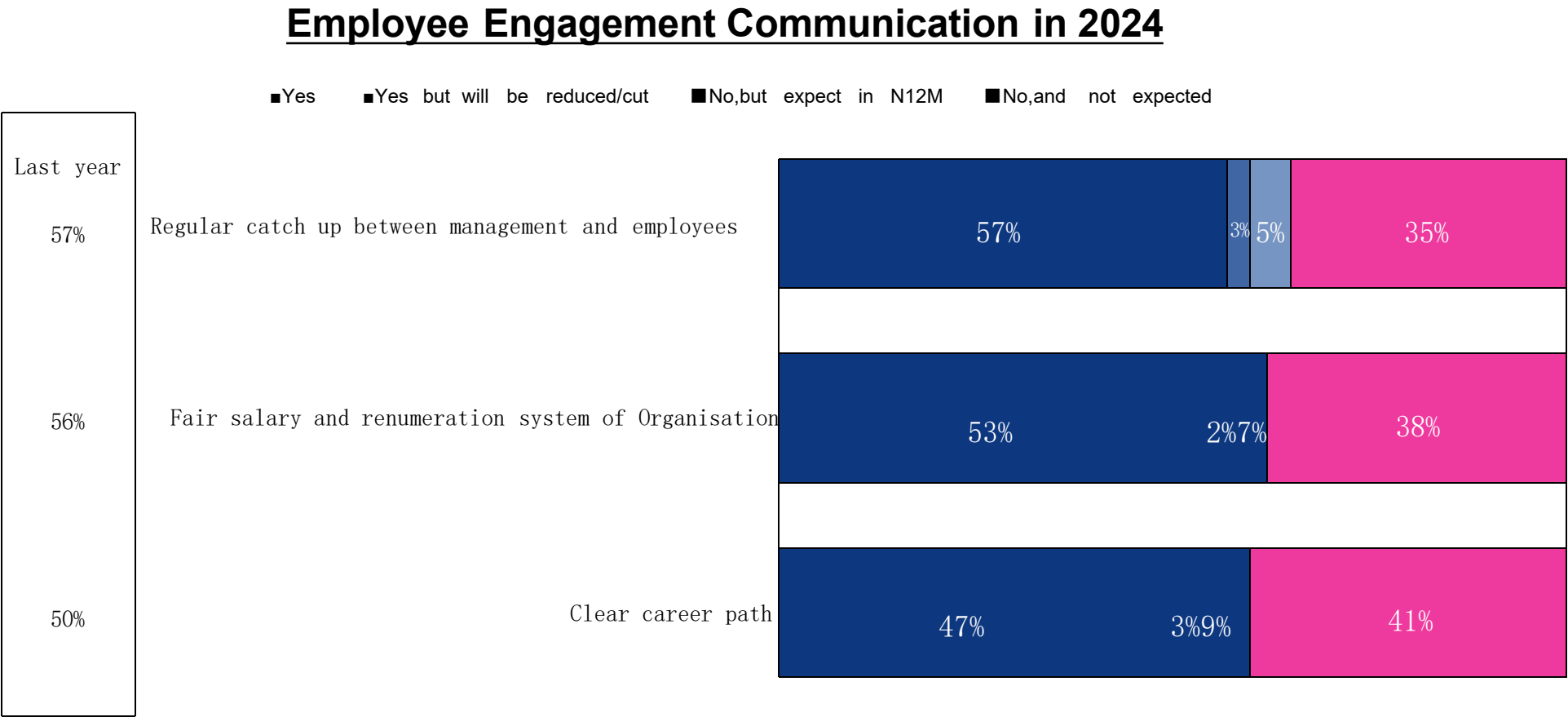
·“Reimbursement of professional examination fees”(55%)and “on-job skillsets training”(50%)continue to be the key types of education benefits offered.



Base:All companies that offer education allowance/sponsorship to employees(n=86)  
Qn.E15a. What types of education allowance/sponsorshipdoes yourorganisation offer to employees?(May choose more than one option )

5.Benefits

·Consistent with last year,about half of the surveyed companies offer employee engagement communications.

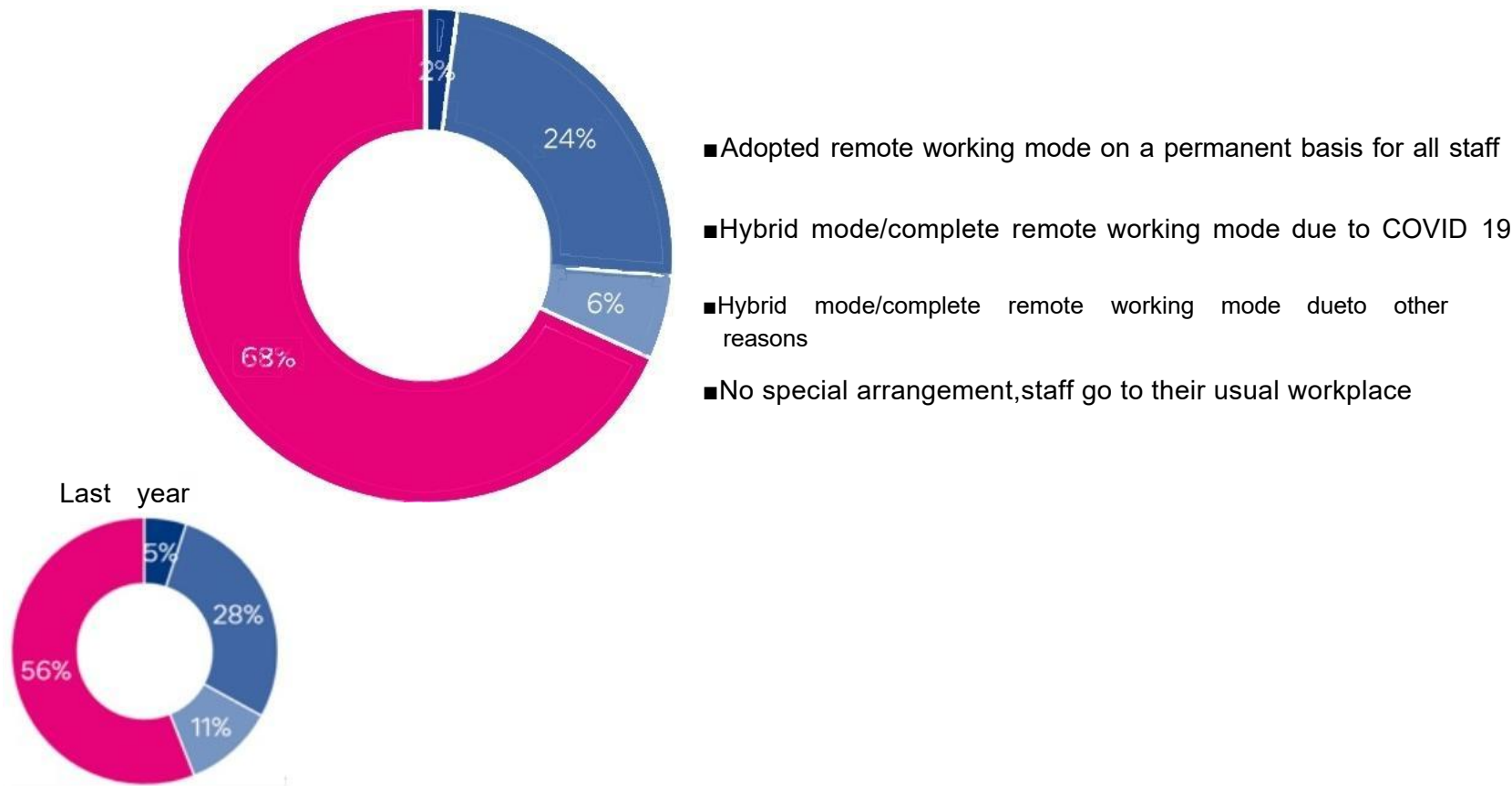


Base:All companies(n=357)  
Findings of "last year"denote %of"Yes"and"Yes but willbe reduced/cut"  
Qn.E15.Does your organisation provide the following benefit(s)/career development opportunities?

5.Benefits

·Compared with last year,more surveyed companies reverted to the usual mode of having staff going to the workplace(68%vs56%last year).

Working Mode



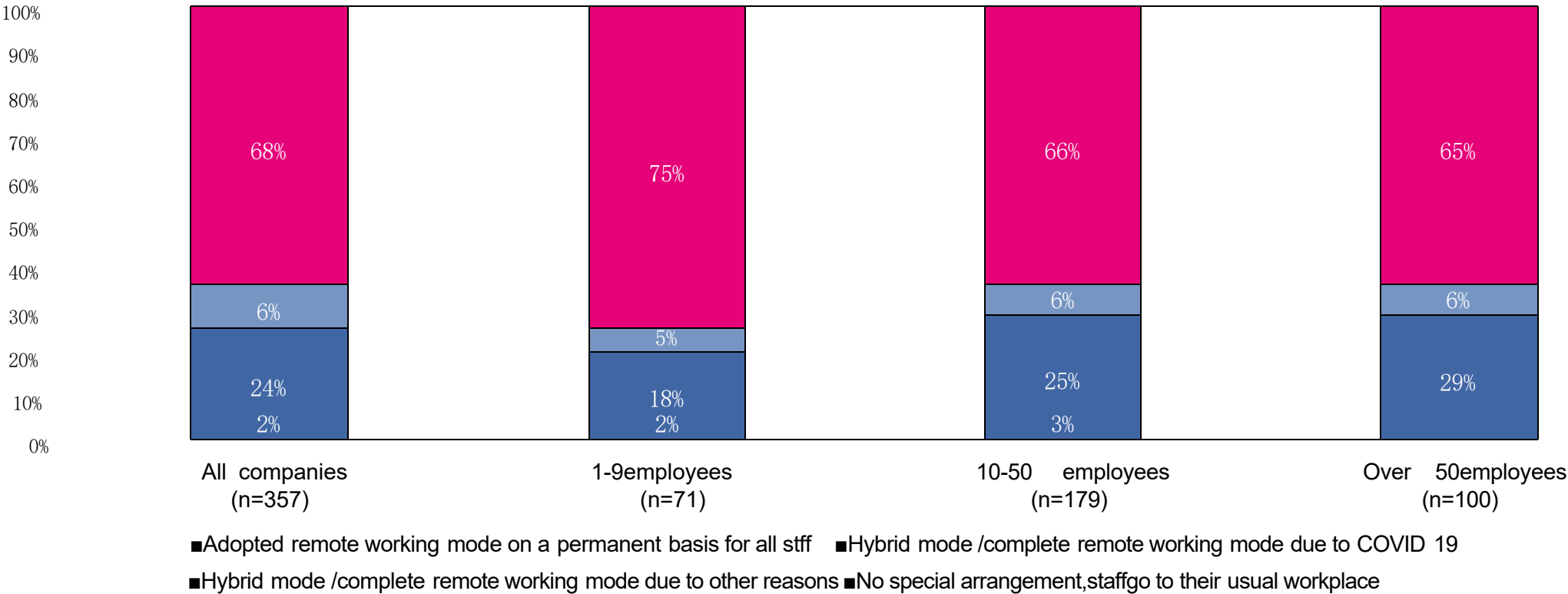
Base:All companies(n=357)  
Qn.E14c Which of the following sentences best describes the working mode of yourorganisation?

Number of Days Allowed for WFH	
1 day	40%
2 days	24%
3 days	4%
4 days	3%
More than 5 days	1%
Flexible, employees to make own choices	28%

5.Benefits

·The working mode is largely consistent across companies of different sizes.

Working Mode-by Company Size

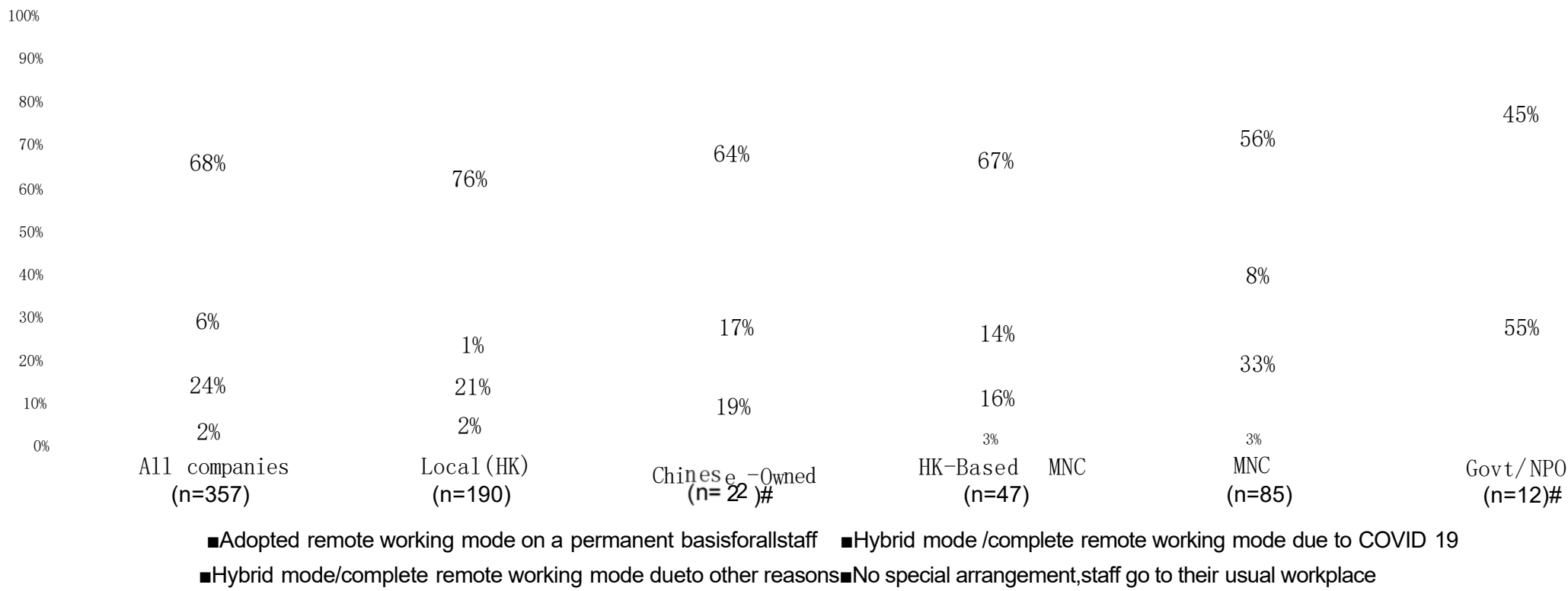


Base:All companies(n=357)  
Qn.E14c: Which of the following sentences best describes the working mode of your organisation?

5.Benefits

·Across companies of different origins,MNCs reported ahiger incidence of remote working(44%).

Working Mode-by Company Origin



Base:All companies(n=357) #Caution:small base  
Qn.E14c.Which of the following sentences best describes the working mode of your organisation?



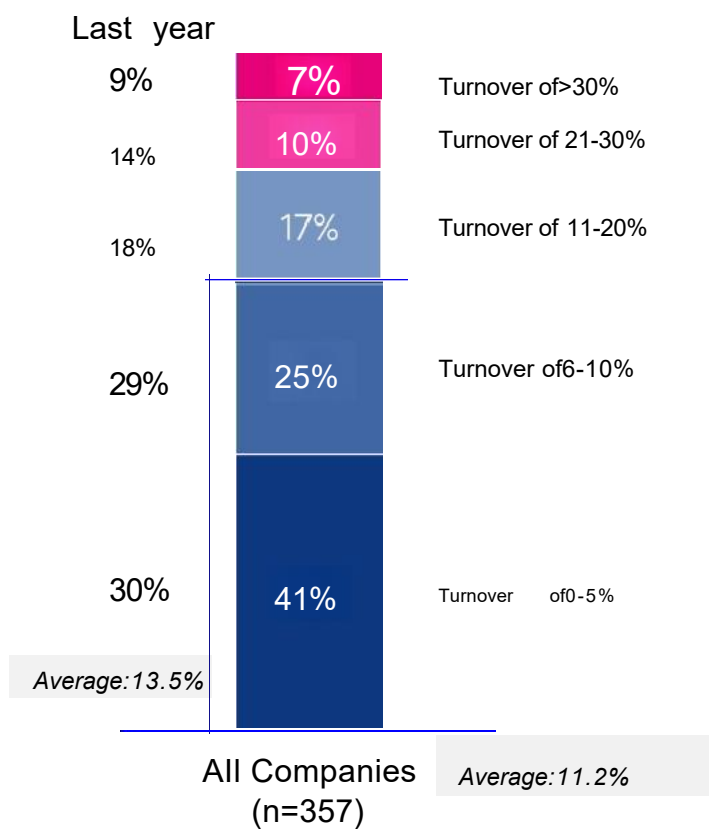


## Section 6

### RECRUITING TALENT

6.Turnover rates in the past 12 months

- 66%of the surveyed companies recorded turnover rate of less than 10%in P12M.
- Across companies of different sizes,companies with1-9employees experienced lower turnover rate(on average 8.5%)
- Across companies of different origins,MNCs registered relatively lowerturnover rate(on average 9.4%)



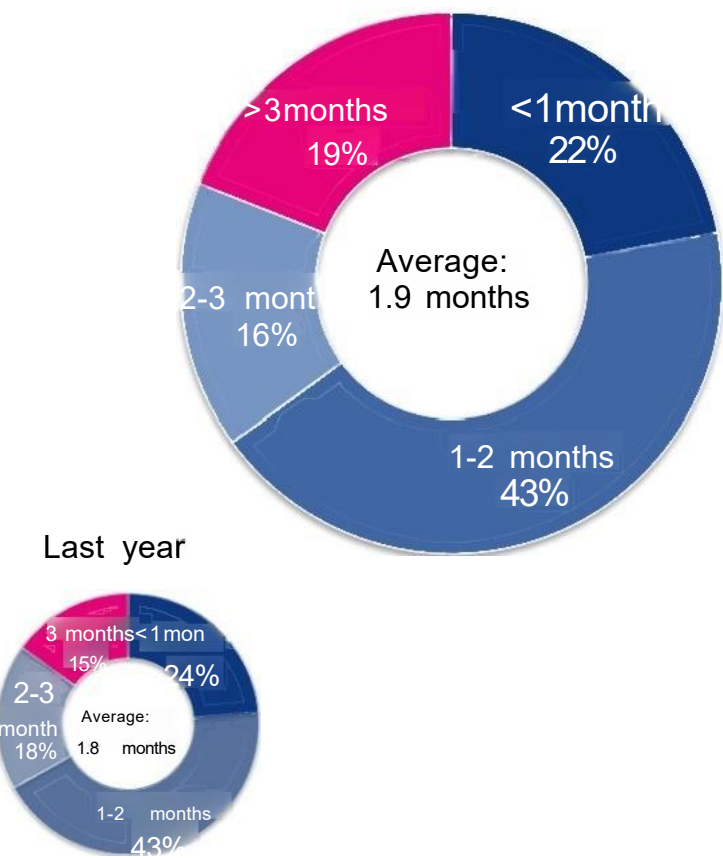
	1-9 employees	10-50 employees	Over 50 employees
Base	71	179	100
Turnover of 0-5%	65%	38%	30%
Turnover of 6-10%	16%	27%	27%
Turnover of 11-20%	6%	20%	20%
Turnover of 21-30%	4%	8%	18%
Turnover of >30%	9%	7%	5%
Average turnover rate(%) :	8.5	11.6	12.7

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	190	22#	47	85	12#
Turnover of 0-5%	43%	37%	51%	37%	10%
Turnover of 6-10%	21%	45%	24%	32%	5%
Turnover of 11-20%	16%	16%	5%	18%	77%
Turnover of 21-30%	11%	2%	8%	12%	5%
Turnover of >30%	9%	-	12%	1%	3%
Average turnover rate(%) :	12.0	7.2	12.3	9.4	14.9

Base:All companies #Caution:small base  
Qn.G2.What is the turnover rate of your organisationin the last 12 months?Please only take the turnover in Hong Kong including voluntary or involuntary turnover into consideration.

6.Hiring cycle

- The hiring cycle is similar to last year.65%of the surveyed companies reported that it takes less than 2 months(from posting a recruitment ad to successful hiring)to recruit talent.
- Small companies with1-9employees,however,have a relatively long hiring cycle-54%take more than 2 months to recruit talent.
- Across companies of different origins,the hiring cycle is generally consistent.



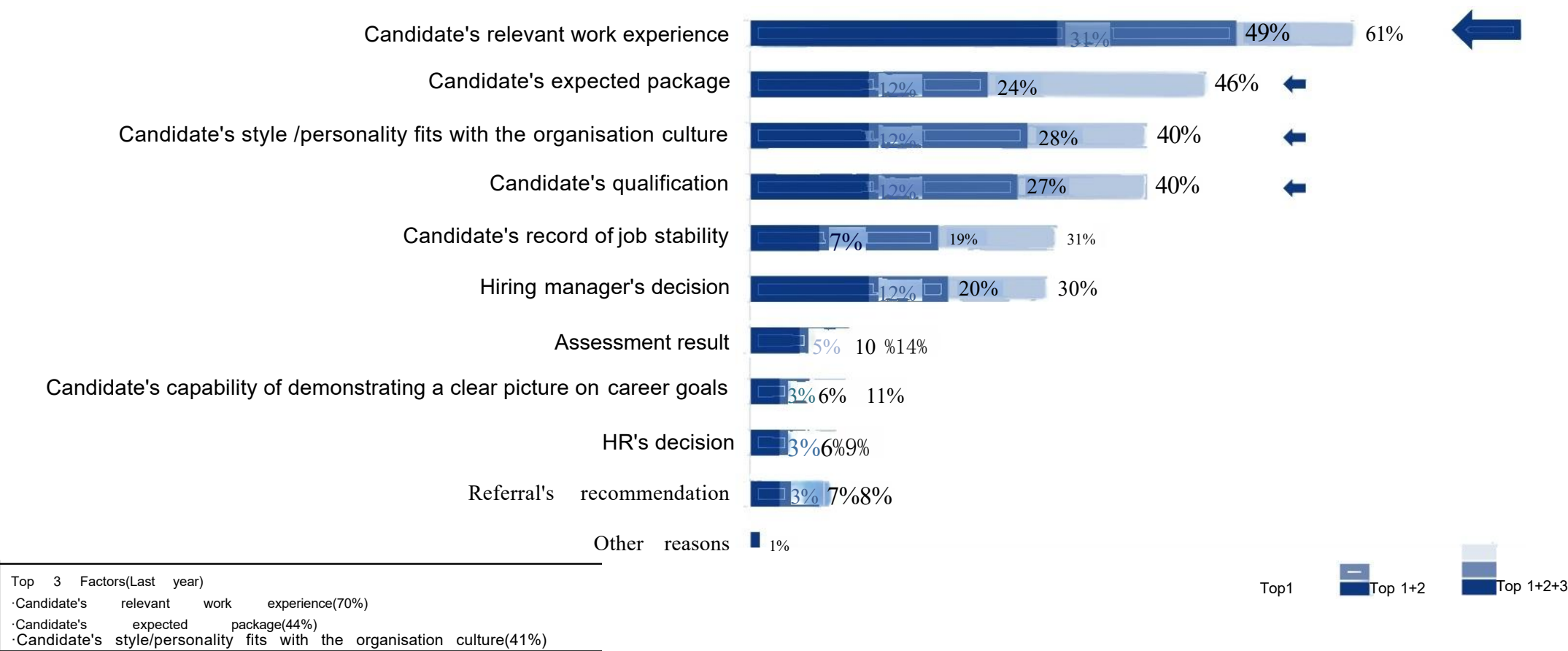
	1-9 employees	10-50 employees	Over 50 employees
Base	71	179	100
Less than 1 months	21%	19%	25%
1-2 months	25%	44%	54%
2-3 months	22%	15%	13%
More than 3 months	32%	22%	8%
Average:	2.3	2.0	1.6

	Local (HK)	Chinese-Owned	HK-based MNC	MNC	Govt/NPO
Base	190	22#	47	85	12#
Less than 1 months	25%	4%	21%	21%	17%
1-2 months	36%	61%	48%	51%	41%
2-3 months	16%	0%	19%	14%	32%
More than 3 months	23%	35%	12%	14%	10%
Average:	2.0	2.3	1.8	1.8	1.9

Base:All companies(n=357) #Caution:small base  
Qn.G1.On average,how long is the hiring cycle(counting from the time of posting a recruitment ad to successful hiring)of your organisation?Please only take the hiring activities in Hong Kong into consideration.

6.Key consideration factors when making job offers

- Similar with last year, "candidate's relevant work experience"(61%)is the prime factor for consideration.
- Second tier factors are "candidate's expected package(46%),"candidate's style /personality fits with the organisation culture"(40%)and "candidate's qualification"(40%).



Base: All companies except those have a plan to close operations in HK/relocate all operations outside HK (n=355)  
Qn.B7f. Please choose and rank the 3 most important criteria when your organisation considers giving out an offer.

## 6.Key consideration factors when making job offers

·“Candidate's relevant work experience”and “candidate's expected package”are consistent key criteria across companies of different sizes.

Top 3 factors	All companies	1-9 employees	10-50 employees	Over 50 employees
Base	355	69	179	100
Candidate’s relevant work experience	61%	67% ①	57% ①	65% ①
Candidate’s expected package	46%	42% ③	48% ②	46% ②
Candidate’s style /personality fits with the organisation culture	40%	38%	43% ③	36% ③
Candidate’s qualification	40%	46% ②	42%	32%
Candidate’s record of job stability	31%	42% ③	27%	29%
Hiring manager’s decision	30%	28%	29%	33%
Assessment result	14%	6%	15%	18%
Candidate’s capability of demonstrating a clear picture on career goals	11%	6%	9%	18%
HR’s decision	9%	7%	8%	10%
Referral’s recommendation	8%	12%	9%	–
Other reasons	1%	–	1%	1%

Base:Allcompanies except those have a plan to close operations in HK/relocate all operations outside HK  
Qn.B7f.Please choose and rank the 3 most important criteria when yourorganisation considers giving out an offer.

6.Key consideration factors when making job offers

·“Candidate's relevant work experience”and “candidate's expected package”are consistent key criteria across companies of different origins.

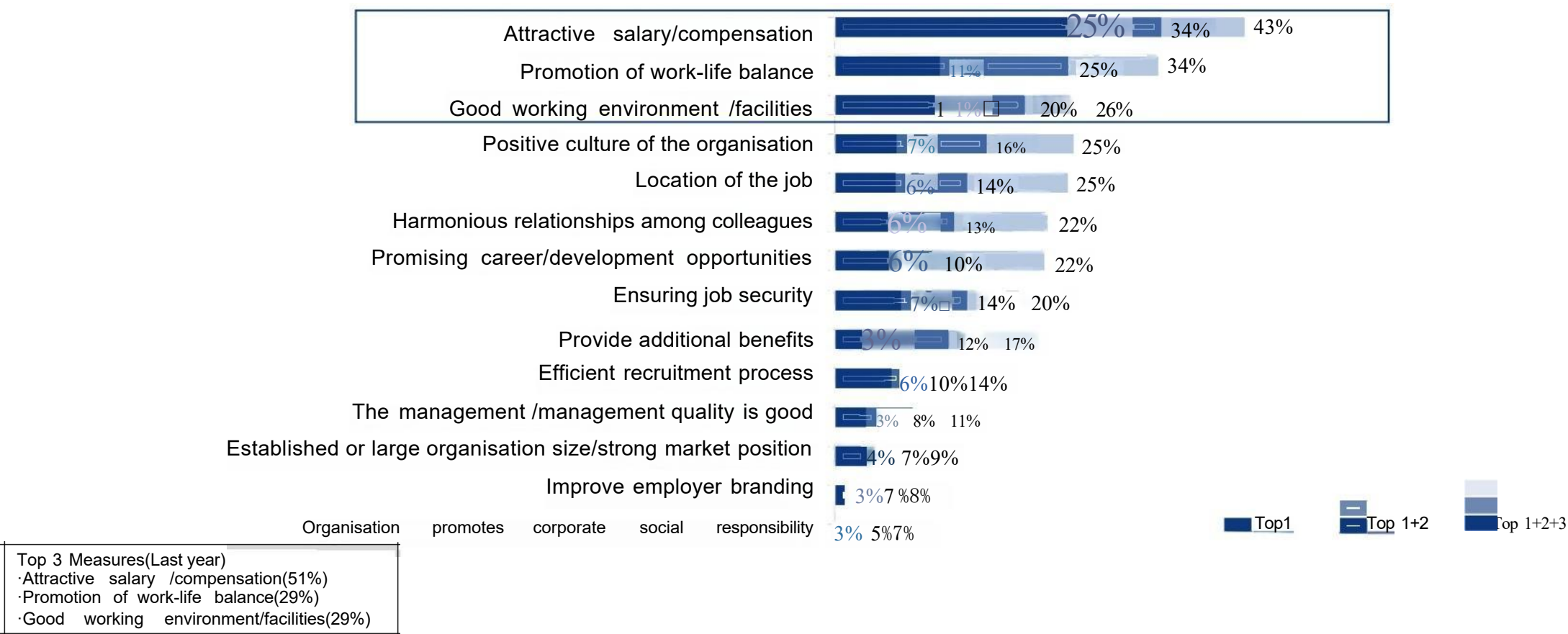
Top 3 factors	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	355	188	22#	47	85	12#
Candidate’s relevant work experience	61%	58% ①	55%	72% ①	63% 1	51%
Candidate’s expected package	46%	45% ②	43%	49% ②	43% 2	73%
Candidate’s style/personality fits with the organisation culture	40%	41% ③	36%	41% ③	34%	60%
Candidate’s qualification	40%	41% ③	40%	36%	40% 3	35%
Candidate’s record of job stability	31%	37%	29%	12%	34%	10%
Hiring manager’s decision	30%	23%	36%	37%	38%	22%
Assessment result	14%	14%	9%	14%	15%	18%
Candidate’s capability of demonstrating a clear picture on career goals	11%	9%	11%	13%	15%	10%
HR’s decision	9%	9%	7%	14%	7%	17%
Referral’s recommendation	8%	13%	–	8%	2%	–
Other reasons	1%	2%	–	–	–	5%

Base:All companies except those have a plan to close operations in HK/relocate all operations outside HK  
#Caution:small base  
Qn.B7f.Please choose and rank the 3 most important criteria when yourorganisation considers giving out an offer.



## 6.Measures used in generating interest from qualified talent

- The key measures adopted in attracting qualified talent are largely consistent with last year.
- “Attractive salary /compensation”(43%)is the most widely-used measure,followed by some soft values such as “promotion of work-life balance” (34%)and“good working environment/facilities”(26%).



Base:All companies(n=357)  
Qn.G7.What measures has your organisation used to generate interest from qualified candidates?Please indicate your top 3 measures.



6.Measures used in generating interest from qualified talent

- Regardless of company size,“attractive salary/compensation”is the most widely-used measure.
- Large companies with over50 employees ride on their appeal of“Promising career/development opportunities”.

Top 3 factors	All companies	1-9employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Attractive salary/compensation	43%	52% ①	47% ①	33% ①
Promotion of work-life balance	34%	31% ②	34% ②	36% ②
Good working environment /facilities	26%	27% ③	29% ③	19%
Positive culture of the organisation	25%	24%	25%	24%
Location of the job	25%	24%	27%	21%
Harmonious relationships among colleagues	22%	26%	22%	19%
Promising career/development opportunities	22%	19%	20%	30% ③
Ensuring job security	20%	21%	16%	26%
Provide additional benefits	17%	10%	14%	28%
Efficient recruitment process	14%	14%	11%	18%
The management /management quality is good	11%	16%	13%	4%
Established or large organisation size/strong market position	9%	7%	11%	9%
Improve employer branding	8%	4%	10%	7%
Organisation promotes corporate social responsibility	7%	4%	5%	9%

Base:All companies  
Qn.G7.What measures has your organisation used to generate interest from qualified candidates?Please indicate your top 3 measures.

6.Measures used in generating interest from qualified talent

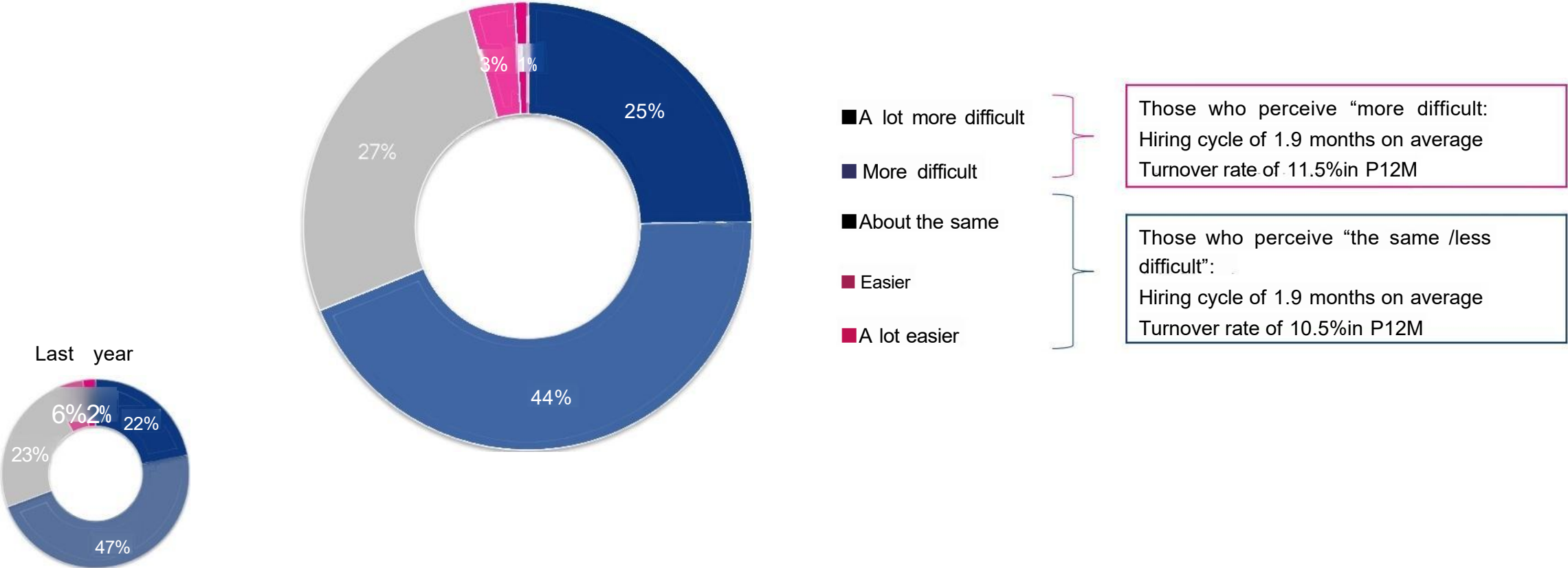
·Similarly,“attractive salary /compensation”is the most widely-used measure across companies of different origins.

Top 3 factors	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	357	190	22#	47	85	12#
Attractive salary/compensation	43%	40% ①	51%	50% ①	47% ①	25%
Promotion of work-life balance	34%	36% ②	20%	20%	37% ②	60%
Good working environment /facilities	26%	28%	21%	24%	28% ③	12%
Positive culture of the organisation	25%	23%	31%	34% ③	25%	15%
Location of the job	25%	31% ③	34%	16%	16%	0%
Harmonious relationships among colleagues	22%	28%	18%	11%	20%	14%
Promising career/development opportunities	22%	19%	26%	39% ②	20%	12%
Ensuring job security	20%	17%	17%	24%	22%	39%
Provide additional benefits	17%	17%	18%	10%	24%	8%
Efficient recruitment process	14%	13%	11%	16%	17%	5%
The management /management quality is good	11%	15%	6%	12%	6%	3%
Established or large organisation size/strong market position	9%	3%	34%	12%	16%	0%
Improve employer branding	8%	9%	4%	7%	6%	10%
Organisation promotes corporate social responsibility	7%	9%	7%	1%	5%	10%

Base:All companies  
#Caution:small base  
Qn.G7.What measures has your organisation used to generate interest from qualified candidates?Please indicate your top 3 measures.

## 6.Perceived difficulty of recruiting talent

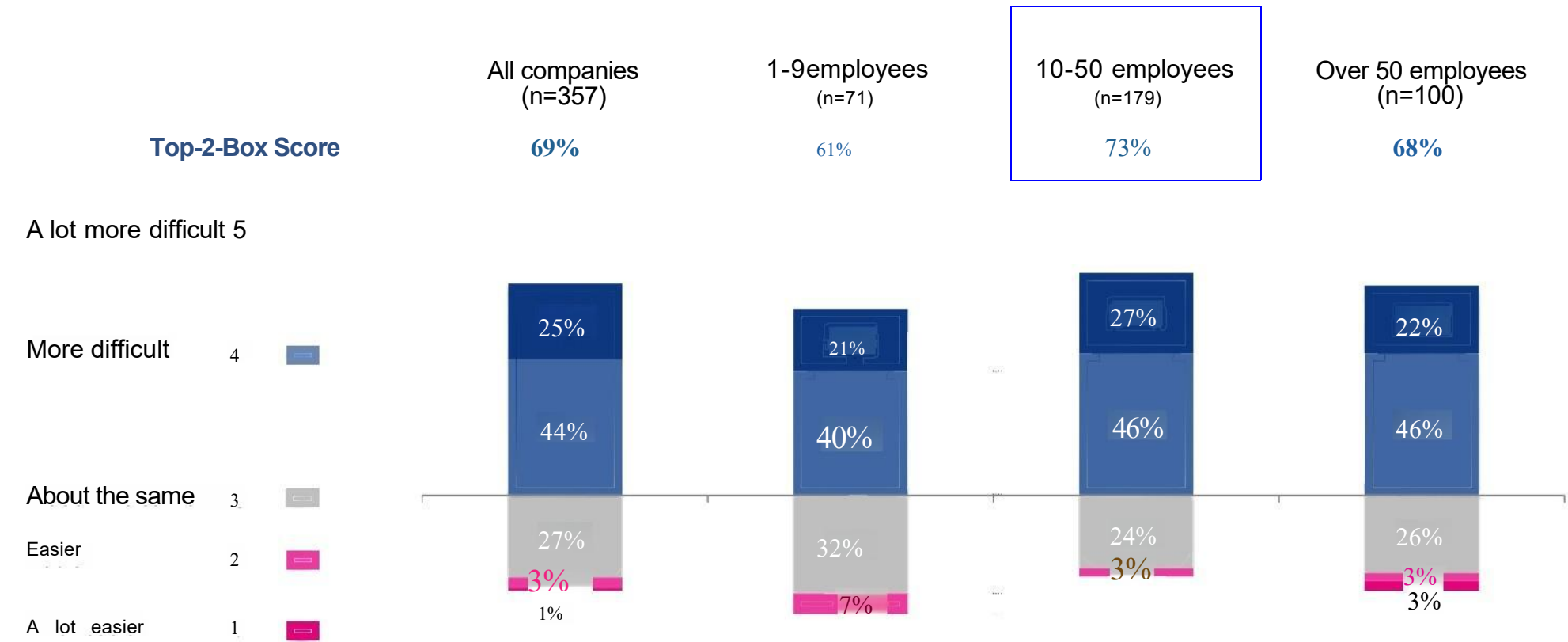
- 69%of the surveyed companies expressed recruitment difficulty,resembing the same level as last year.
- Those who perceive recruitment difficulty did experience a higher turnover rate(11.5%)in P12M than their counterparts.



Base:All companies(n=357)  
Qn.G3.Compared to 5 years ago,how difficult do you perceive the recruitment of the right talent is currently?

## 6.Perceived difficulty of recruiting talent -by company size

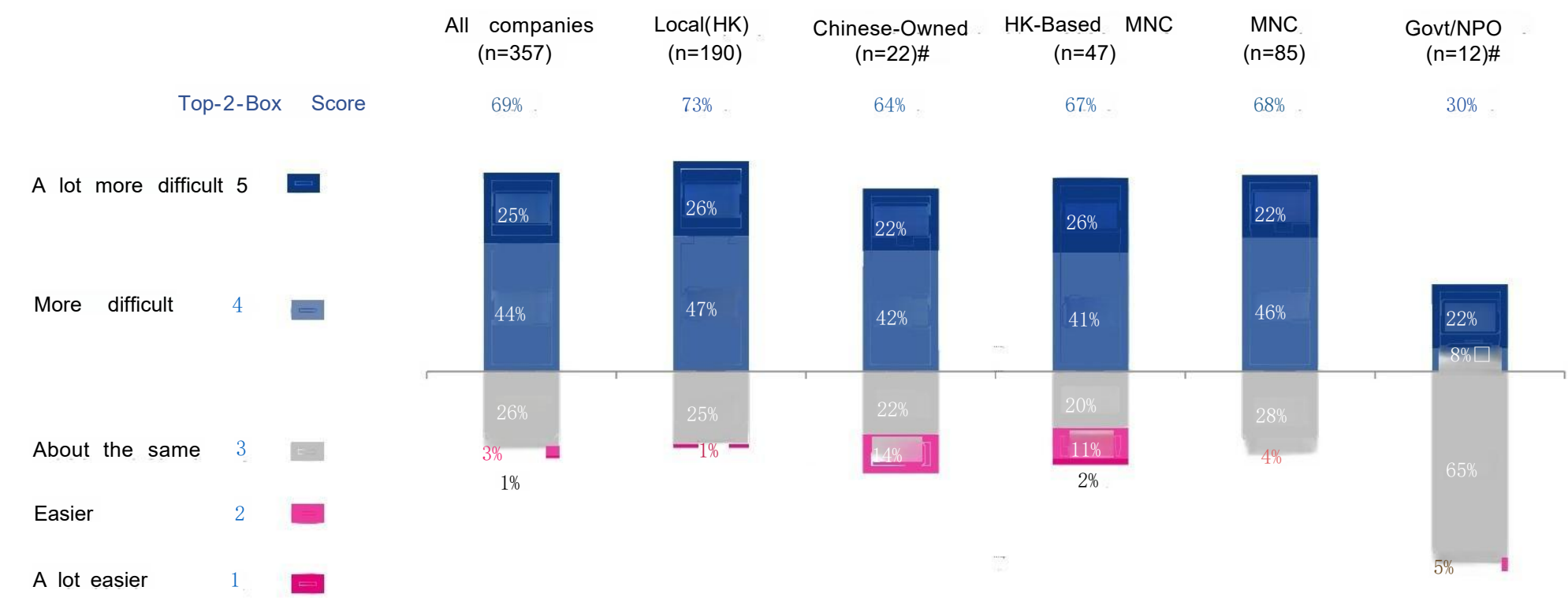
·Companies with 10-50employees perceived greater recruitment difficulties(T2B:73%).



Base:All companies  
Qn.G3.Compared to 5 years ago,how difficult do you perceive the recruitment of the right talent is currently?

# 6.Perceived difficulty of recruiting talent-by company origin

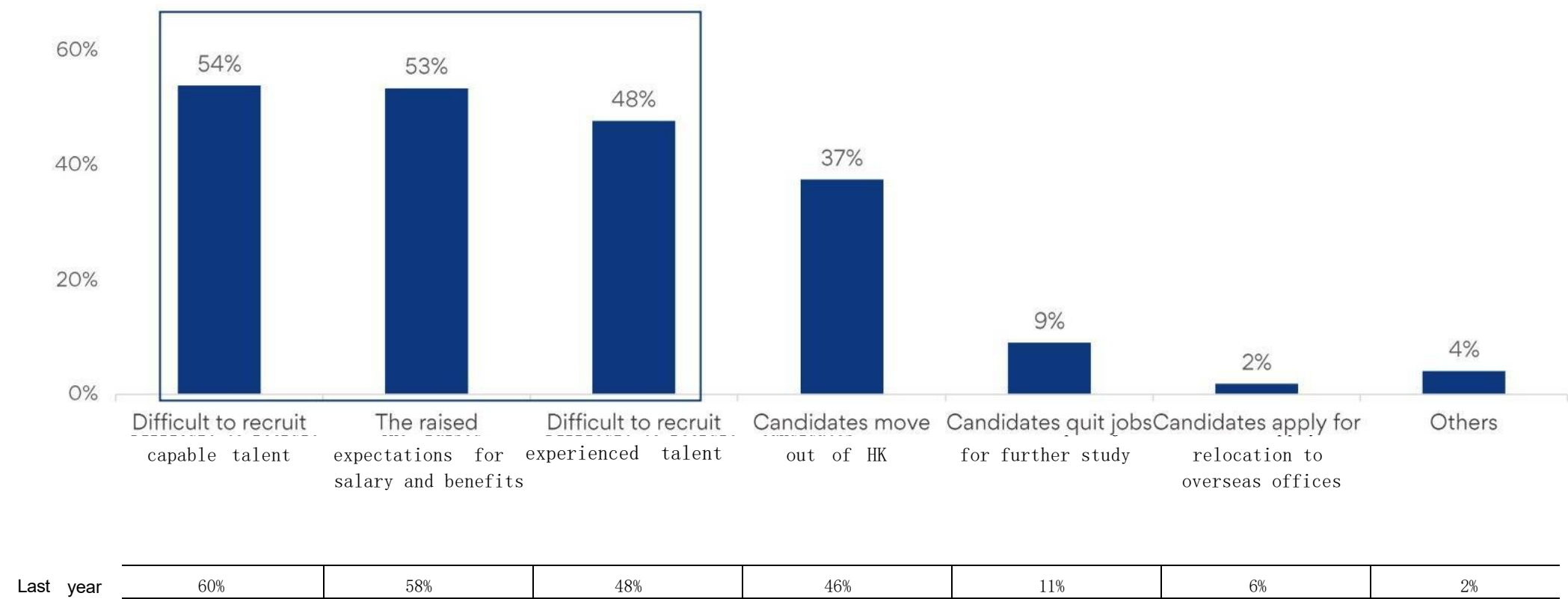
·Perceived difficulty of recruiting talent is largely similar across companies of different origins.



Base:All companies  
#Caution:small base  
Qn.G3.Compared to 5 years ago,how difficult do you perceive the recruitment of the right talent is currently?

## 6.Main reasons for recruitment difficulty

·“Difficulty to recruit capable talent”(54%),“raised expectations for salary and benefits”(53%)and“difficult to recruit experienced talent”(48%) continue to be the top reasons for recruitment difficulty.



Base:All companies that consider it is more difficult to recruit talent than 5 years ago(n=247)  
Qn.G4.What are the main reasons for recruitment difficulty?(May choose more than one option.)

6.Main reasons for recruitment difficulty-by company size&company origin

·Major difficulties faced by companies of different sizes or origins are largely similar.

	All Companies		1-9 employees		10-50 employees		Over 50 employees	
Base	247		43		130		69	
Difficult to recruit capable talent	54%		74%		53%		45%	
The raised expectations for salary and benefits	53%		46%		51%		67%	
Difficult to recruit experienced talent	48%		38%		51%		51%	
Candidates move out of HK	37%		17%		40%		43%	
Candidates quit jobs for further study	9%		1%		11%		12%	
Candidates apply for relocation to overseas offices	2%		-		2%		3%	
Others	4%		7%		2%		6%	
	All Companies		Local (HK)	Chinese-Owned	HK-Based	MNC	MNC	Govt/NPO
Base	247		139	14#	32		58	4#
Difficult to recruit capable talent	54%		55%	59%	53%		50%	57%
The raised expectations for salary and benefits	53%		51%	32%	52%		64%	68%
Difficult to recruit experienced talent	48%		45%	27%	58%		57%	-
Candidates move out of HK	37%		39%	28%	45%		32%	32%
Candidates quit jobs for further study	9%		10%	21%	3%		7%	16%
Candidates apply for relocation to overseas offices	2%		1%	-	4%		4%	-
Others	4%		2%	-	6%		8%	-

Base:All companies that consider it is more difficult to recruit talent than 5 years ago  
#Caution:small base  
Qn.G4.What are the main reasons for recruitment difficulty?(May choose more than one option.)



## 6.Ranking of recruitment difficulty of different job levels

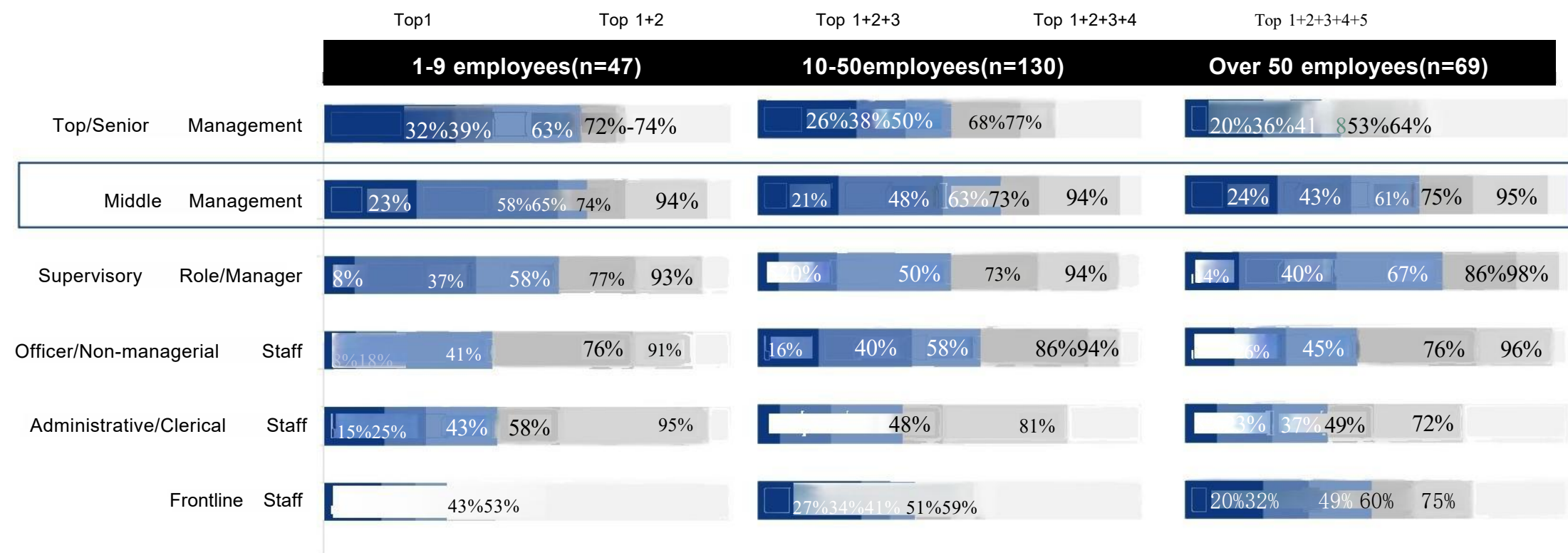
·In comparison,Middle Management(47%rank it as top 2)is considered more difficultto recruit,followed by Top/Senior Management(38%rank it as top 2).

	Top 1	Top 1+2	Top 1+2+3	Top 1+2+3+4	Top 1+2+3+4+5	
Top/Senior Management	26%	38%	50%	65%73%		
Middle Management	22%	47%	63%	74%	94%	
Supervisory Role/Manager	8%	29%	56%	77%	95%	
Officer/Non-managerial Staff	13%	33%	52%	81%	94%	
Administrative /Clerical Staff	8%	21%	39%	51%	81%	
Frontline Staff	23%	32%	41%	52%	62%	

Base:All companies that consider it is more difficult to recruit talent than 5 years ago(n=247)  
Qn.G5.Which job level is the most difficult to hire?Please rank the following 6 levels, 1 denotes "most difficult to hire,2 denotes "second most difficult to hire"and so on

## 6.Ranking of recruitment difficulty of different job levels -by company size

· Middle Management is consistently ranked as the most difficult to recruit level across companies of different sizes(43%-58%rank it as top 2).

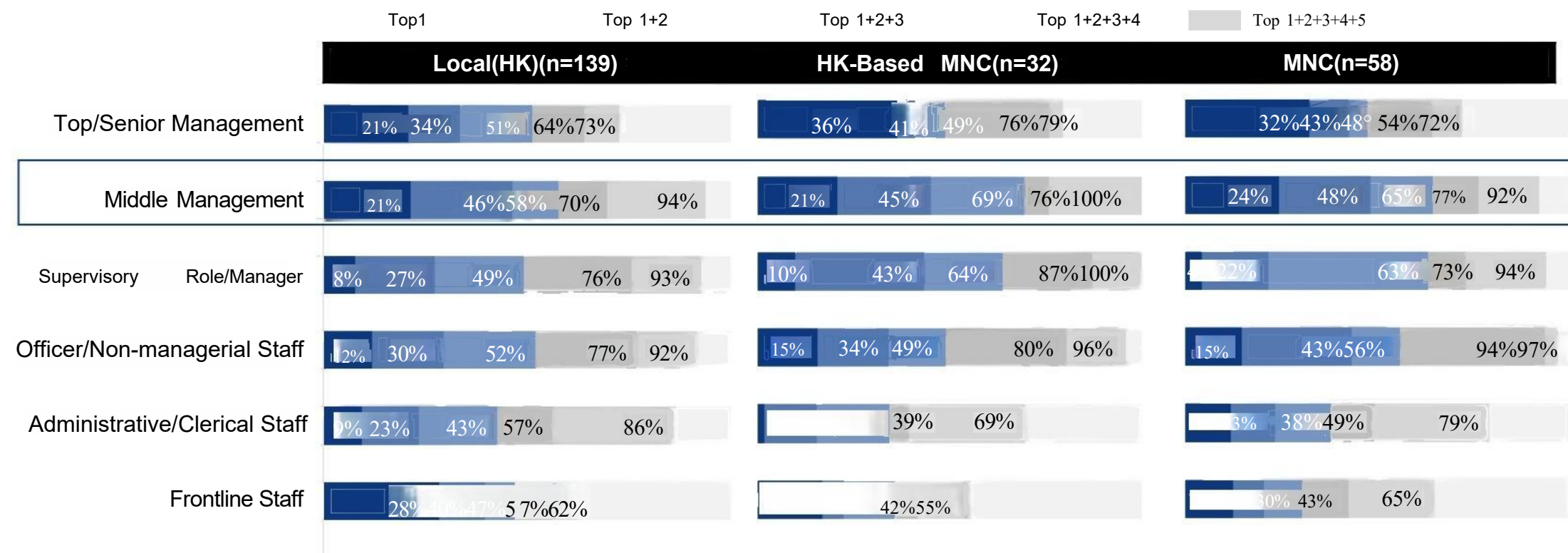


Base:All companies that consider it is more difficult to recruit talent than 5 years ago

Qn G5. Which job level is the most difficult to hire?Please rank the following 6 levels .1 denotes "most difficult to hire,2 denotes "second most difficult to hire"and so on

## 6. Ranking of recruitment difficulty of different job levels -by company origin

·Middle Management is consistently ranked as the most difficult to recruit level across companies of different origins(45%-48%rank it as top 2).

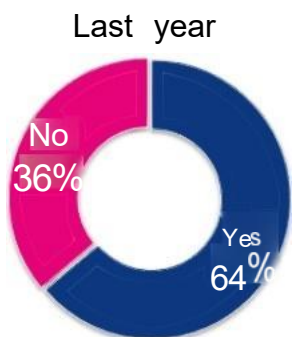
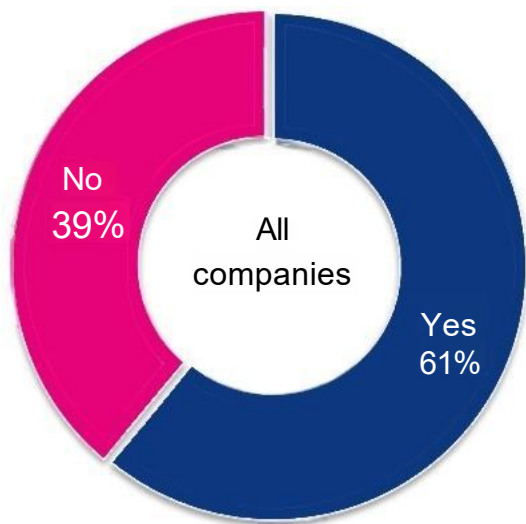


Base: All companies that consider it is more difficult to recruit talent than 5 years ago

Qn.G5. Which job level is the most difficult to hire? Please rank the following 6 levels. 1 denotes "most difficult to hire", 2 denotes "second most difficult to hire" and so on

## 6.Job offers being declined by talent in the past 12 months

- In this year,61%of the surveyed companies have encountered talent turning down offers.
- Larger companies with 50+employees reported higher incidence(70%).
- Companies of different origins have similar incidences of being turned down.



	1-9 employees	10-50 employees	Over 50 employees
Base	69	179	100
YES	43%	62%	70%
NO	57%	38%	30%

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	188	22#	47	85	12#
YES	62%	61%	61%	55%	78%
NO	38%	39%	39%	45%	22%

Base:All companies except those have a plan to close operations in HK/relocate all operations outside HK(n=355)  
Qn.B7d.Among the job offers your organisation has given out in the past 12 months,have your offersever been turned down?

#Caution:small base

6.Reasons for job offer declines

·Top reasons for declining job offer are consistent with last year.The prime reason is “candidates have accepted another job offer”(87%),followed by“the terms of the offer are unsatisfactory”(46%)and“candidates preferto stay at the current organisation”(34%).

Candidates have accepted another job offer	58%				82%87%
The terms of the offer are unsatisfactory	13%	35%	46%		
Candidates prefer to stay at the current organisation	9%	21%	34%		
The corporate culture doesn't feel right	4%8%	17%			
The commute to work is too long	2%8%	13%			
The work itself is too difficult or too easy	4%10%	13%			
Candidates are worried about not getting along with the new supervisor	39%	7%			
There is too much travel required in the job	2%5%	5%			
Other reasons	10%	22%			

Top 3 Reasons(Last year)
·Candidates have accepted anotherjob offer(88%)
·The terms of the offer are unsatisfactory(57%)
·Candidates prefer to stay at the current company(32%)

Base:All companies having encountered talent turning down job offers(n=215)  
Qn.B7e.Please choose and rank the top 3 reasons for candidates turning down your organisation's offers..

## 6.Reasons for job offer declines -by company size

·Companies of different sizes have encountered similar reasons for job offer declines.

Top 3 reasons	All companies	1-9 employees	10-50 employees	Over 50 employees
Base	215	30	110	71
Candidates have accepted another job offer	87%	80% ①	87% ①	89% ①
The terms of the offer are unsatisfactory	46%	50% ②	47% ②	43% ②
Candidates prefer to stay at the current organisation	34%	33%③	37% ③	31% ③
The corporate culture doesn't feel right	17%	15%	13%	21%
The commute to work is too long	13%	10%	10%	18%
The work itself is too difficult or too easy	13%	31%	9%	10%
Candidates are worried about not getting along with the new supervisor	7%	10%	7%	5%
There is too much travel required in the job	5%	3%	4%	7%
Other reasons	22%	8%	30%	16%

Base:All companies having encountered talent turning down job offers  
Qn.B7e.Please choose and rank the top 3 reasons for candidates turning down your organisation's offers.

6.Reasons for job offer declines -by company origin

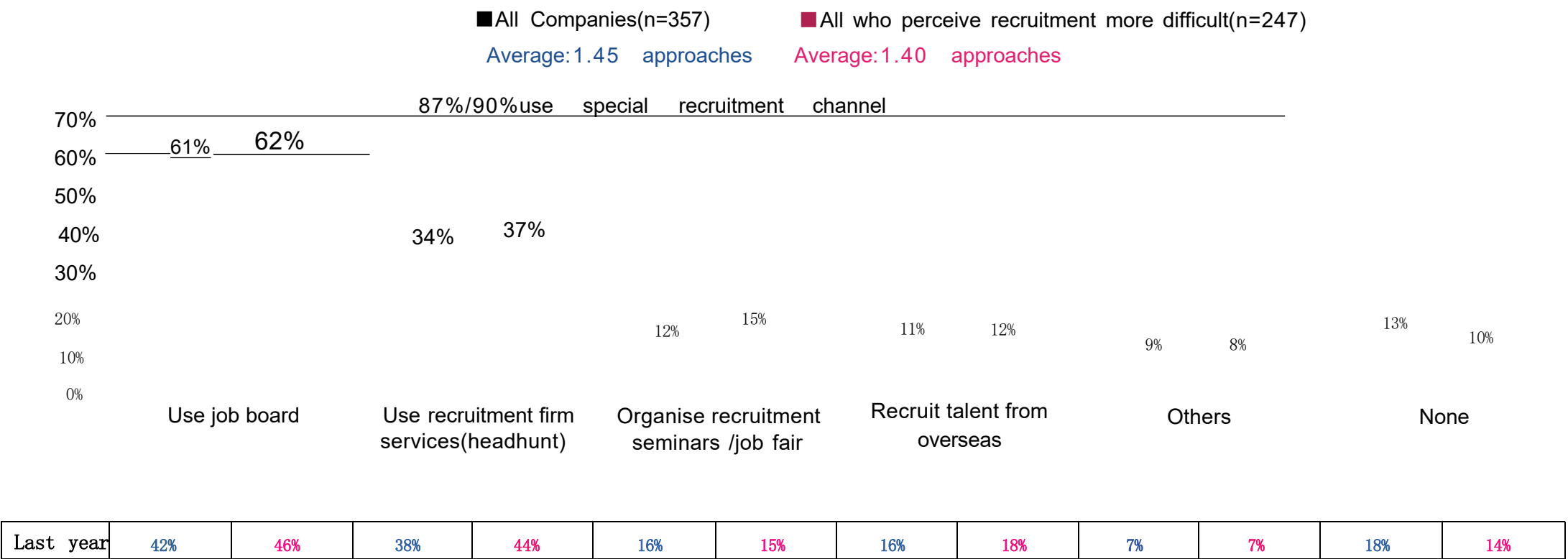
·Companies of different origins have encountered similar excuses forjob offer declines.

Top 3 reasons	All companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	215	116	14#	29#	47	9#
Candidates have accepted another job offer	87%	88% ①	93%	79%	84% ①	100%
The terms of the offer are unsatisfactory	46%	51% ②	54%	32%	34% ③	88%
Candidates prefer to stay at the current organisation	34%	30%③	29%	39%	36%②	61%
The corporate culture doesn't feel right	17%	20%	7%	14%	16%	6%
The commute to work is too long	13%	10%	7%	26%	14%	12%
The work itself is too difficult or too easy	13%	13%	21%	10%	13%	0%
Candidates are worried about not getting along with the new supervisor	7%	5%	0%	14%	11%	0%
There is too much travel required in the job	5%	4%	0%	9%	5%	0%
Other reasons	22%	24%	11%	21%	22%	22%

Base:All companies having encountered talent turning down job offers  
#Caution:smallbase  
Qn.B7e.Please choose and rank the top 3 reasons for candidates turning down your organisation's offers.

6.Special recruitment channels in the past 12 months

- Overall,87%of the surveyed companies used special recruitment approach in P12M.
- In this year,more indicated the usage of“job board”(61%vs 42%last year).
- Companies with recruitment difficulties reported similar usage patterns.



Base:All companies(n=357)  
Qn.G6.In view of recruitment difficulty,what actionsor measures hasyour organisationused in the past 12 months to recruit talent? (Youmay choose more thanone option.)



6.Special recruitment channels in the past 12 months -by company size

- Larger companies with 10+employees registereda higher incidence of using special recruitment channel(89%).
- “Job board”is the most commonly adopted channel across companies of different sizes.

	All Companies	1-9employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Use any special recruitment channel	87%	81%	89%	89%
Use job board	61%	50%	66%	60%
Use recruitment firm services(headhunt)	34%	18%	42%	34%
Organise recruitment seminars / job fair	12%	5%	8%	24%
Recruit talent from overseas	11%	10%	11%	12%
Others	9%	8%	10%	8%
None	13%	19%	11%	11%

Average number of channels:

1.45

1.11

1.52

1.56

Base:All companies  
Qn.G6.In view of recruitment difficulty,what actions or measureshas your organisationused irthe past 12months tōrecruit talent? .(You maychoose morethan oneoption ) .

6.Special recruitment channels in the past 12 months -by company origin

- MNCs reflect a higher incidence of adopting special recruitment approaches(96%).Apart from“job board”,they are more inclined to use recruitment firm services(52%).
- HK-based MNCs report a higher incidence of recruiting talent from overseas(27%).

	All Companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt /NPO
Base	357	190	22#	47	85	12#
Use any special recruitment channel	87%	83%	96%	94%	96%	53%
Use job board	61%	62%	61%	53%	64%	35%
Use recruitment firm services(headhunt)	34%	25%	41%	43%	52%	17%
Organise recruitment seminars /job fair	12%	10%	11%	12%	16%	12%
Recruit talent from overseas	11%	8%	0%	27%	12%	0%
Others	9%	6%	11%	15%	11%	5%
None	13%	17%	4%	6%	4%	47%
Average number of channels:	1. 45	1. 35	1. 31	1. 59	1. 61	1. 33

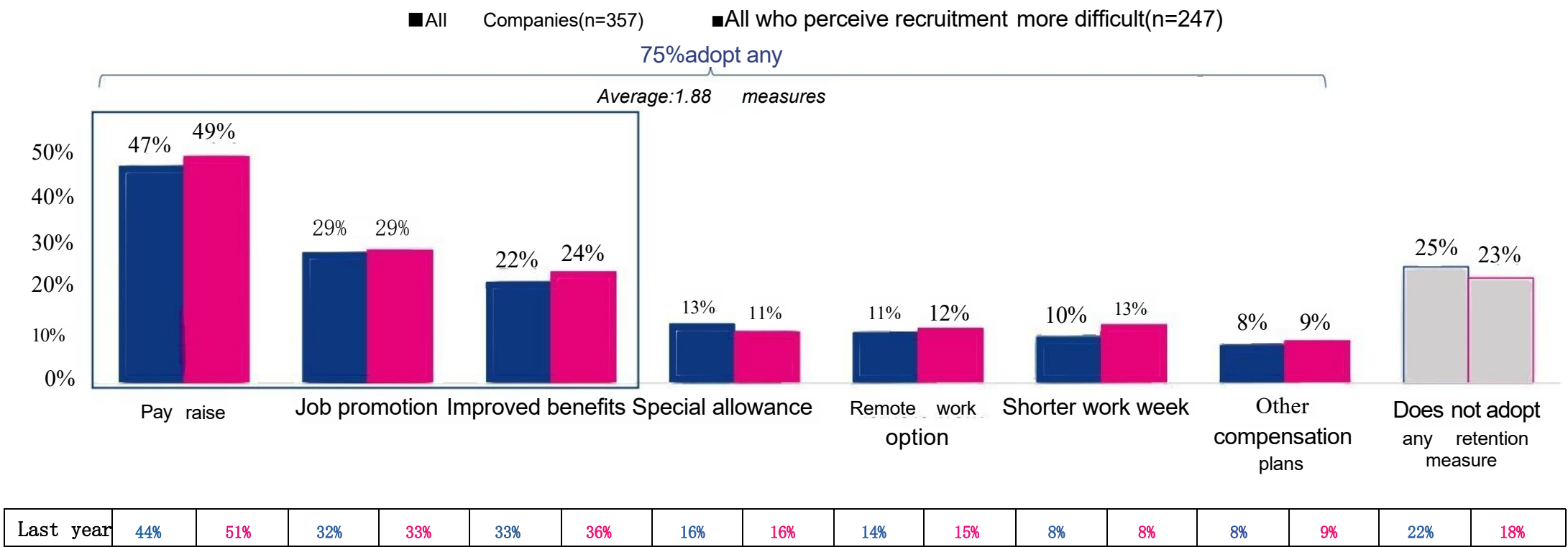
Base:All companies

#Caution:small base

Qn.G6.In view of recruitment difficulty,what actions or measures has yourorganisation used in the past 12 months to recruit talent?.(You may choose more than one option.)

6.Adoption of special retention measures

- 75%of the surveyed companies take special retention measures.On average,1.88 measures are adopted.“Pay raise”,“job promotion”and "improvedbenefit"continue to be the key measures adopted.
- Companies with recruitment difficulty prioritise similar retention measures.



Base:All companies(n=357)  
Qn.G8.Does your organisation adopt any special measures as a retention strategy?(You may choose more than one option.)

## 6.Adoption of special retention measures -by company size

- Both the incidence of adopting special retention measures and the number of measures adopted increase with company size.
- Top two retention measures adopted are consistent across companies of different sizes.

	All Companies	1-9employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Adopt any retention measure	75%	66%	73%	84%
Pay raise	47%	35%	51%	53%
Job promotion	29%	16%	31%	35%
Improved benefit	22%	15%	21%	31%
Special allowance	13%	16%	10%	17%
Remote work option	11%	9%	11%	13%
Shorter work week	10%	5%	9%	12%
Other compensation plans	8%	7%	8%	11%
Does not adopt any retention measure	25%	34%	27%	16%
Average number of measure adopted	1.88	1.57	1.91	2.03

Base:All companies  
Qn.G8.Does your organisation adopt any special measures as a retention strategy?(You may choose more than one option.)

6.Adoption of special retention measures -by company origin

- Across companies of different origins,HK-based MNCs stand out with higher incidence of adoption(89%).
- Top three retention measures are consistent across different types of companies.

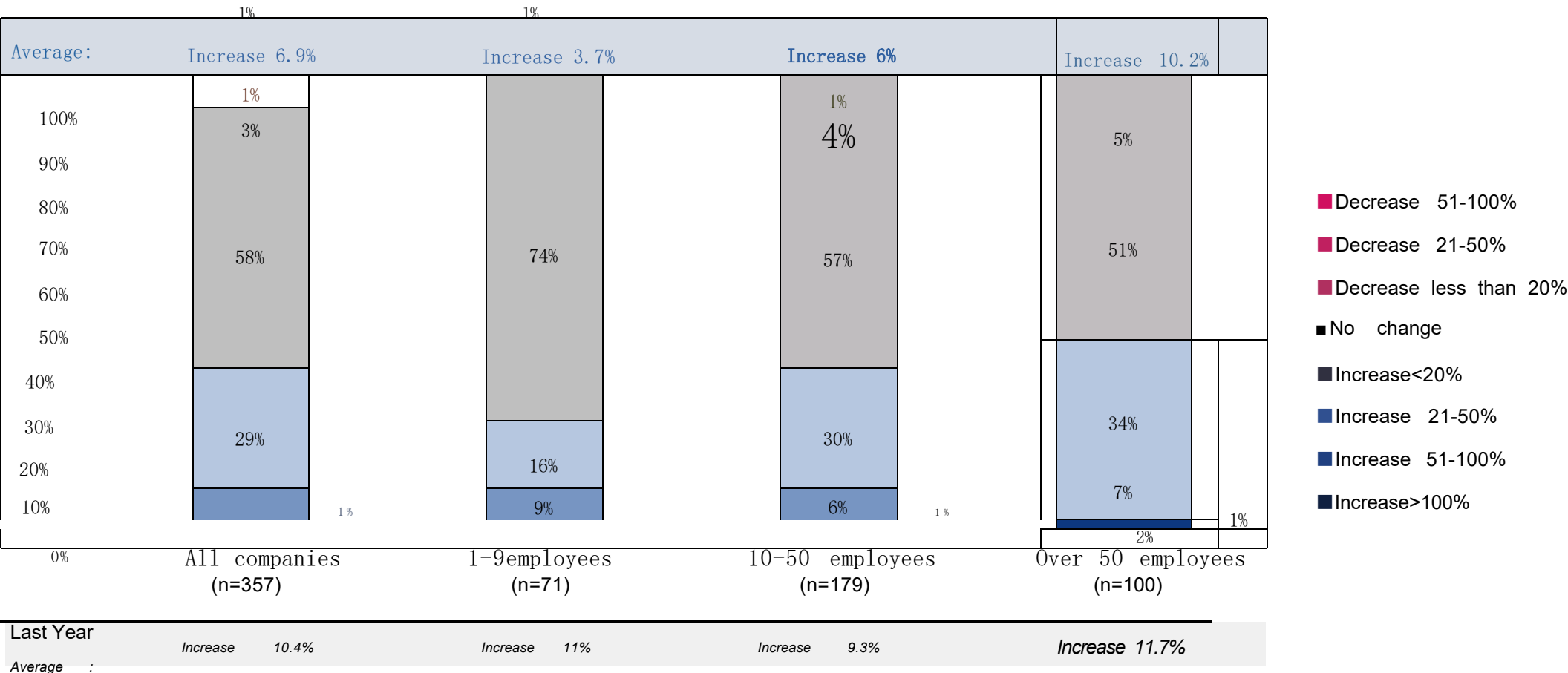
	All Companies	Local (HK)	Chinese-Owned	HK-Based	MNC	MNC	Govt/NPO
Base	357	190	22#	47	85	12#	
Adopt any retention measure	75%	74%	54%	89%	78%	44%	
Pay raise	47%	48%	28%	47%	54%	22%	
Job promotion	29%	29%	20%	27%	30%	27%	
Improved benefit	22%	18%	7%	32%	29%	22%	
Special allowance	13%	13%	12%	11%	14%	13%	
Remote work option	11%	10%	8%	9%	13%	17%	
Shorter work week	10%	13%	–	10%	7%	–	
Other compensation plans	8%	8%	7%	5%	12%	*	
Does not adopt any retention measure	25%	26%	46%	11%	22%	56%	

Average number of measure adopted1.881.911.521.592.042.29

Base:All companies  
#Caution:small base  
Denotes less than 0.5%  
Qn.G8.Does your organisation adopt any special measures as a retention strategy?(You may choose more than one option.)

6.Budget assigned to talent recruitment-by company size

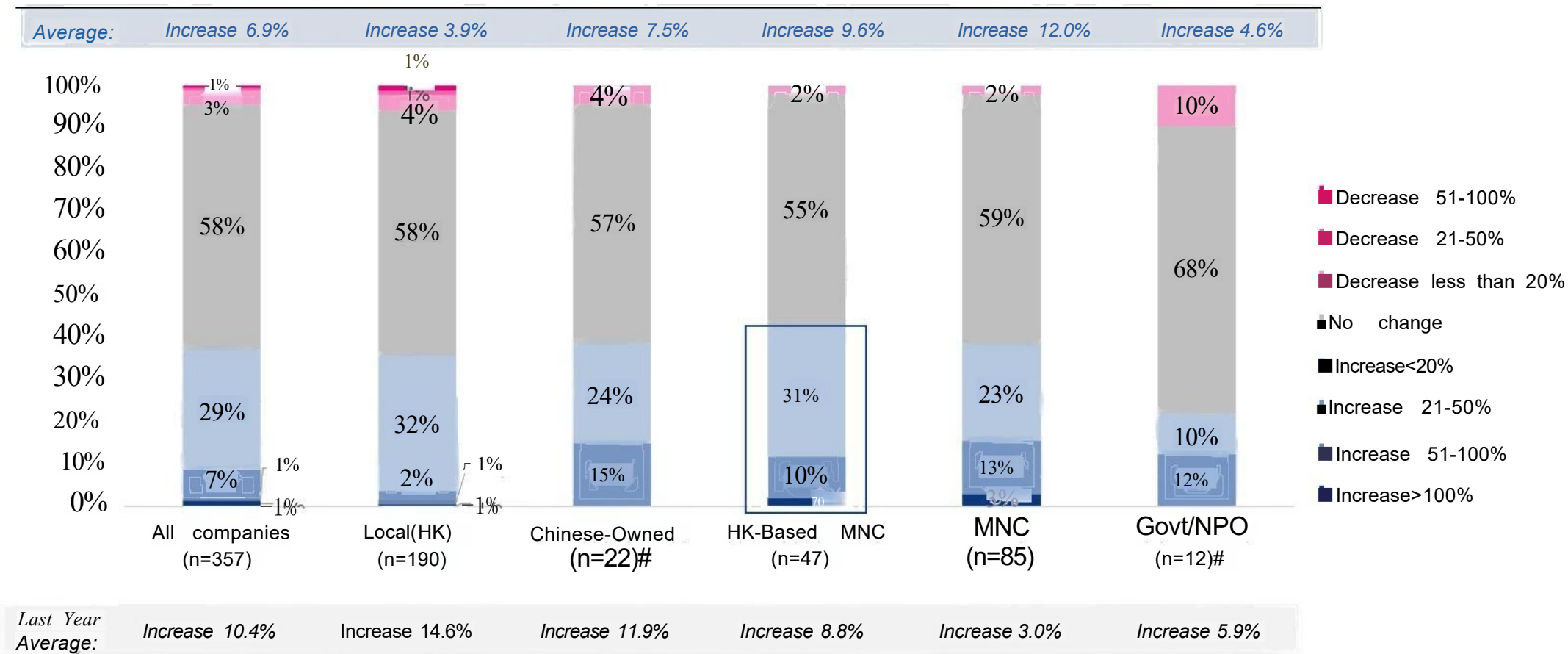
- 58%of the surveyed companies will keep the same budget assigned to talent recruitment in the coming 12 months.On average,there will be an increase of 6.9%.
- Likelihood to increase budget rises with company size.Companies with over 50 employees are more inclined to increase their budget(44%).They are likely to increase their budget by 10.2%on average.



Base:All companies  
Qn.G9.How will your organisation revise the budget assigned to talent recruitment in the next 12 months?

6.Budget assigned to talent recruitment-by company origin

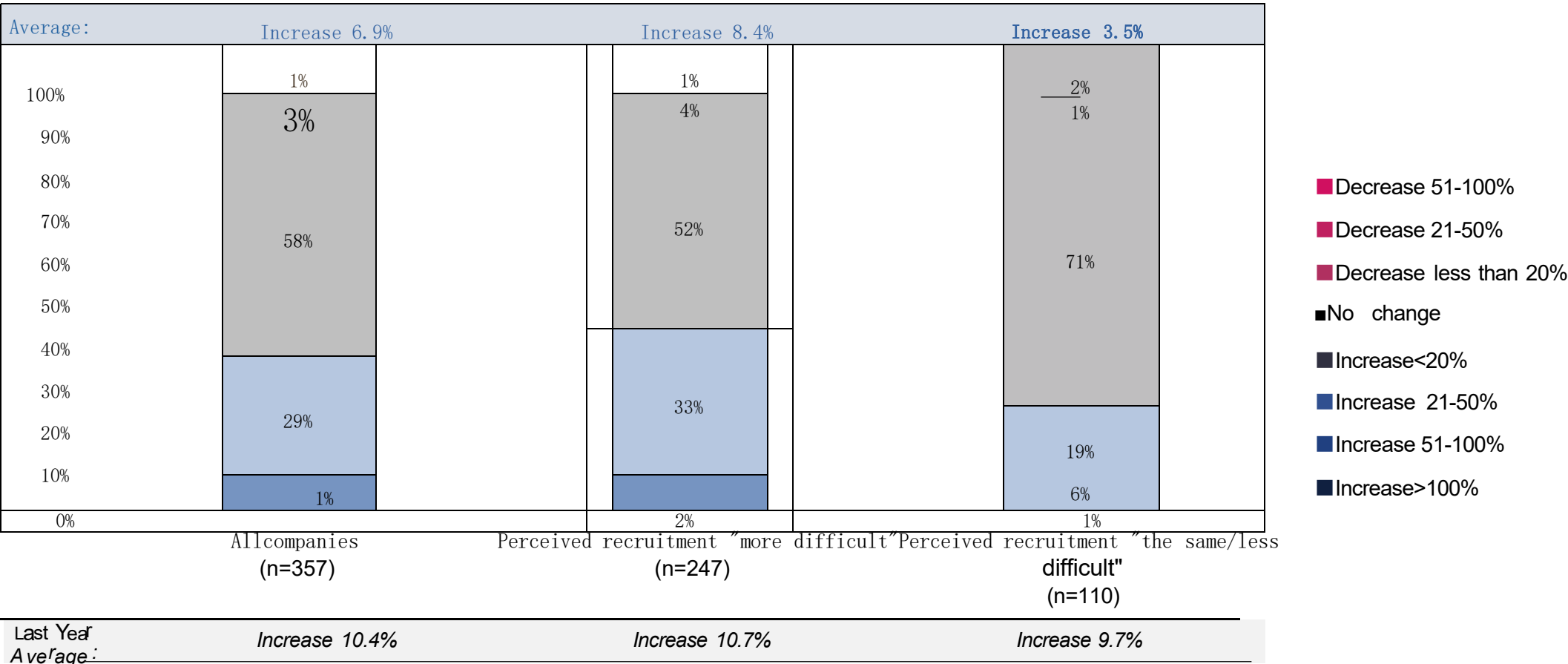
·In comparison,HK-based MNCs are more inclined to increase their budget(43%).



Base:All companies  
#Caution:small base  
Qn.G9.How will your organisation revise the budget assigned to talent recruitment in the next 12 months?

6.Budget assigned to talent recruitment-by perceived recruitment difficulty

Companies perceiving recruitment difficulty are more likely to increase budget(43%)with an average increase of 8.4%.



Qn.G9.How will your organisation revise the budget assigned to talent recruitment in the next 12 months?



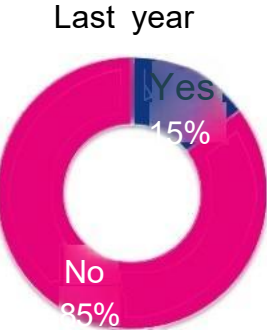
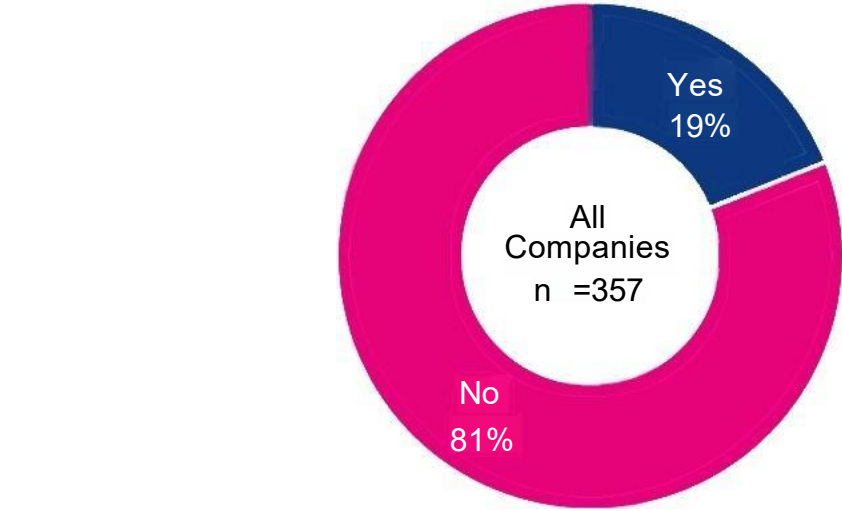


# Section 7

## IMPACT OF AI

# 7.Adoption of AI in the past 12 months

- On average, 19% of the surveyed companies have adopted AI.
- Companies with 10-50 employees have a relatively higher adoption rate(23%).



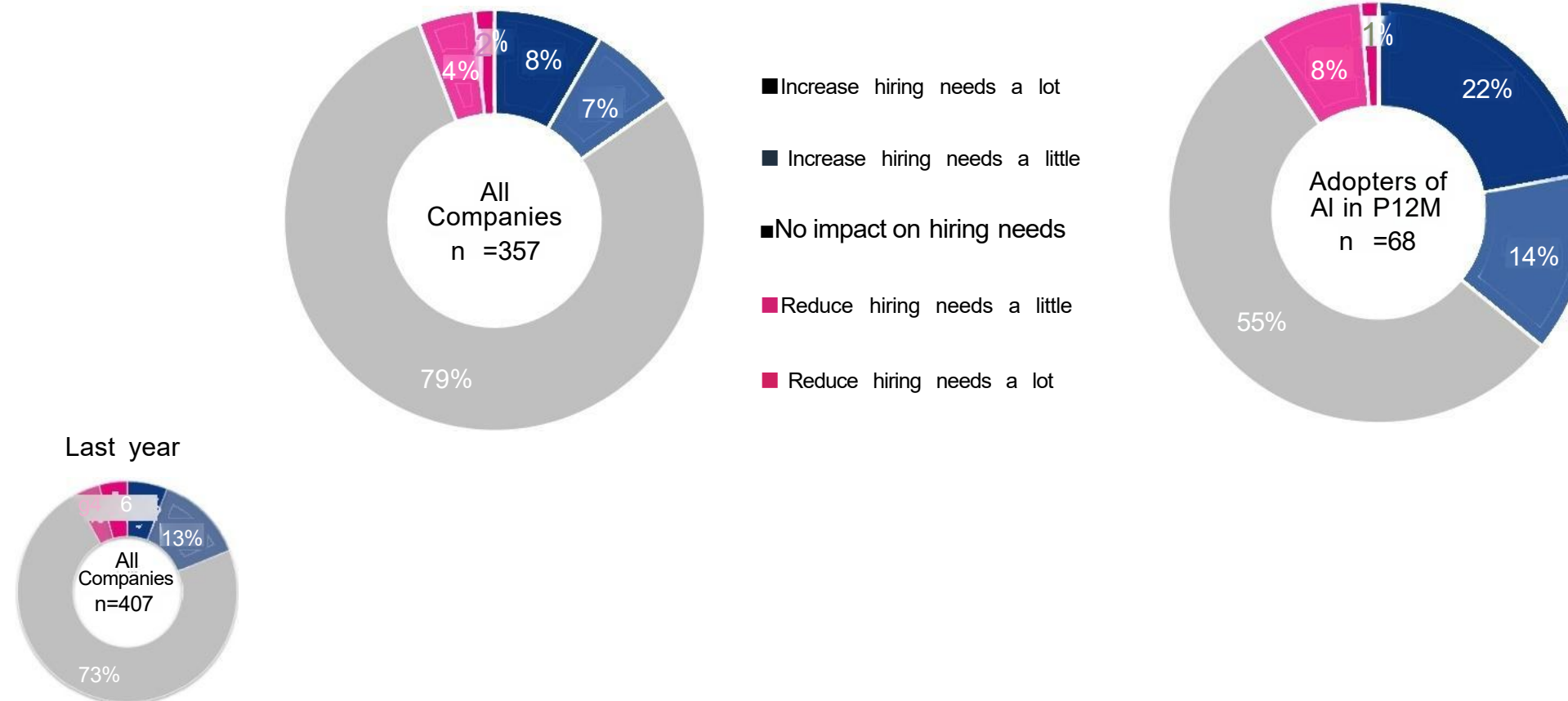
Base:All companies #Caution:small base  
Qn.H3.Has your organisation adopted any AI tools in the past one year?

	1-9 employees	10-50 employees	Over 50 employees
Base	71	179	100
YES	9%	23%	18%
NO	91%	77%	82%

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	190	22#	47	85	12#
YES	18%	13%	21%	18%	52%
NO	82%	87%	79%	82%	48%

## 7.Impact of AI on hiring needs

- 79%of the surveyed companies perceive that AI does not have an impact on hiring needs and only 15%perceive it increases hiring needs.
- Zooming into the segment that has adopted AI tools in the past year,a much larger proportion(36%)express that the prevalence of AI“increases hiring needs”.



Qn.H1.How does the increasing prevalence of AI impact on the hiring needs of your organisation in the near future?

## 7.Impact of AI on hiring needs -by company size

·The perceived impact of AI on hiring needs increases with company size.

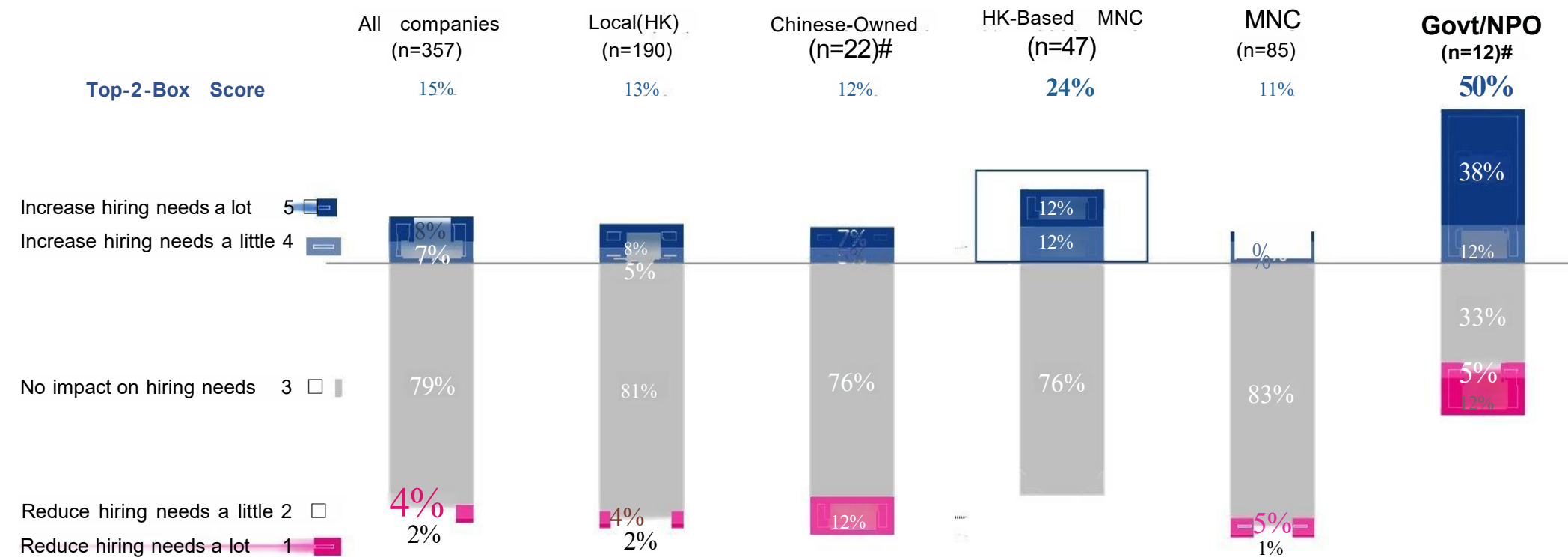
Top-2-Box	Score	All companies (n=357)	1-9employees (n=71)	10-50employees (n=179)	Over 50 employees (n=100)
		15%	8%	12%	22%
<hr/>					
Increase hiring needs a lot	5				
Increase hiring needs a little	4	8%	2%	6%	13%
		7%	6%	6%	9%
<hr/>					
No impact on hiring needs	3				
		79%	84%	82%	74%
<hr/>					
Reduce hiring needs a little	2	4%	7%	5%	2%
Reduce hiring needs a lot	1	2%	1%		

Base:All companies(n=357)

Qn.H1.How does the increasing prevalence of AI impact on the hiring needs of your organisation in the near future?

## 7.Impact of AI on hiring needs -by company origin

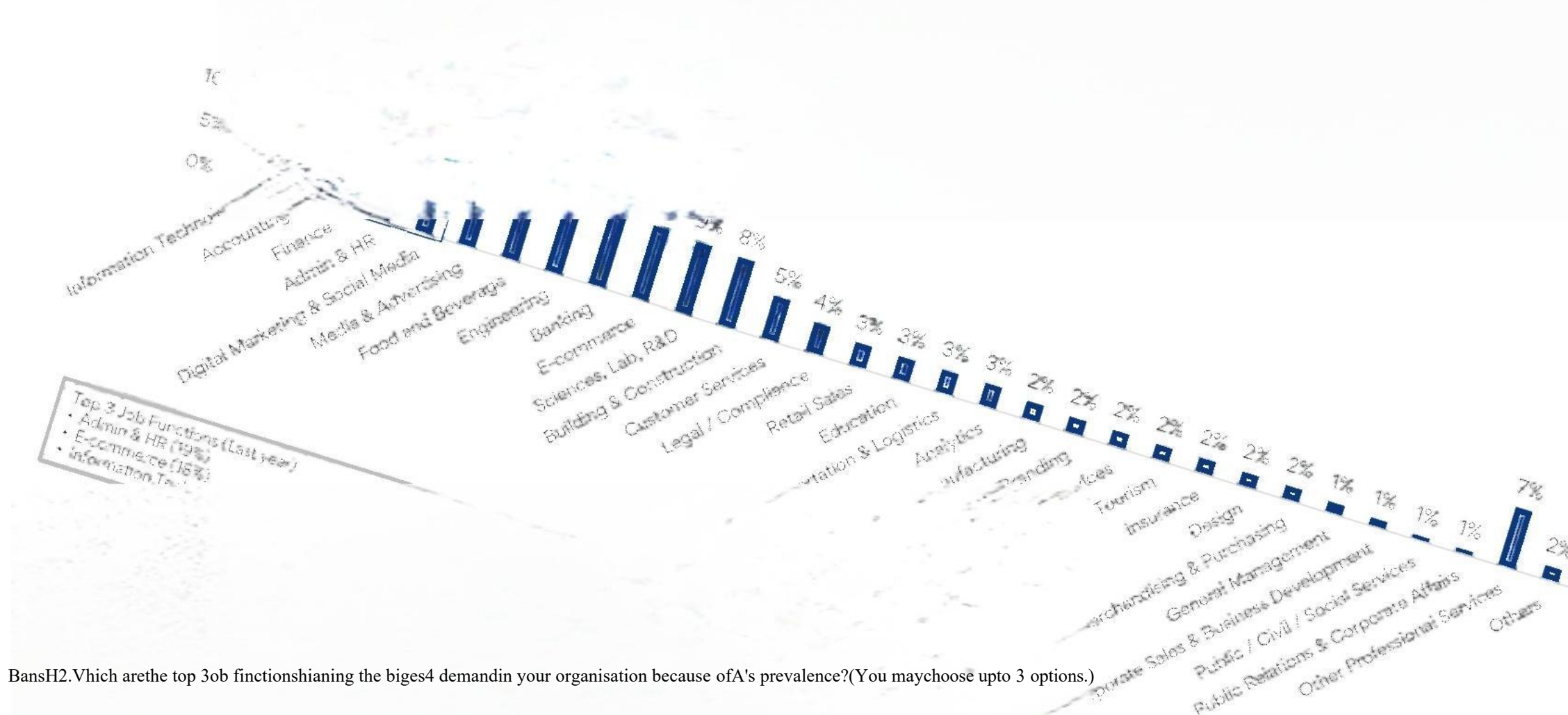
·Across companies of different origins,HK-based MNCs perceive a stronger impact of AI on hiring needs(24%).



Base:All companies #Caution:small base  
Qn.H1.How does the increasing prevalence of AI impact on the hiring needs of your organisation in the near future?

## 7 job functions in big demand out of AI's prevalence

In general, companies that perceive AI would increase hiring needs consider a few job functions in bigger demand: IT, Accounting, Finance, Admin



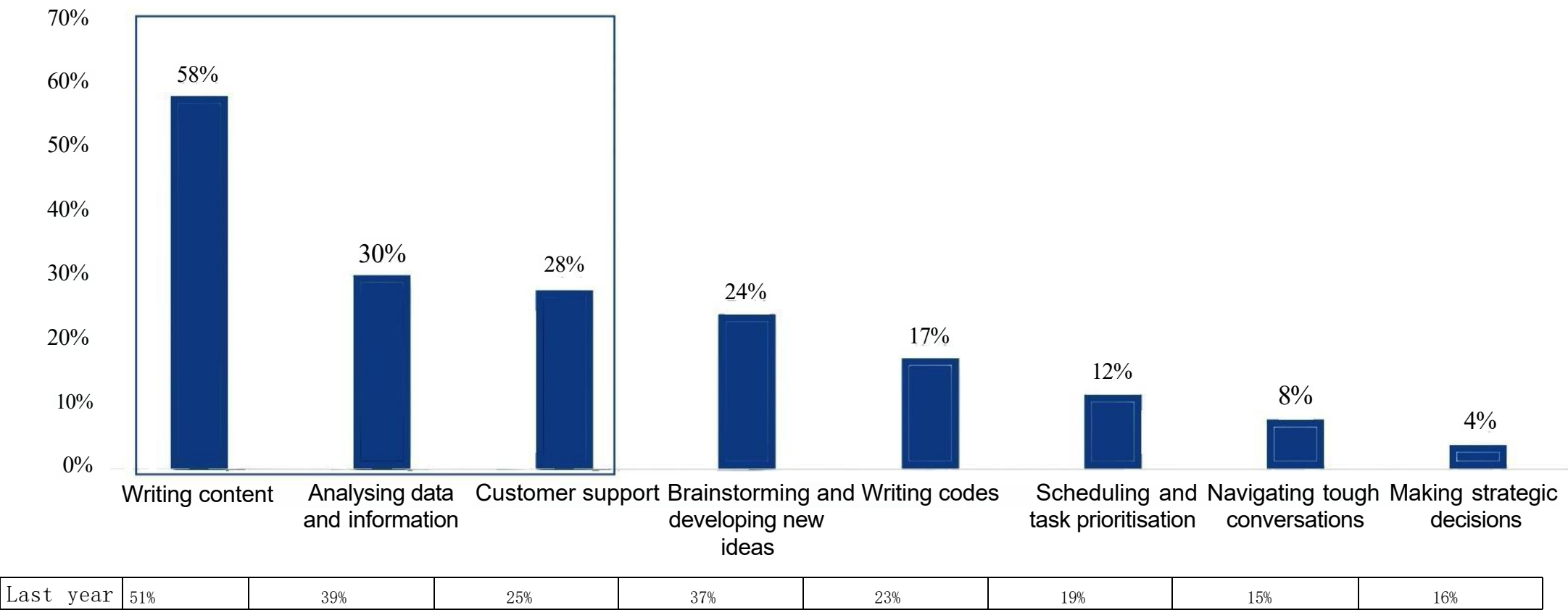
BansH2. Which are the top 3 job functions showing the biggest demand in your organisation because of AI's prevalence? (You may choose up to 3 options.)





## 7.Job roles and responsibilities affected by AI tools

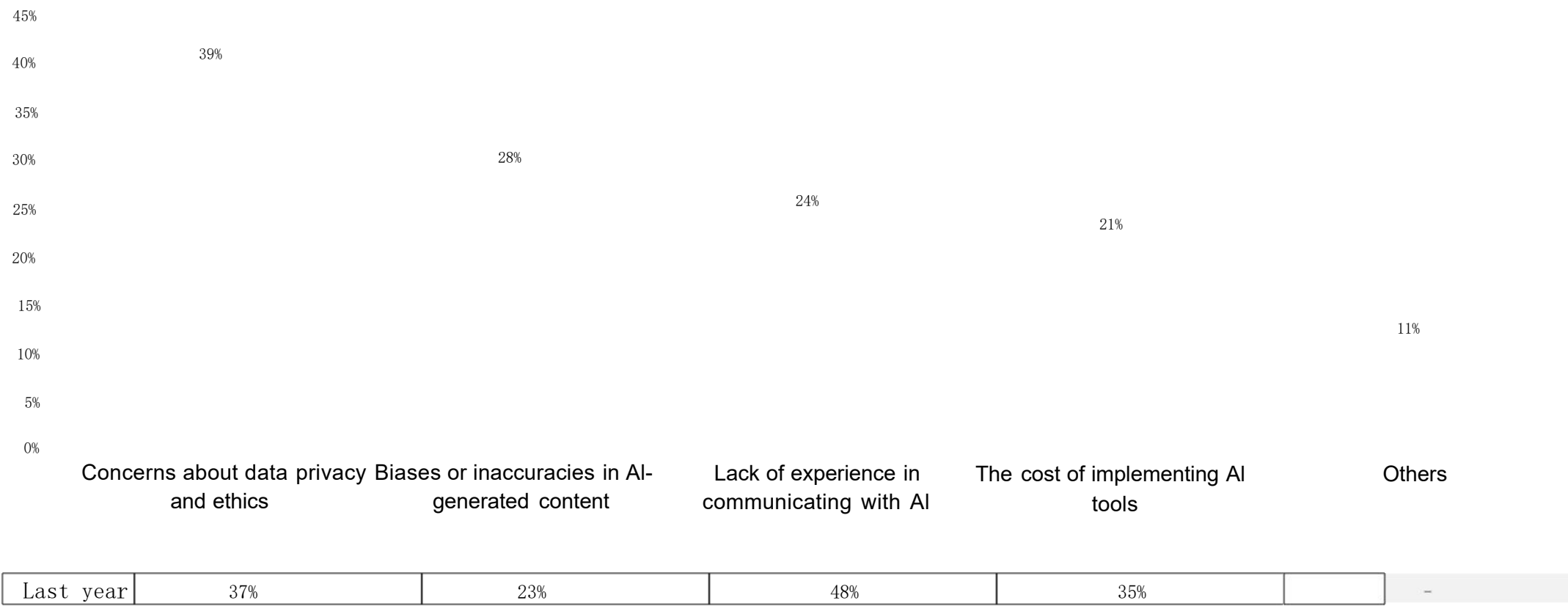
·“Writing content”(58%)is the mostaffected area,followedby“analysing data and information”(30%)and“customer support”(28%)



Base:All companies that has adopted AI tools in past one year(n=68)  
Qn.H4.How has the adoption of AI tools affected your organisation's workforce and which particular job roles and responsibilitiesare affected?(You may choose more than one option.)

## 7.Challenges of working with AI tools

·In this year,"concerns about data privacy and ethics"(39%)comes up as the top challenges of workingg with AI tools,followed by "biases or inaccuracies in AI-generated content"(28%).

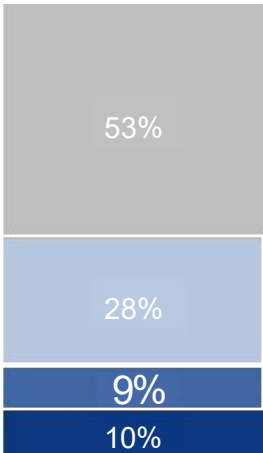


Base:All companies that has adopted AI tools in past one year(n=68)  
Qn.H5.What challenges have you faced when working with AI tools?(You may choose more than one option.)



7.Importance of talent's AI knowledge vs other qualifications in hiring

- Over half of the surveyed companies(53%)consider AI knowledge is not a significant factor affecting their hiring decision.Only 10%consider AI as a primary consideration factor.
- The response pattern is largely consistent across companies of different sizes.
- Across companies of different origins,MNCs are slightly more concerned about AI knowledge as 39%consider AI knowledge in making hiring decision,though not as important as other qualifications.



All Companies  
(n=357)

- AI knowledge is not a significant factor
- AI knowledge is considered,but not as important as other qualifications
- AI knowledge is given equal importance alongside other qualifications
- AI knowledge is a primary consideration

AI knowledge i.....	1-9 employees	10-50 employees	Over 50 employees
Base	71	179	100
A primary consideration	7%	10%	9%
Of equal importance alongside other qualifications	12%	7%	10%
Considered,but not as important as other qualifications	35%	25%	32%
Not a significant factor	46%	58%	49%

AI knowledge i....	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	190	22#	47	85	12#
A primary consideration	9%	7%	12%	11%	-
Of equal importance alongside other qualifications	10%	-	8%	10%	12%
Considered,but not as important as other qualifications	23%	38%	25%	39%	43%
Not a significant factor	58%	55%	55%	40%	45%

Base:All companies #Caution:small base  
Qn H6 When making hiring decision,how does your organisation compare the importance of AI knowledge with other essential qualifications and skills?Please select a statement that best describes your organisation's situation.

7.Approach of assessing talent's AI knowledge during recruitment

- Overall,surveyed companies exhibit stronger reliance on“candidate's self-introduction during interview”(45%).
- For companies that treat AI knowledge as a primary /equally important consideration factor,they also resort to “reviewing AI-related projects or work samples in the candidate's portfolio”(23%).
- For current AIusers,they make use of“technical interviewquestions specifically related to AI concepts”(30%).

All Companies (n=357)		Companies that consider AI knowledge is of primary consideration /equal consideration	
		Current AI Users	
	Base	68	67
Based on candidate's self introduction	45%	34%	25%
Certifications or academic qualifications in AI	21%	22%	20%
Reviewing AI-related projects or work samples in the candidate's portfolio	19%	24%	23%
Technical interview questions specifically related to AI concepts	18%	30%	16%
Reference checks with previous AI-related work experience	12%	11%	18%
AI-specific coding or problem-solving assessments	7%	10%	9%
None/Not concern about AI knowledge	10%	9%	

Qn.H7.How do you assess and verify a candidate's AI knowledge during the recruitment process?(You may choose more than one option.)

7.Approach of assessing talent's AI knowledge during recruitment  
-by company size&company origin

- The prime focus on“candidate's self-introduction during interview”is consistently indicated by companies of different sizes and origins.
- Large companies with 50+employees and MNCs put relatively greater focus on “certifications or academic qualifications in AI”and“reviewing AI-related projects or work samples in the candidate's portfolio”

	All Companies		1-9 employees	10-50 employees	Over 50 employees	
Base	357		71	179	100	
Based on candidate’s self introduction	45%		45%	50%	35%	
Certifications or academic qualifications in AI	21%		19%	19%	27%	
Reviewing AI-related projects or work samples in the candidate’s portfolio	19%		19%	17%	25% 仁	
Technical interview questions specifically related to AI concepts	18%		16%	17%	22%	
Reference checks with previous AI-related work experience	12%		11%	10%	12%	
AI-specific coding or problem-solving assessments	7%		6%	7%	6%	
None /Not concern about AI knowledge	10%		13%	9%	8%	
	All Companies Local (HK)		Chinese-Owned HK-based MNCMNC			Govt/NPO
Base	357	190	22#	47	85	12#
Based on candidate’s self introduction	45%	43%	59%	45%	49%	5%
Certifications or academic qualifications in AI	21%	18%	31%	21%	27% 中	5%
Reviewing AI-related projects or work samples in the candidate’s portfolio	19%	18%	13%	14%	28% 仁	20%
Technical interview questions specifically related to AI concepts	18%	16%	36%	19%	13%	55%
Reference checks with previous AI-related work experience	12%	10%	28%	18%	9%	–
AI-specific coding or problem-solving assessments	7%	8%	4%	3%	6%	5%
None /Not concern about AI knowledge	10%	11%	–	12%	8%	10%

Base:All companies #Caution:small base  
Qn.H7.How do you assess and verify a candidate's AI knowledge during therecruitment process?(You may choose more than one option.)

## 9. Departments or specific roles in demand for AI knowledge

- Overall,39%of the surveyed companies consider AI knowledge a general requirement rather than role/department specific.Other than that there is a general perception that AI knowledge is particularly valued among IT/Technology roles/department(26%).
- Current AI users,however,indicated that AI knowledge is particularly valued for Sales/Marketing roles(29%)and Admin/Operations/Logistics roles(24%).

All Companies (n=357)			Current AI Users
		Base	68
IT/Technology	26%	IT/Technology	30%
Sales/Marketing	13%	Sales /Marketing	29%
HR	12%	HR	19%
Data Science/Analytics	11%	Data Science/Analytics	13%
Admin/Operations/Logistics	10%	Admin/Operations/Logistics	24%
Customer Service	6%	Customer Service	10%
Others	2%	Others	–
It is a general requirement,not role/department specific	39%	It is a general requirement,not role/department specific	25%
No need /not applicable	6%	No need /not applicable	

Qn.H8.Are there specific roles or departments within your organisation where Alknowledge is particularly valued or sought after?(You may choose more than one option.)

7.Departments or specific roles in demand for AI knowledge-by company size &company origin

- For companies of different sizes,those with 50+employees considerAI knowledge more valued by IT/Technology roles/department(40%).
- The response pattern is largely consistent across companies of different origins.

	All Companies	1-9 employees	10-50 employees	Over 50 employees
Base	357	71	179	100
IT/Technology	26%	18%	23%	40%
Sales/Marketing	13%	15%	16%	7%
HR	12%	7%	9%	16%
Data Science/Analytics	11%	16%	8%	13%
Admin/Operations/Logistics	10%	11%	12%	7%
Customer Service	6%	6%	8%	4%
Others	2%	1%	1%	2%
It is a general requirement,not role/department specific	39%	34%	45%	35%
No need /not applicable	6%	10%	4%	7%

	All Companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt /NPO
Base	357	190	22#	47	85	12#
IT/Technology	26%	22%	24%	31%	34%	33%
Sales/Marketing	13%	13%	27%	12%	13%	–
HR	12%	12%	11%	10%	13%	12%
Data Science/Analytics	11%	8%	21%	10%	16%	13%
Admin/Operations/Logistics	10%	8%	15%	8%	16%	12%
Customer Service	6%	9%	–	1%	7%	–
Others	2%	1%	6%	2%	2%	
It is a general requirement,not role/department specific	39%	44%	31%	40%	29%	57%
No need /not applicable	6%	7%	–	5%	5%	5%

Base:Allcompanies #Caution:small base  
Qn.H8.Are there specific roles or departments within yourorganisation where AI knowledge is particularly valued or sought after?(You may choose more than one option.)

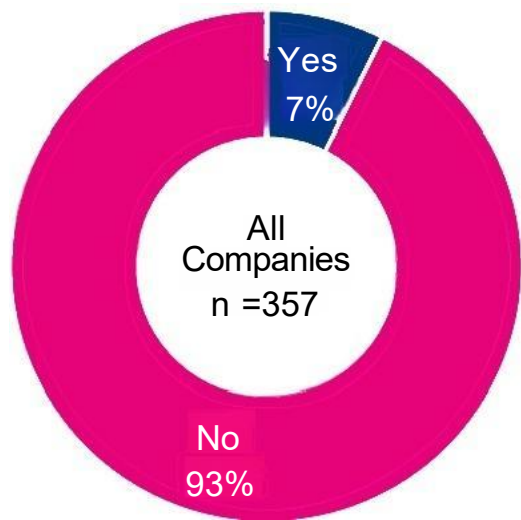


## Section 8

**ADOPTION OF AI TOOLS  
DURING RECRUITMENT**

## 8.Incidence of Adopting AI Tools during Recruitment

- Currently,only 7%of the surveyed companies adopt AI tools during recruitment.Adoption is minimal among companies with 1-9 employees,with no reported use of AI tools in recruitment.
- Across companies of different origins,HK-based MNCs report a relatively higher incidence of adoption(15%).



	1-9 employees	10-50 employees	Over 50 employees
Base	71	179	100
YES	–	8%	9%
NO	100%	92%	91%

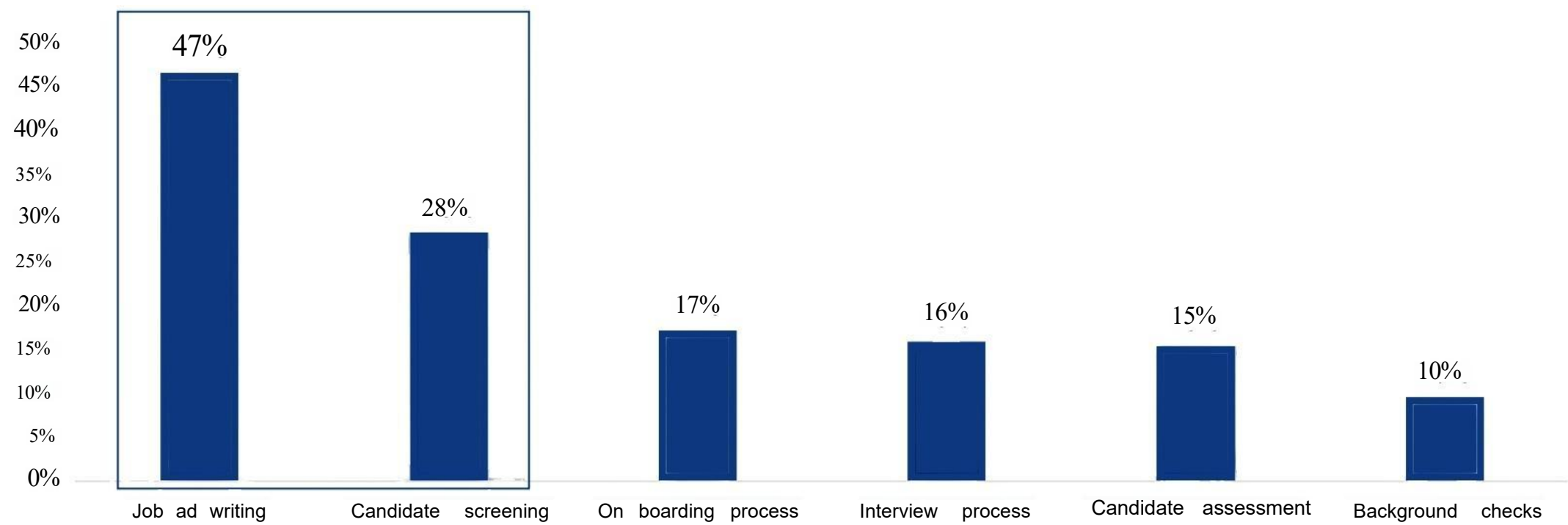
	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	190	22#	47	85	12#
YES	6%	2%	15%	9%	–
NO	94%	98%	85%	91%	100%

Base:All companies #Caution:small base  
Qn.H9.Did your organisation adopt any AI tools during recruitment?



## 8.Application of AI tools in recruitment

mon 26 surveye d  
·An can date screen ing companies that have adopted AI tools in their recruitment process,“job ad writing”is the main area involved,followed by

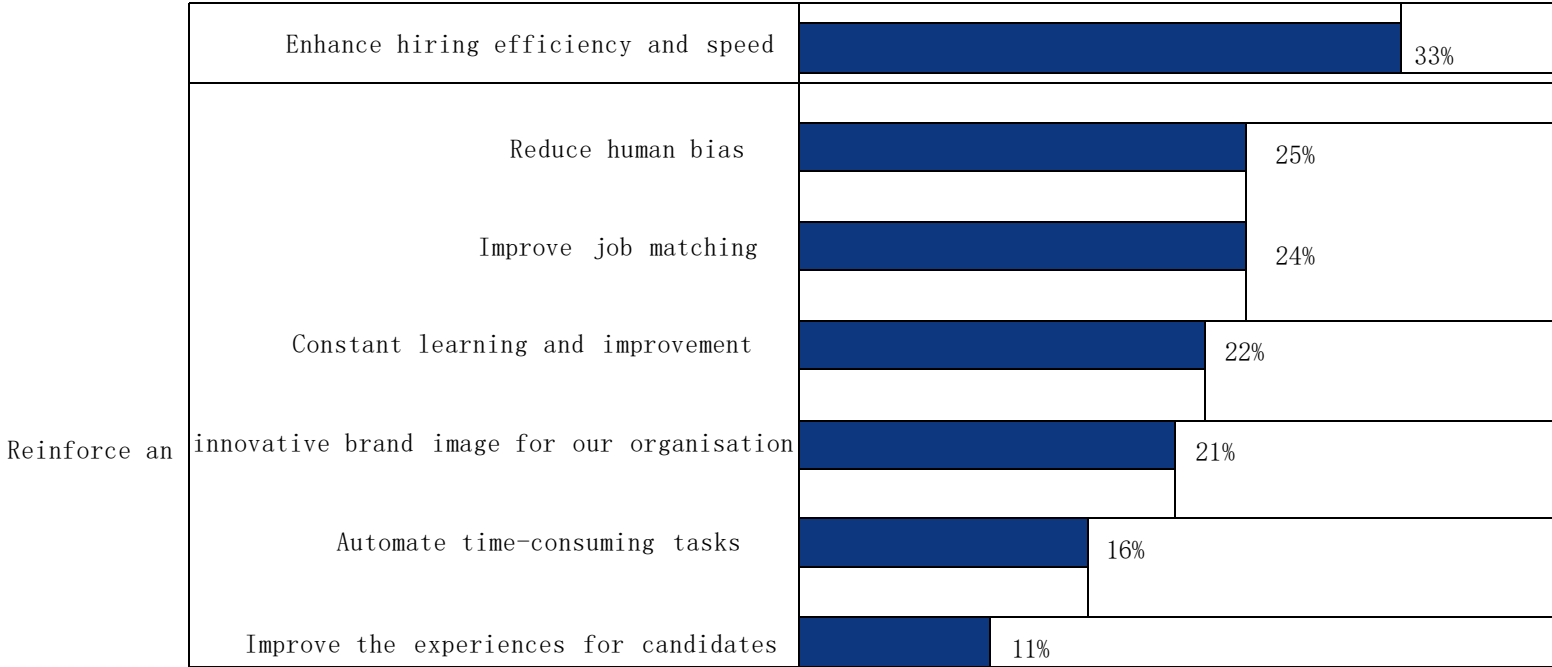


Base:All companies that has adopted AI tools during recruitment(n=26)#  
#Caution:small base  
Qn.H10.In which areas did you apply AI tools in recruitment?(You may choose more than one option.)



## 8.Reasons for using AI tools in recruitment process

·Among 26 surveyed companies that have adopted AI tools in their recruitment process,“enhancing hiring efficiency and speed”(33%)is the prime reason for adoption.



Base:All companies that has adopted AI tools during recruitment(n=26)#  
#Caution:small base  
Qn.H'1.What are the reasons for using AI tools in your recruitment process?(You may choose more than one option.)

## 8.Reasons for NOT using AI tools in recruitment process

·As for surveyed companies that have not adopted AI tools in recruitment process,the main cause is“not necessary in the recruitment process” (50%)

Not necessary in recruitment process		50%
Lack of human touch and personalisation		24%
Have no knowledge or access to AI application in recruitment process		23%
Increased cost		21%
Risk of bias	7%	
Ethical concerns	6%	
Errors caused by AI	5%	
Compliance issues	5%	
Not applicable	1%	
Others	1%	

Base:All companies that has adopted AI tools during recruitment(n=331)  
Qn.H12.What are the reasons for NOT using AI tools in your recruitment process?(You may choose more than one option.)

8.Reasons for NOT using AI tools in recruitment process

·Regardless of company size or origin,surveyed companies predominantly attribute their non-adoption of AI tools to the belief that it is "not necessary in the recruitment process."Additionally,companies with 50 or more employees cite a "lack ofhuman touch and personalisation"as a reason for non-adoption(34%).

	All Companies		1-9 employees	10-50 employees		Over 50 employees	
Base	331		71	164		92	
Not necessary in recruitment process	50%		54%	49%		49%	
Lack of human touch and personalisation	24%		20%	18%		34%	
Have no knowledge/access to AI application in recruitment process	23%		23%	24%		22%	
Increased cost	21%		9%	22%		28%	
Risk of bias	7%		9%	6%		7%	
Ethical concerns	6%		5%	5%		7%	
Errors caused by AI	5%		8%	7%		1%	
Compliance issues	5%		7%	3%		6%	
Not applicable	1%		2%	1%		-	
Others	1%		1%	1%		2%	
	All Companies	Local (HK)	Chinese-Owned	HK-based	MNC	MNC	Govt/NPO
Base	331	179	22#	40	78	12#	
Not necessary in recruitment process	50%	50%	37%	56%	54%	27%	
Lack of human touch and personalisation	24%	23%	11%	23%	25%	43%	
Have no knowledge /access to AI application in recruitment process	23%	21%	31%	22%	26%	15%	
Increased cost	21%	18%	18%	20%	24%	46%	
Risk of bias	7%	7%	-	4%	9%	17%	
Ethical concerns	6%	6%	9%	5%	4%	5%	
Errors caused by AI	5%	5%	9%	5%	6%		
Compliance issues	5%	5%	5%	6%	3%	5%	
Not applicable	1%	1%				-	
Others	1%	1%		-	2%	5%	

Base:All companies that has not adopted AI tools during recruitment #Caution:small base  
Qn.H12.What are the reasons for NOT using AI tools in your recruitment process?(You may choose more than one option.)

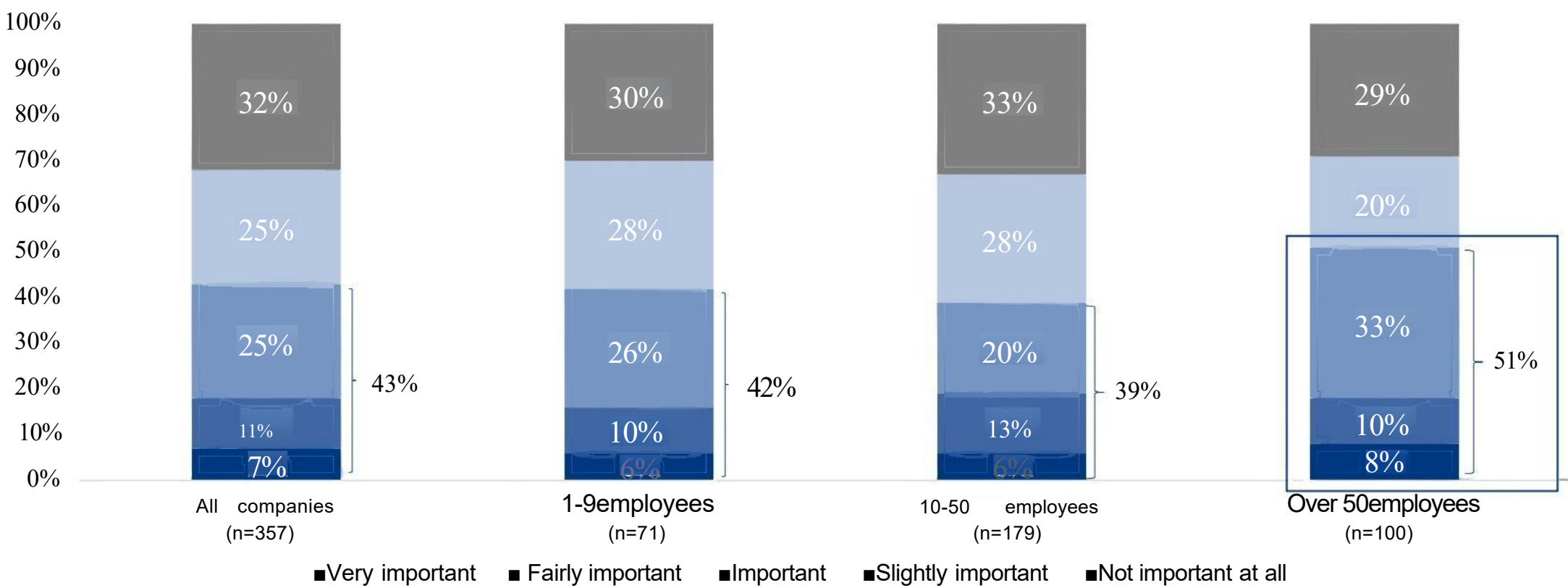
# Section 9

## DEI PRACTICE



9.Importance of Workplace DEI in Driving Business Performance,Growth,and Overall Success

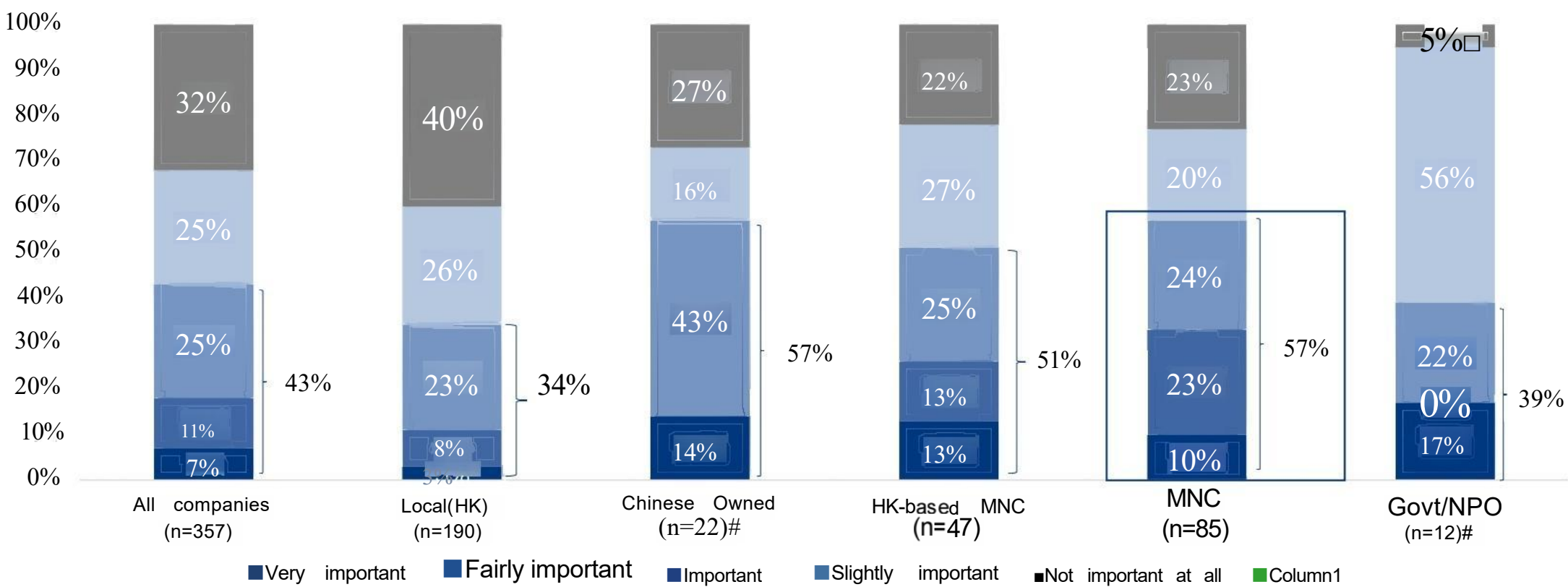
- Currently,the surveyed companies have yet to realise the importance of workplace DEI in driving business performance,growth and overall success.
- 43%recognise its importance(very important/fairly important/important).
- 32%consider it“not important at all”.
- Across companies of diferent sizes,companies with 50+employees are relatively more engaged with 51%recognising its importance.



Base:All companies  
Qn.18.How important do you believe workplace(DEI)is in driving business performance,growth,and overall success of yourorganisation?

9.Importance of Workplace DEI in Driving Business Performance,Growth,and Overall Success

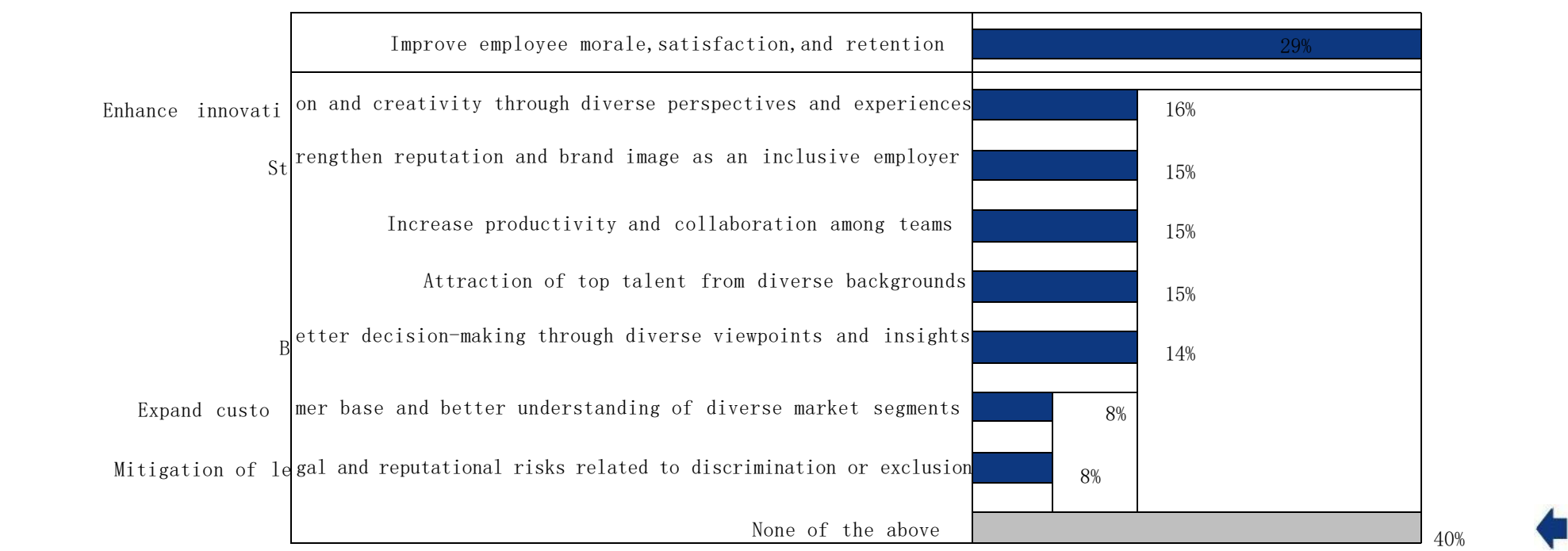
·Across companies of different origins,MNCs exhibit stronger recognition of the importance of workplace DEI in driving business performance, growth and success(57%).



Base:All companies  
#Caution:small base  
Qn.18.How important do you believe workplace (DEI)is in driving business performance,growth,and overall success of your organisation?

9.Perceived benefits of DEI

- Overall,40%of the surveyed companies do not consider DEI will benefit their organisation.
- Among the rest,“improving employee morale,satisfaction,and retention”(29%)is seen to be the key benefit of DEI.



Base:All companies(n=357)  
Qn.19.How do you anticipate workplace DEI will benefit your business?(You may choose more than one option.)

## 9.Perceived benefits of DEI-by company size

·Low recognition of benefits of DEI is consistently seen across companies of different sizes(35%-43%surveyed companies do not recognise any benefit).

	All Companies	1-9 employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Recognise any benefit	60%	65%	57%	64%
Improve employee morale,satisfaction,and retention	29%	30%	26%	35%
Enhance innovation and creativity through diverse perspectives and experiences	16%	20%	13%	20%
Strengthen reputation and brandimage as an inclusive employer	15%	11%	12%	23%
Increase productivity and collaboration among teams	15%	20%	11%	19%
Attraction of top talent from diverse backgrounds	15%	11%	17%	14%
Better decision-making through diverse viewpoints and insights	14%	10%	15%	15%
Expand customer base and better understanding of diverse market segments	8%	12%	6%	10%
Mitigation of legal and reputational risks related to discrimination or exclusion	8%	8%	6%	10%
None of the above	40%	35%	43%	36%

Base:All companies  
Qn.19.How do you anticipate workplace DEI will benefit your business?(You may choose more than one option.)



9.Perceived benefits of DEI-by company origin

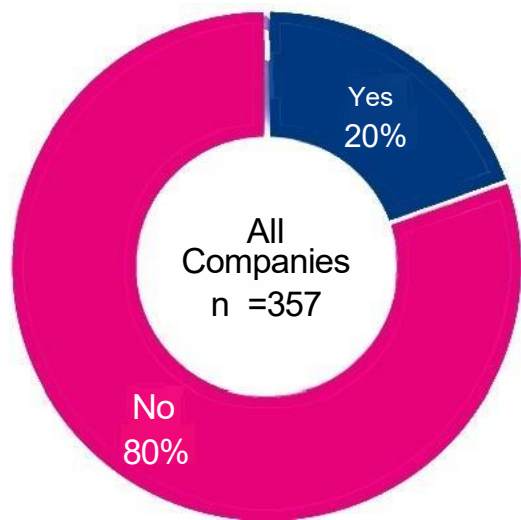
- MNCs(77%)and HK-based MNCs(67%)have better recognition of the benefits of DEI.In particular,HK-based MNCs have a stronger perception of the benefit of “Strengthen reputation and brand image as an inclusive employer”(27%),while MNCs have a stronger perception of the benefit of “better decision-making through diverse viewpoints and insights”(24%).
- In contrast,local HK companies show less awareness of any benefits of DEI,with 49%indicating "none."

	All Companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt /NPO
Base	357	190	22#	47	85	12#
Recognise any benefit	60%	51%	66%	67%	77%	44%
Improve employee morale,satisfaction,and retention	29%	24%	14%	25%	48%	18%
Enhance innovation and creativity through diverse perspectives and experiences	16%	13%	17%	19%	22%	17%
Strengthen reputation and brand image as an inclusive employer	15%	10%	20%	27%	19%	10%
Increase productivity and collaboration among teams	15%	12%	24%	18%	18%	5%
Attraction of top talent from diverse backgrounds	15%	10%	25%	23%	20%	–
Better decision-making through diverse viewpoints and insights	14%	11%	4%	12%	24%	5%
Expand customer base and better understanding of diverse market segments	8%	10%	9%	1%	10%	–
Mitigation of legal and reputational risks related to discrimination or exclusion	8%	4%	37%	8%	10%	–
None of the above	40%	49%	34%	33%	23%	56%

Base:Allcompanies  
#Caution:small base  
Qn.19.How do you anticipate workplace DEI will benefit your business?(You may choose more than one option.)

## 9.Incidence of adopting DEI measures

- Currently,20%of the surveyed companies adopted specific measures or initiatives to promote workplace DEI.
- Incidence of adoption is relatively lower among companies with 1-9 employees(12%).
- Across companies of different origins,HK-based MNCs and MNCs report a relatively higher adoption incidence(28%)



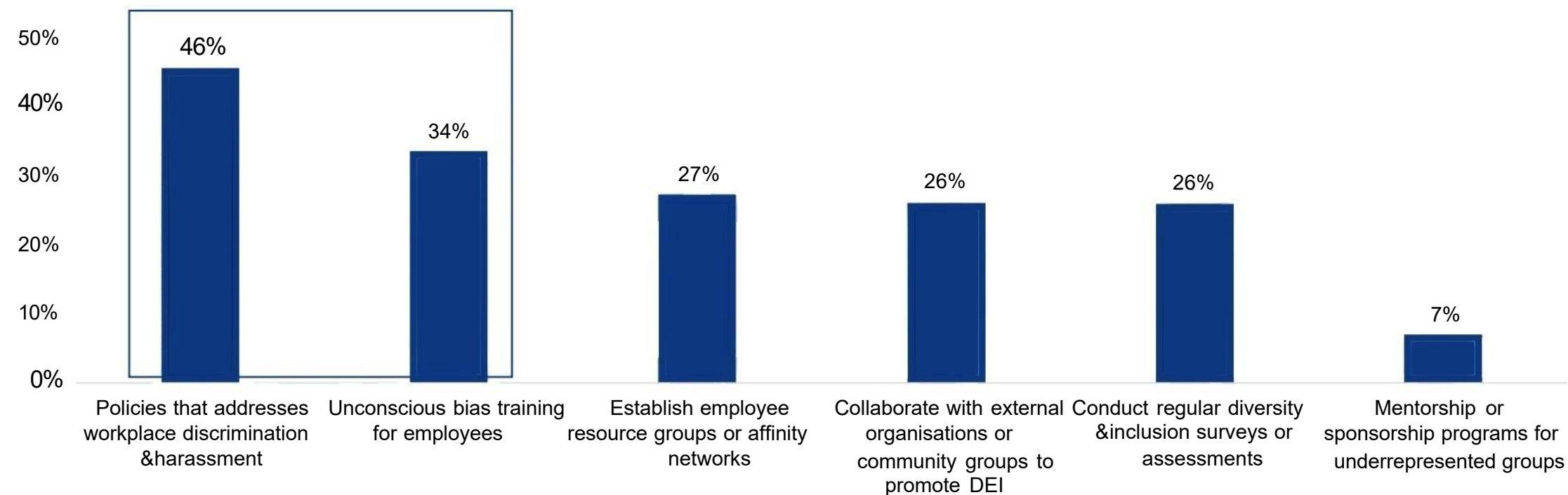
	1-9employees	10-50 employees	Over 50 employees
Base	71	179	100
YES	12%	22%	22%
NO	88%	78%	78%

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	190	22#	47	85	12#
YES	14%	26%	28%	28%	5%
NO	86%	74%	72%	72%	95%

Base:All companies                      #Caution:small base  
Qn.1.Does your organisationadopt any specific measure or initiative to promote workplace DEI (that is,workplace diversity,equity,and inclusion)?

## 9.Measures adopted to foster DEI within workplace

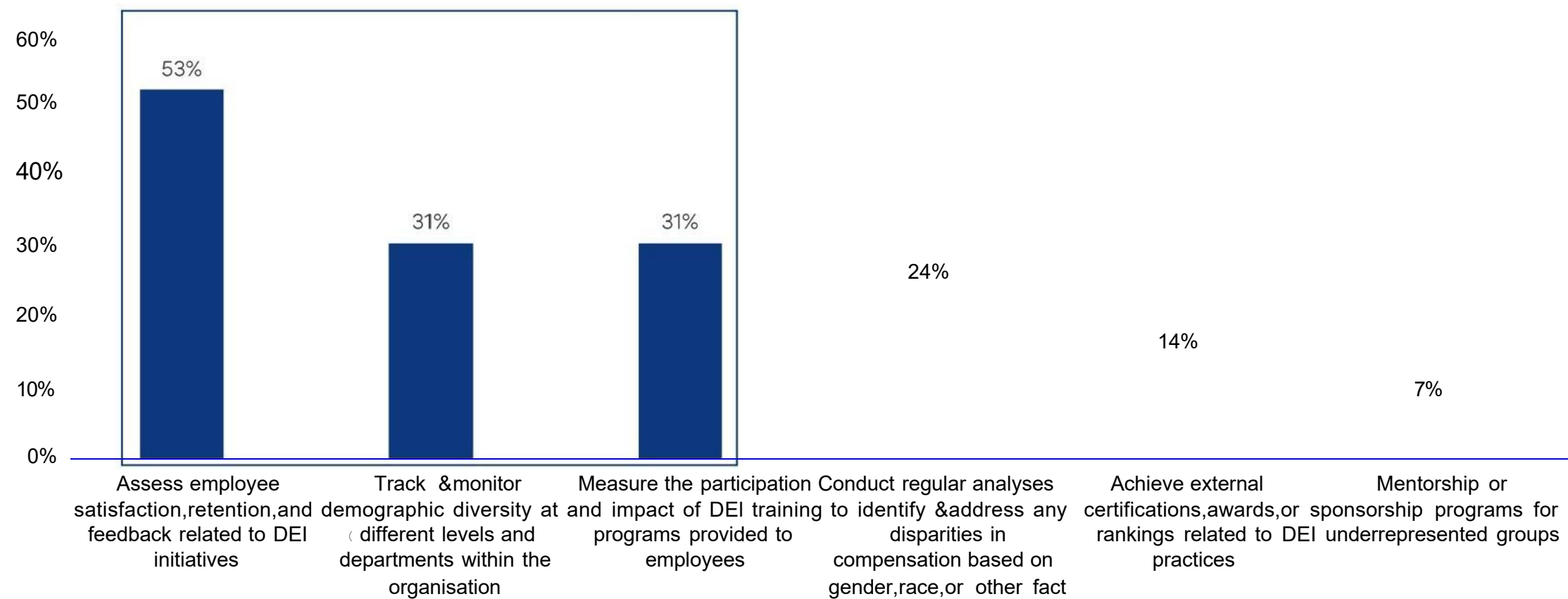
·Among the adopters of DEI,they primarily implement“policies to address workplace discrimination and harassment”(46%)and provide “unconscious bias training foremployees”(34%).



Base:All companies that has adopted measures to foster DEI within workplace(n=70)  
Qn.12.What specific measure or initiative does your organisationadopt to foster DEI within the workplace?(You may choose more than one option.)

## 9.Evaluation of company's success in fostering DEI

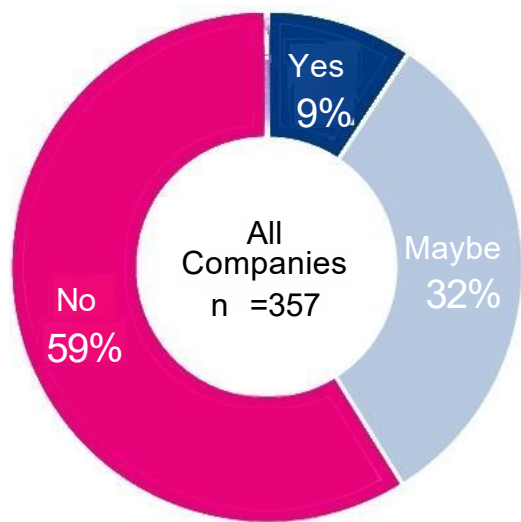
·Among surveyed companies that have adopted DEI,they mainly measure the success of their company's DEI policy by “assessing employee satisfaction,retention,and feedback related to DEI initiatives”(53%),“track and monitor the demographic diversity at different levels and departments within the organisation”(31%)and “measure the participation and impact of DEI training programs provided to employees”(31%).



Base:All companies that has adopted measures to foster DEI within workplace(n=70)  
Qn.13.How does your organisation measure the success of your organisation's DEI policy?(You may choose more than one option.)

## 9.Adopting DEI measures in next 12 months

- 41 % of the surveyed companies are open to the adoption of DEI measures in the next 12 months. In comparison, companies with 50+ employees (58%)and HK-based MNCs(56%)are more open.
- In contrast,local HK companies are more reserved,with 68%not planning to adopt DEI measures in the next 12 months.



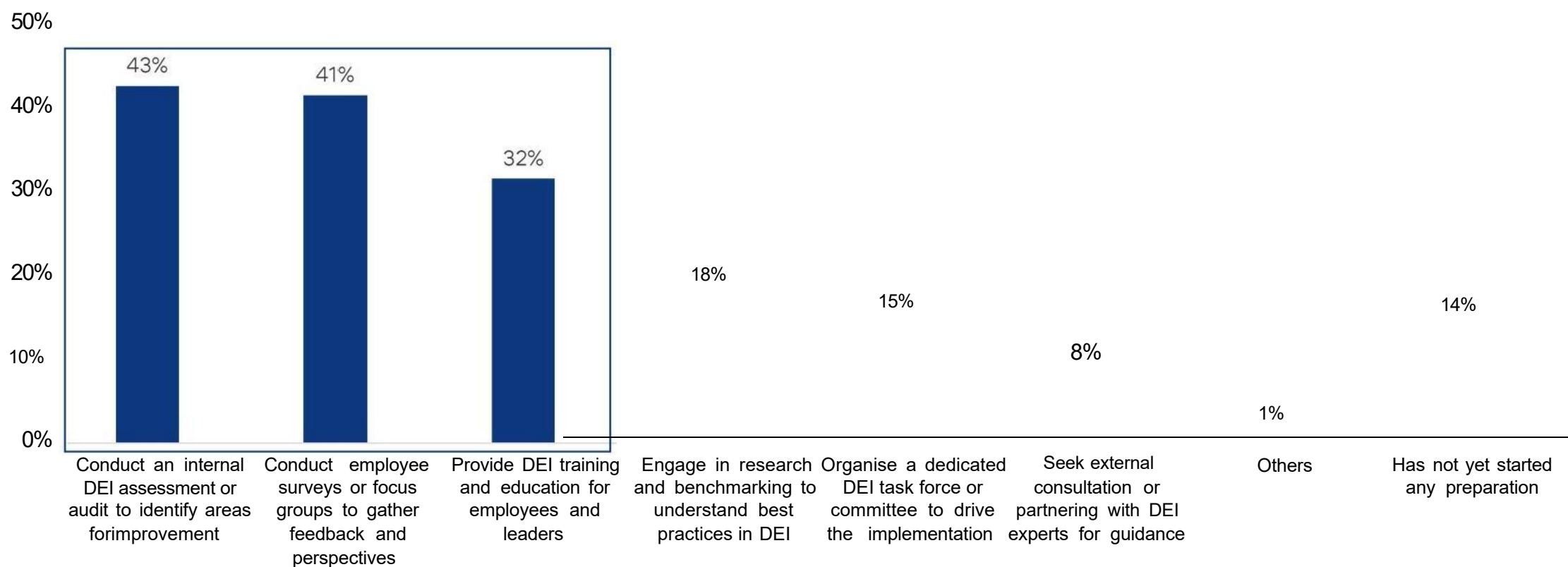
	1-9employees	10-50 employees	Over 50 employees
Base	71	179	100
YES	3%	9%	15%
MAYBE	35%	24%	43%
NO	62%	67%	42%

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	190	22#	47	85	12#
YES	7%	–	11%	17%	5%
MAYBE	25%	52%	45%	31%	52%
NO	68%	48%	44%	52%	43%

Base:All companies                      #Caution:small base  
Qn.14.Is your organisation going to adopt DEI policy in the next 12 months?

## 9.Preparation for implementing DEI

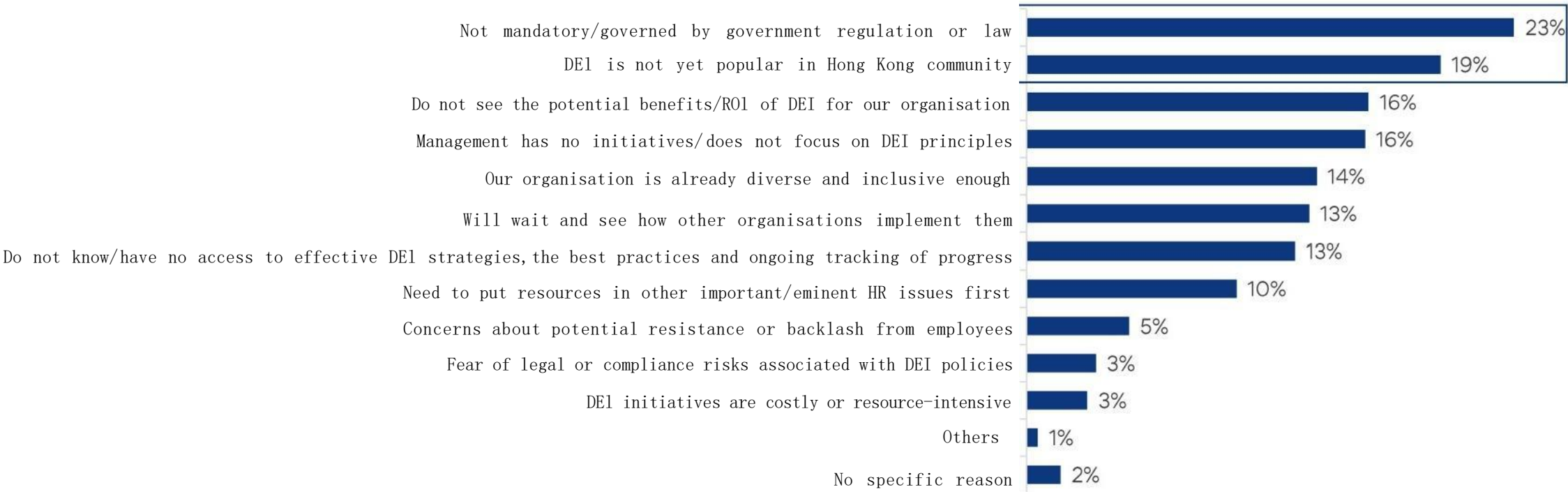
- Among companies that will adopt DEI policy in the next 12 months,three key preparations are:
  - Conducting an internal DEI assessment or audit to identify areas for improvement(43%)
  - Conducting employee surveys orfocus groups to gather feedback and perspectives(41%)
  - Providing DEI training and education foremployees and leaders(32%)



Base:All companies that will adopt DEI policy in next 12 months(n=33)  
Qn. 15.What preparations has your organisation undertaken before implementing a diversity,equity,and inclusion(DEI)policy?(You may choose more than one option.)

## 9.Reasons for NOT adopting DEI policy in next 12 months

·The surveyed companies do not plan to adopt DEI policy in the next 12 months for diverse reasons."Not mandartory/governed by government regulation or law"(23%)and“DEI is not yet popular in Hong Kong community”(19%)are relatively major ones.



Base:All companies that do not/may not adopt DEI policy in next 12 months(n=324)  
Qn.16.What are the reasons for NOT using AI tools in your recruitment process?(You may choose more than one option.)

9.Reasons for NOT adopting DEI policy in next 12 months -by company size

·While “not mandatory /governed by government regulation or law”is consistently quoted as a major reason for non-adoption,companies of different sizes have varying rationales.

	All Companies	1-9 employees	10-50 employees	Over 50 employees
Base	324	69	163	85
Not mandatory/governed by government regulation or law	23%	19% ②	27% ①	20% ②
DEI is not yet popular in Hong Kong community	19%	21% ①	20% ②	18%
Do not see the potential benefits/ROI of DEI for ourorganisation	16%	14%	18% ③	15%
Management has no initiatives/does not focus on DEI principles	16%	17%	16%	17%
Our organisation is already diverse and inclusive enough	14%	18% ③	12%	12%
Will wait and see how otherorganisations implement them	13%	9%	9%	23% ①
Do not know/have no access to effective DEI strategies, the best practices and ongoing tracking of progress	13%	12%	10%	19% ③
Need to put resources in other important/eminent HR issues first	10%	7%	9%	13%
Concerns about potential resistance or backlash from employees	5%	8%	4%	5%
Fear of legal or compliance risks associated with DEI policies	3%	4%	3%	4%
DEI initiatives are costly or resource-intensive	3%	–	5%	2%
Others	1%	–	1%	–
No specific reason	2%	1%	2%	2%

Base:All companies that do not /may not adopt DEI policy in next 12 months  
Qn.16.What are the reasons for NOT using AI tools in your recruitment process?(You may choose more than one option.)



9.Reasons for NOT adopting DEI policy in next 12 months-by company origin

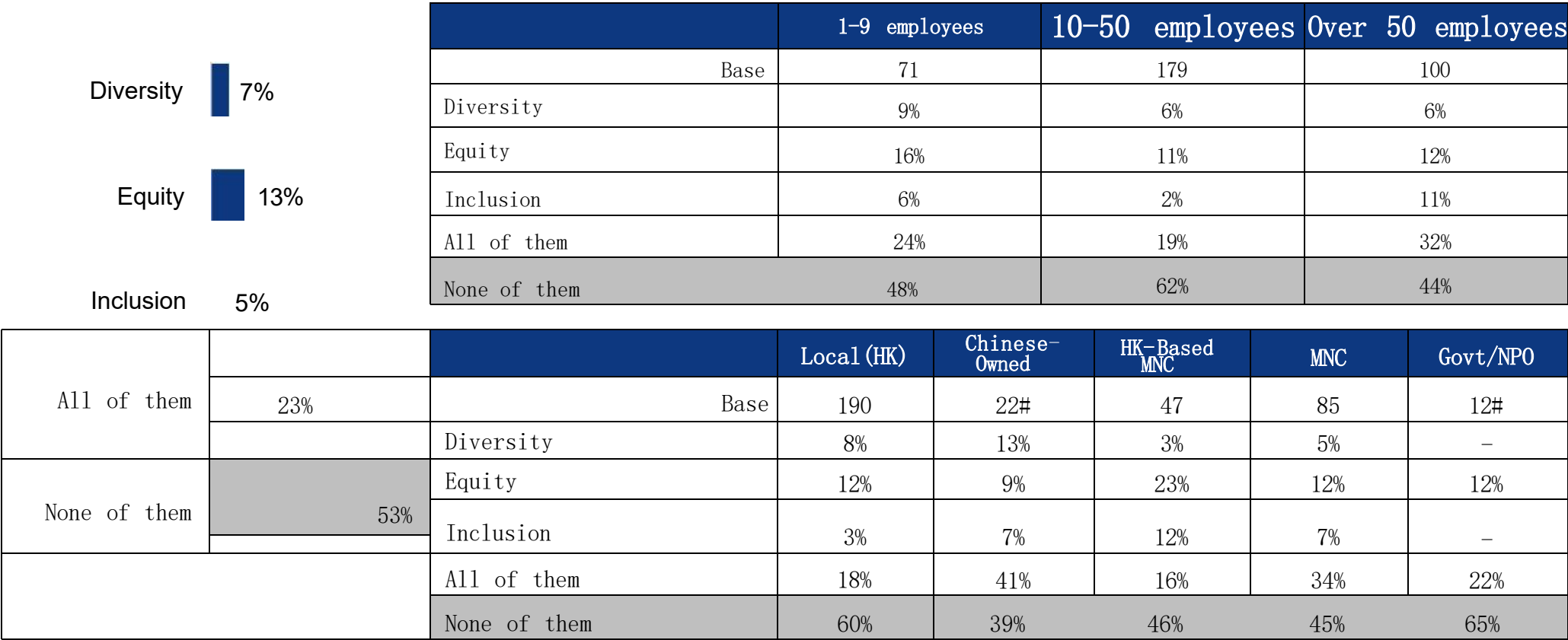
·Companies of different origins also consistently attribute the non-adoption to “not mandatory /governed by government regulation or law”.Other than this main cause,companies of different origins have diverse reasons.

	All Companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	324	177	22#	42	71	12#
Not mandatory/governed by government regulation or law	23%	23% ①	12%	25% ②	25%①	18%
DEI is not yet popular in Hong Kong community	19%	21% ②	12%	31% ①	14%	5%
Do not see the potential benefits/ROI of DEI for ourorganisation	16%	16% ③	19%	21%	16%③	–
Management has no initiatives/does not focus on DEI principles	16%	15%	9%	21%	18%②	10%
Our organisation is already diverse and inclusive enough	14%	13%	27%	11%	14%	5%
Will wait and see how otherorganisations implement them	13%	12%	19%	13%	9%	45%
Do not know/have no access to effective DEI strategies, the best practices and ongoing tracking of progress	13%	12%	11%	13%	14%	10%
Need to put resources in other important/eminent HR issues first	10%	7%	13%	23%③	8%	4%
Concerns about potential resistance or backlash from employees	5%	3%	–	8%	8%	13%
Fear of legal or compliance risks associated with DEI policies	3%	3%	–	10%	3%	–
DEI initiatives are costly or resource-intensive	3%	2%	–	–	7%	–
Others	1%	1%	–	–	–	–
No specific reason	2%	1%	–	2%	2%	5%

Base:All companies that do not /may not adopt DEI policy in next 12 months #Caution:small base  
Qn.16.What are the reasons for NOT using AI tools in your recruitment process?(You may choose more than one option.)

9.Areas for improvement for DEI

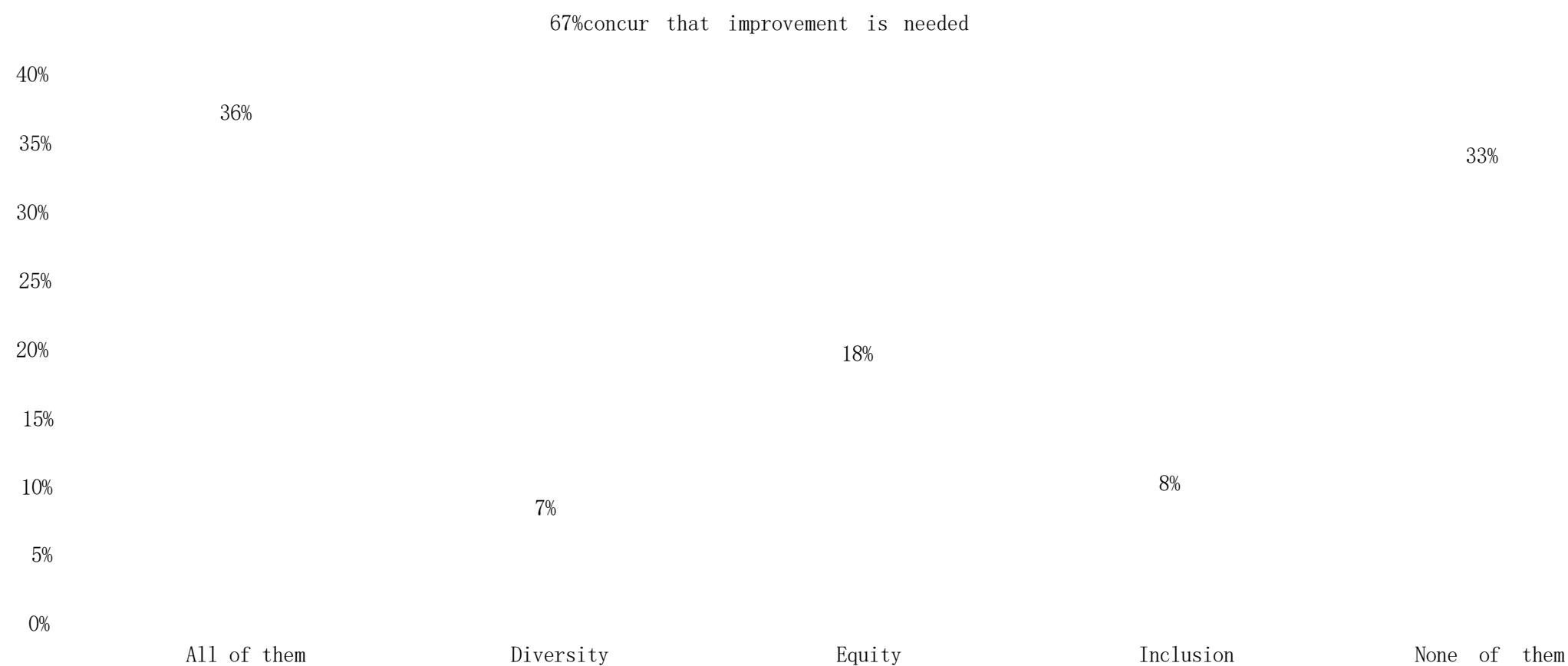
- Currently,53%of the surveyed companies DO NOT SEE any area forimprovement for DEI.Such indiffeerent sentiment is more evident among the companies with 10-50 employees(62%)and Local HK companies(60%).
- Among the rest,23%of the surveyed companies concur that all three areas are tobe improved.



Base:All companies(n=357)  
#Caution:small base  
Qn.17.In which area of diversity,equity,and inclusion(DEI)do you believe your organisationneeds further improvement?(You may choose more than one option.)

## 9.Areas of improvement for DEI

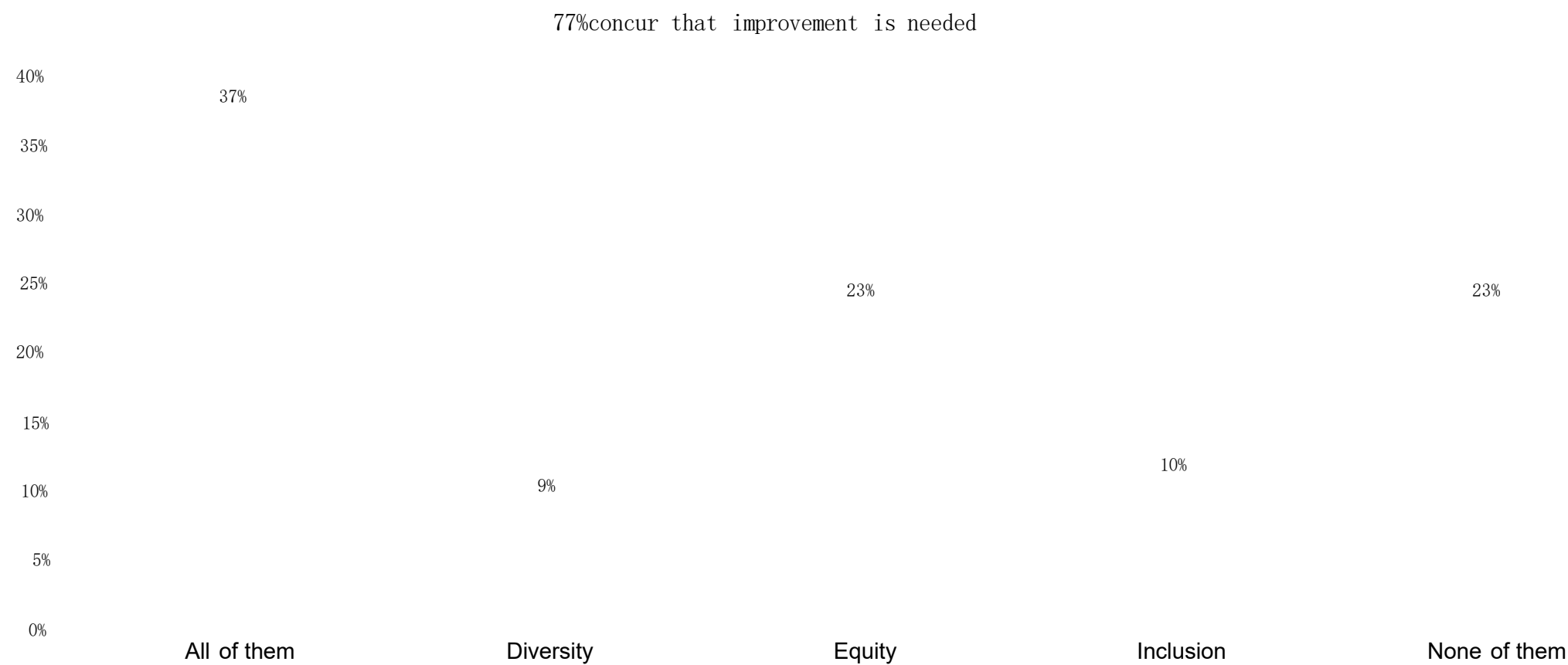
- Among companies that are open to the adoption of DEI policy in the next 12 months,67%consider improvement for DEI is needed in their organisation.
- Specifically,36%express the need to improve all areas "Diversity",“Equity”and“Inclusion”.



Base:All companies that are open to adopting DEI policy in the next 12 months(n=147)  
Qn.17.In which area of diversity,equity,and inclusion(DEI)do you believe your organisationneeds further improvement?(You may choose more than one option.)

## 9.Areas of improvement for DEI

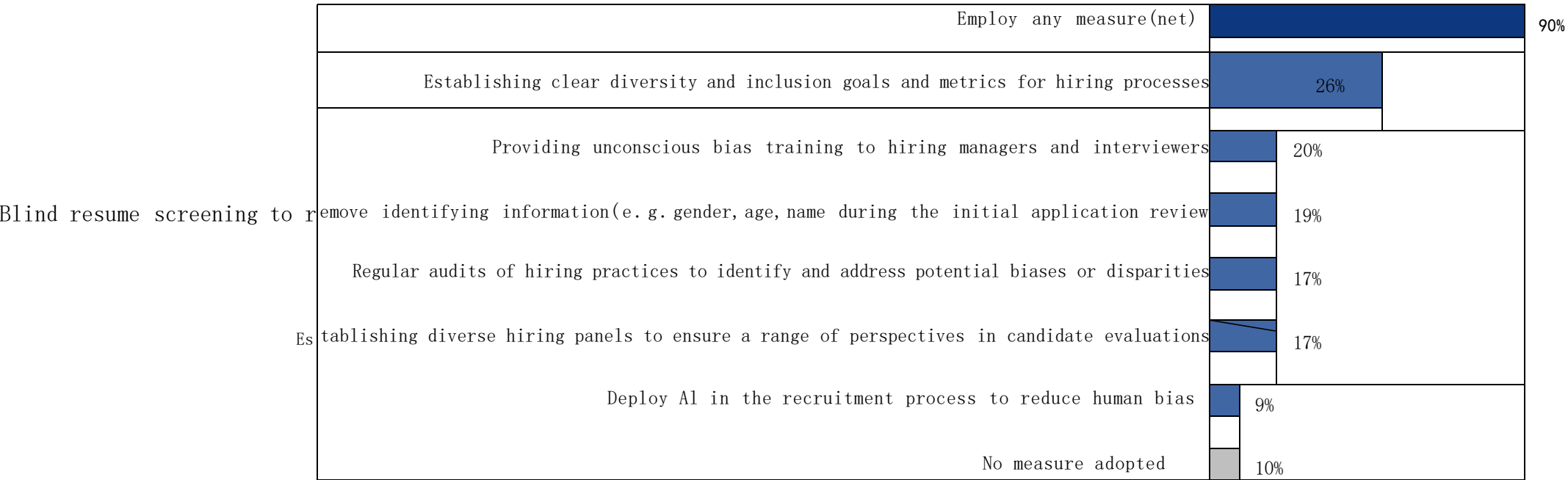
- Among companies that have already adopted DEI policy,77%see the needsto further improve DEI policy in their organisation.
- Specitically,37%express the need to improve all areas “Diversity”,“Equity”and “Inclusion”.



Base:All companies that are current adopter of DEI(n=70)  
Qn.17.In which area of diversity,equity,and inclusion(DEI)do you believe your organisationneeds further improvement?(You may choose more than one option.)

## 9. Specific measures adopted to ensure fair hiring

·Despite the low connection with the DEI policy,90%of the surveyed companies adopt some measures to ensure fair hiring in their organisation. Among all,“establishing clear diversity and inclusion goals and metricsfor hiring process”(26%)is the key one adopted.



Base:All companies(n=357)  
Qn.10.Regarding fair hiring,what specific measure or initiative does your organisationemploy to ensure this?(You may choose more than one option.)

## 9. Specific measures adopted to ensure fair hiring-by company size

·Companies with 50+employees show a higher incidence of adopting measures to ensure fair hiring(97%).They are particularly keen to implement "clear diversity and inclusion goals and metrics for hiring processes"(38%)and to offer "unconscious bias training to hiring managers and interviewers"(29%).

	All Companies	1-9 employees	10-50 employees	Over 50 employees
Base	357	71	179	100
Adopt any measure(net)	90%	89%	86%	97%
Establishing clear diversity and inclusion goals and metrics for hiring processes	26%	26%	20%	38% 中
Providing unconscious bias training to hiring managers and interviewers	20%	19%	16%	29%
Implementing blind resume screening to remove identifying information (such as names,gender,or age)during the initial application review	19%	15%	23%	16%
Conducting regular audits of hiring practices to identify and address potential biases or disparities	17%	20%	16%	18%
Establishing diverse hiring panels to ensure a range of perspectives in candidate evaluations	17%	20%	16%	18%
Deploy AI in the recruitment process to reduce human bias	9%	2%	10%	9%
No measure adopted	10%	11%	15%	3%

Base:All companies  
Qn.110.Regarding fair hiring,what specific measure or initiative does your organisationemploy to ensure this?(You may choose more than one option.)

## 9. Specific measures adopted to ensure fair hiring -by company origin

- The adoption rate is largely consistent across companies of different origins.
- In particular,HK-based MNCs are more inclined to “establish diverse hiring panels to ensure a range of perspectives in candidate evaluations”(28%)while MNCs also focus on “blind resume screening to remove identifying information(such as names,gender,or age)during the initial applicant review”(26%).

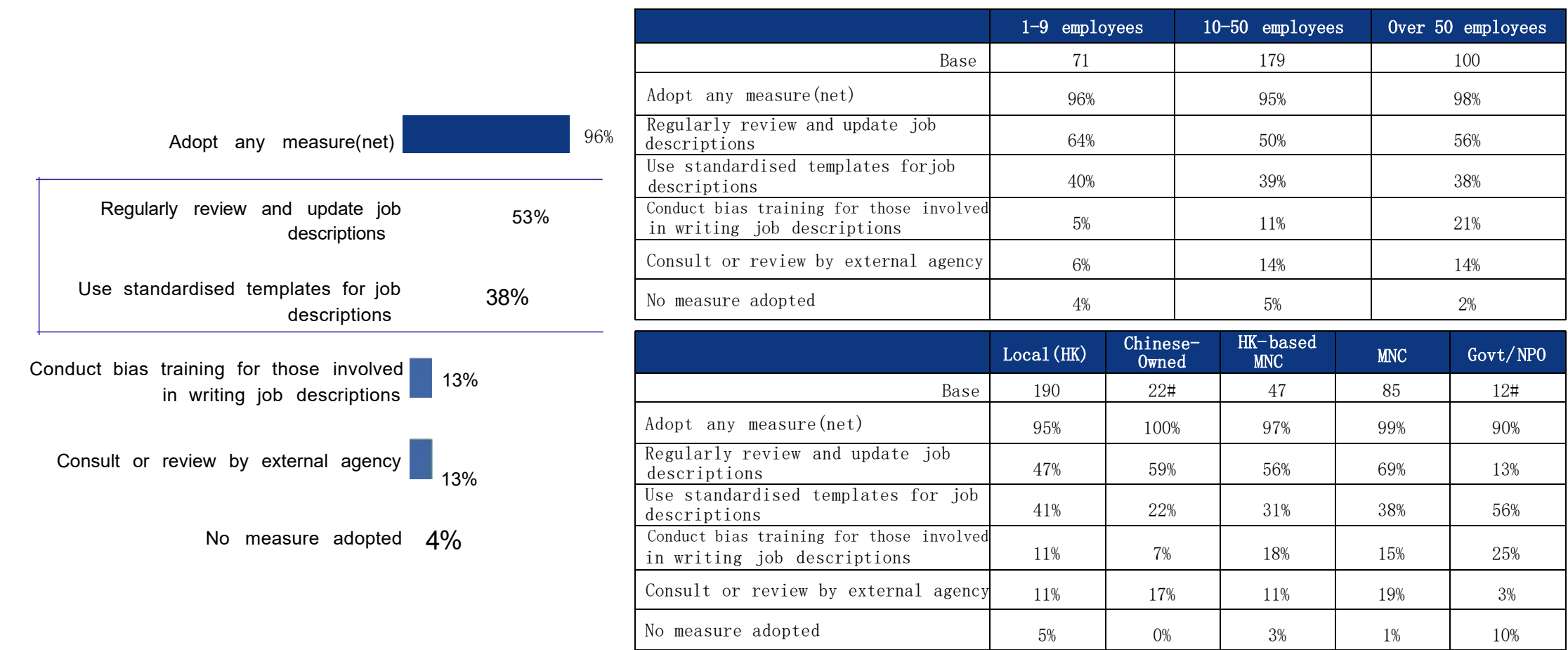
	All Companies	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	357	190	22#	47	85	12#
Adopt any measure(net)	90%	89%	100%	86%	92%	90%
Establishing clear diversity and inclusion goals and metrics for hiring processes.	26%	21%	34%	30%	30%	46%
Providing unconscious bias training to hiring managers and interviewers	20%	18%	33%	21%	21%	14%
Implementing blind resume screening to remove identifying information (such as names,gender,or age)during the initial applicant review	19%	20%	12%	11%	26%	12%
Conducting regular audits of hiring practices to identify and address potential biases or disparities	17%	18%	24%	11%	18%	17%
Establishing diverse hiring panels to ensure a range of perspectives in candidate evaluations	17%	17%	7%	28%	18%	–
Deploy AI in the recruitment process to reduce human bias	9%	12%	2%	5%	9%	–
No measure adopted	10%	12%	–	14%	8%	10%

Base:Allcompanies  
#Caution:small base

Qn.10.Regarding fair hiring,what specific measure or initiative does your organisationemploy to ensure this?(You may choose more than one option.)

9.Measures adopted to provide unbiased job descriptions and requirements

- 96%of the surveyed companies adopt measures to ensure unbiasedjob descriptions and requirements in their hiring process.
- “Regular review and update of job descriptions”(53%)and“usage of standardised templates for job descriptions”(38%)are most commonly used approaches.Such practices are consistently noted across companies of different sizes and origins.

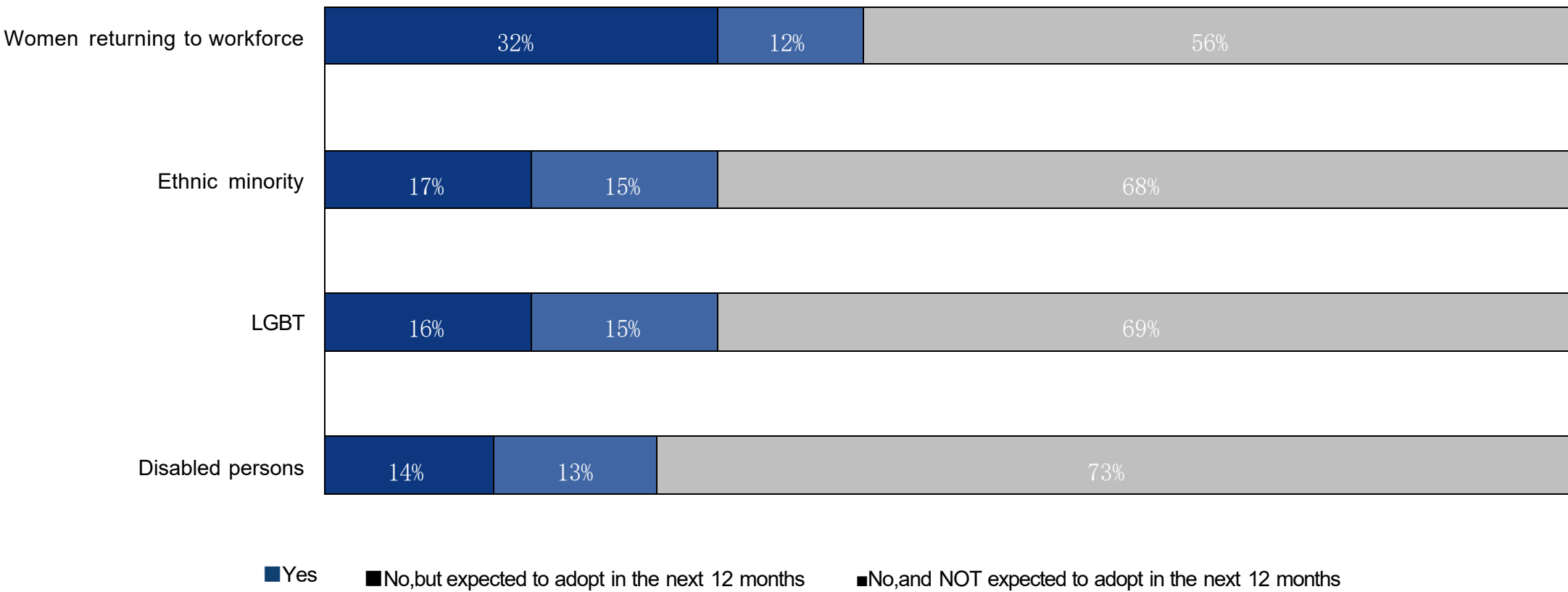


Base:All companies(n=357)  
#Caution:small base  
Qn.11.How do you ensure that job descriptions and requirements are free from bias and inclusive?(You may choose more thanone option.)



# 9.Adoption of any measure to accommodate minority groups

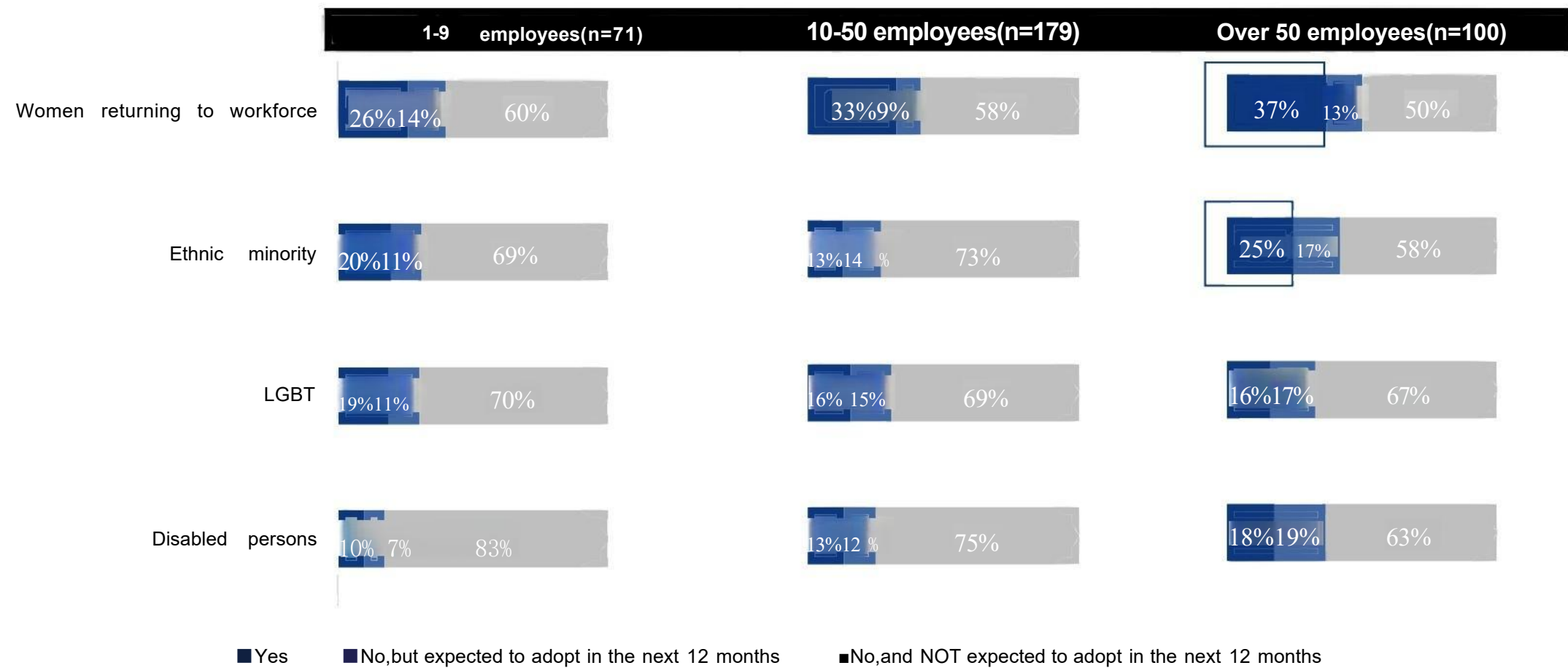
- Surveyed companies are more enthusiastic about accommodating “women returning to the workforce”with 32%implementing measures currently.
- The attention to other minority groups is quite lukewarm.Less than 20%are currently implementing accommodating measures and only 13%-15% will adopt measures in the next 12 months for these minority groups.



Base:All companies(n=357)  
Qn.112.Does yourorganisation adopt any measures for accommodating the following minority groups?

## 9. Adoption of any measure to accommodate minority groups-by company size

- The situation is largely consistent across companies of different sizes.
- Companies with 50+employees are relatively more proactive with 37%currently addressing the“women returning to workforce”and 25% accommodating “ethnic minority”.

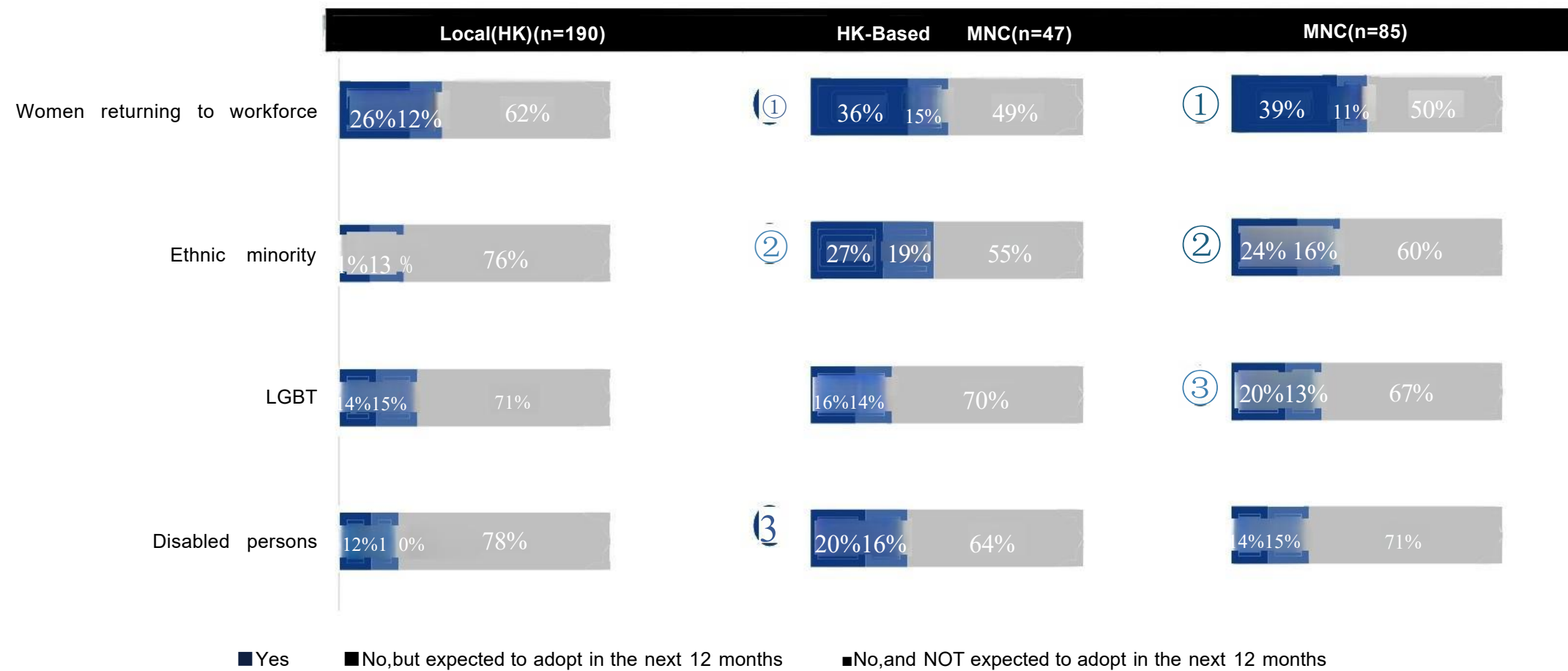


Base: All companies

Qn.112. Does your organisation adopt any measures for accommodating the following minority groups?

## 9. Adoption of any measure to accommodate minority group-by company origin

- The situation is also consistent across companies of different origins. Among all, HK-based MNCs and MNCs are generally more proactive.
- MNCs: currently address “women returning to workforce” (39%), “ethnic minority” (24%) and “LGBT” (20%)
- HK-based MNCs: currently address “women returning to workforce” (36%), “ethnic minority” (27%), and “disabled persons” (20%)
- Local HK companies are comparatively less enthusiastic about such issues.



Base: All companies

Qn. 112. Does your organisation adopt any measures for accommodating the following minority groups?

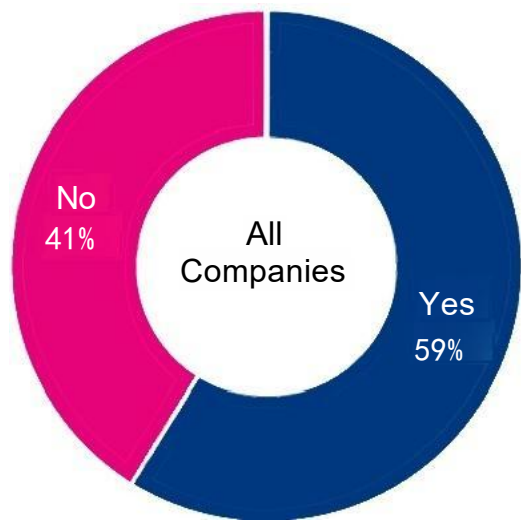
# Section 10

## ADDRESSING MENTAL HEALTH OF EMPLOYEES



# 10.Impact of employee stress on organisational performance

·More than half of the surveyed companies,across different sizes and origins,concur that employee stress has a significant impact on overall performance of the organisation.



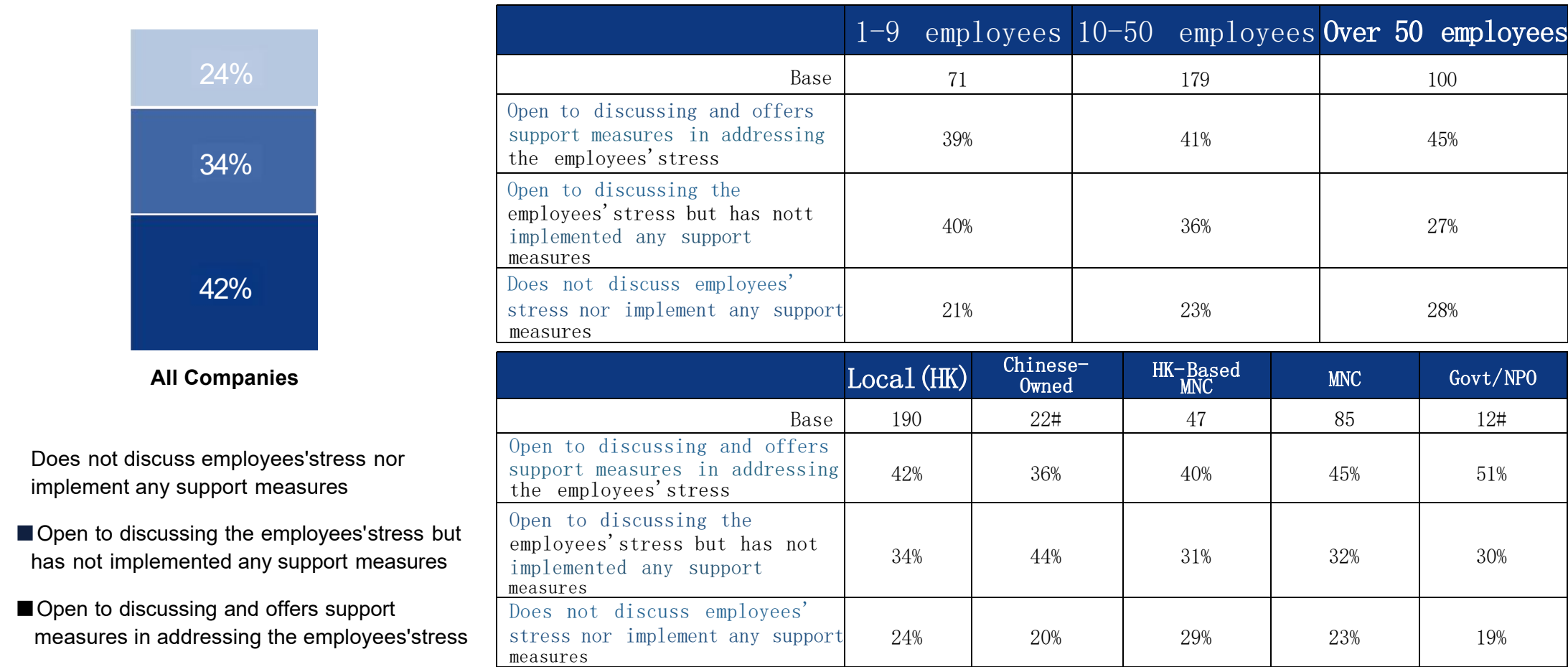
	1-9employees	10-50 employees	Over 50 employees
Base	71	179	100
YES	56%	62%	56%
NO	44%	38%	44%

	Local (HK)	Chinese-Owned	HK-based MNC	MNC	Govt/NPO
Base	190	22#	47	85	12#
YES	57%	61%	59%	61%	70%
NO	43%	39%	41%	39%	30%

Base:Allcompanies(n=357)  
#Caution:small base  
Qn.J1.Do you think employee stress has a significant impact on overall organisationalperformance of your organisation

10.Company's attitude towards employee stress

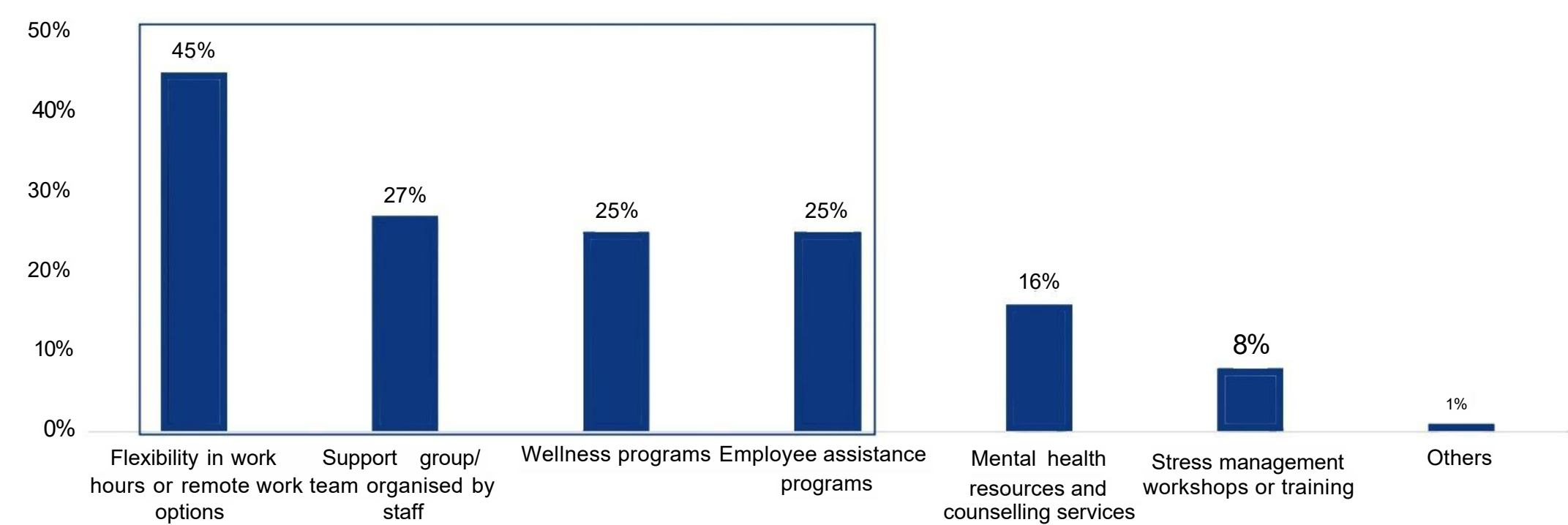
· Overall,42%of the surveyed companies are open to discussing the issues and offering support.34%are ready to discuss but have not yet provided any support.This pattern is reflected across companies of different sizes and origins.



Base:Allcompanies(n=357)  
#Caution:small base  
Qn.J2.When it comes to discussing and addressing employee stress,which of the following statements best describes your organisation's culture?

# 10.Company's support to employee well-being /stress management

·“Flexibility in work hours or remote work options”(45%)is the prime support offered,followed by“support group/team organised by staff”(27%), “wellness programs”(25%),and“employee assistance programs”(25%).



Base:All companies that offers support measures in addressing the employees'stress(n=151)  
Qn.J3.What resources or initiatives does your organisation provide to support employee well-being and stress management?(You may choose more than one option.)

# 10.Company's support to employee well-being /stress management

·Similar key initiatives are noted across companies of different sizes and origins.In comparison,companies with 50+employees are more inclined to adopt“employee assistance programs”(42%).

	All Companies	1-9 employees	10-50 employees	Over 50 employees
Base	151	28#	74	45
Flexibility in work hours or remote work options	45%	48%	58%	24%
Support group/team organised by staff	27%	24%	31%	24%
Wellness programs	25%	11%	24%	32%
Employee assistance programs	25%	16%	18%	42% 中
Mental health resources and counselling services	16%	13%	18%	17%
Stress management workshops or training	8%	1%	4%	18%
Others	1%	–	2%	–

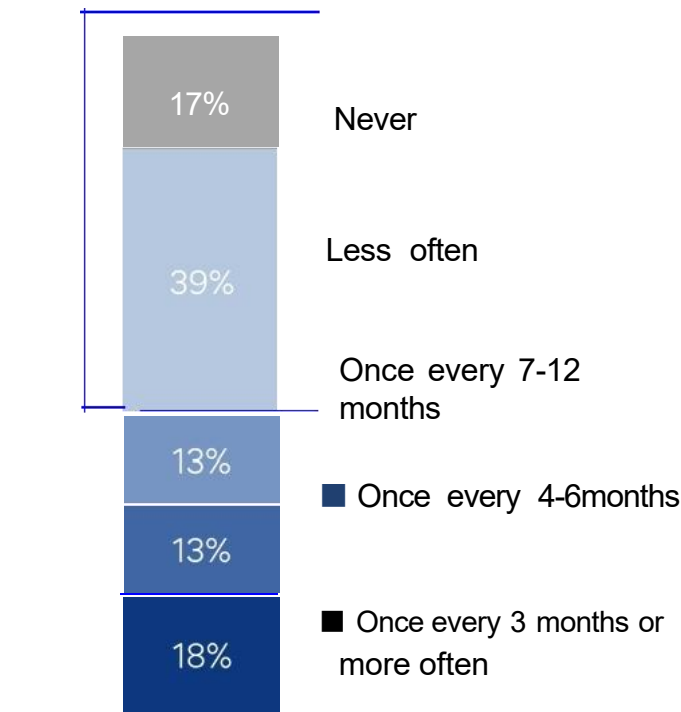
	All Companies	Local (HK)	Chinese-Owned	HK-based MNC	MNC	Govt/NPO
Base	151	80	8#	19#	39	6#
Flexibility in work hours or remote work options	45%	41%	65%	45%	53%	16%
Support group/team organised by staff	27%	37%	–	6%	24%	1%
Wellness programs	25%	24%	–	40%	29%	9%
Employee assistance programs	25%	18%	31%	15%	34%	74%
Mental health resources and counselling services	16%	14%	28%	–	28%	1%
Stress management workshops or training	8%	4%	19%	2%	18%	9%
Others	1%	2%		–	–	–

Base:All companies that offers support measures in addressing the employees'stress  
#Caution:small base  
Qn.J3.What resources or initiatives does your organisation provide to support employee well-being and stress management?(You may choose more than one option.)



## 10.Frequency of assessing employee stress level/overall well-being

·Review of the employee stress level/overall well-being is infrequent:39%conduct less than once a year and 17%never review.Similar pattern is noted across companies of different sizes and origins.



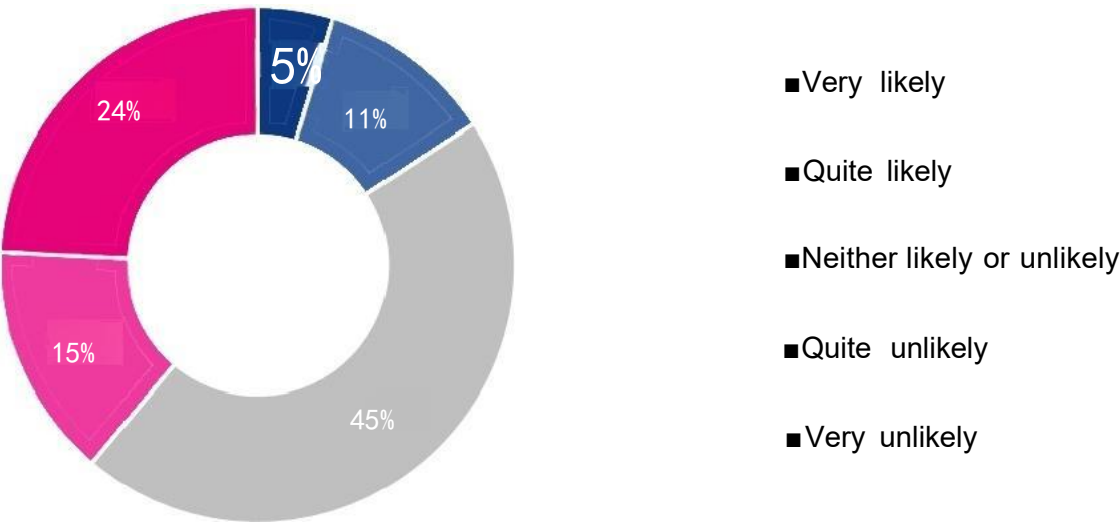
	1-9employees	10-50 employees	Over 50 employees
Base	28#	74	45
Once every 3 months or more often	11%	29%	6%
Once every 4-6months	5%	14%	18%
Once every 7-12 months	18%	9%	18%
Less often	47%	38%	33%
Never	19%	10%	25%

	Local (HK)	Chinese-Owned	HK-Based MNC	MNC	Govt/NPO
Base	80	8#	19#	39	6#
Once every 3 months or more often	18%	—	19%	25%	—
Once every 4-6 months	11%	19%	7%	20%	—
Once every 7-12 months	16%	19%	17%	7%	—
Less often	40%	50%	46%	34%	17%
Never	15%	12%	11%	14%	83%

Base:All companies that offers support measures in addressing the employees'stress(n=151)  
#Caution:small base  
Qn.J4.How frequently does your organisation measure and assess employee stress levels and overall well-being??

# 10.Likelihood to invest additional resources in employee stress management programs in N12M

The surveyed companies' response is lukewarm with only 16% indicating likelihood to invest additional resources in employee stress management programs in the next 12 months.



Base:All companies(n=357)

Qn.J5.How likely is your organisation to invest additional resources in employee stress management programs and initiatives in the coming 12 months?

10.Likelihood to invest additional resources in employee stress management programs in the next 12 months -by company size

·The positive response is consistentlylow across companies of different sizes.

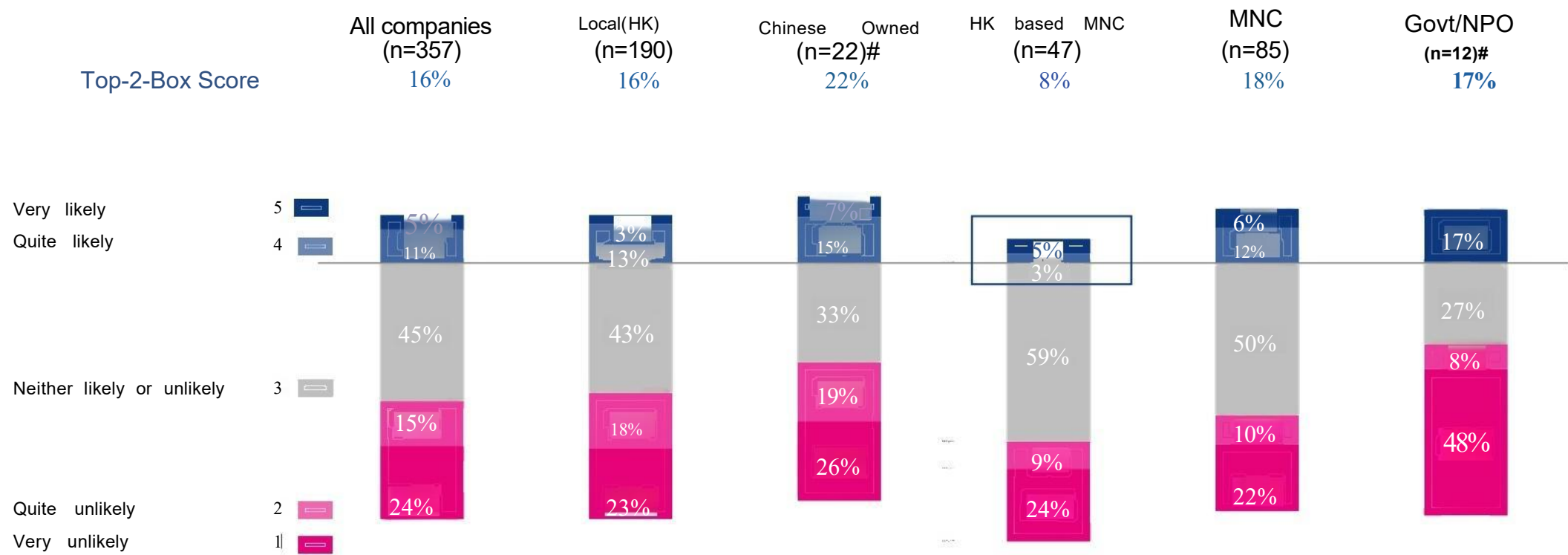
Top-2-Box Score		All companies (n=357) 16%	1-9employees (n=71) 10%	10-50 employees (n=179) 15%	Over 50 employees (n=100) 21%
Very likely	5	5%		6%	4%
Quite likely	4	11%	10%	9%	17%
		45%	49%	46%	44%
Neither likely or unlikely	3	15%	16%	15%	11%
Quite unlikely	2	24%	25%	24%	24%
Very unlikely	-				

Base:Allcompanies

Qn.J5.How likely is your organisation to invest aditional esources in employee stress management programs and initiatives in the coming 12 months?

10.Likelihood to invest additional resources in employee stress management programs in the next 12 months -by company origin

·Similarly,the positive response is low across companies of different origins.In particular,HK-based MNCs registra single-digit positive rating.



Base:All companies  
#Caution:small base  
Qn.J5.How likely is your organisation to invest additional resources in employee stress management programs and initiatives in the coming 12 months?

# Appendix

6342





# RESPONDENT PROFILE



Respondent Profile

Company Profile

Industry	Percentage	Industry	Percentage
Trading and Distribution	13%	Biotech	1%
Information &Communications Technology	7%	Clothing/Garment/Textile	1%
Retail	7%	Design	1%
Engineering	5%	E-commerce	1%
Financial Services(Non Bank Organisation)	5%	Education &Training	1%
Building/Construction	4%	Entertainment/Recreation	1%
Food and Beverage	4%	E-sports	1%
Manufacturing/Packaging	4%	Fintech(currency)	1%
Accounting/Audit /Tax	3%	Fintech(Non-currency)	1%
Freight Forwarding/Delivery/Logistics	3%	Government &Public Organisation	1%
Legal Services	3%	Insurance	1%
Medical/Pharmaceutical(e.g.Hospital,Clinic,Medical Center, Pharmaceutical Organisation)	3%	Jewellery /Gems/Watches	1%
Property Development &Management	3%	Public Utilities(e.g. Gas, Electricity)	1%
Wholesale	3%	Research/Survey	1%
Advertising/Public Relations /Marketing Services	2%	Security /Fire/Electronic Access Controls	1%
Charity /Social Services /NGO	2%	Sports,Health &Beauty Care	1%
Electronics/Electrical Equipment	2%	Telecommunication	1%
Human Resources /Recruitment	2%	Testing/Laboratory	1%
Management Consultancy/Service	2%	Travel &Tourism	1%
Media/Publishing /Printing	2%	Hospitality(e.g. Hotel, Hostel, Elderly Home)	*
Banking	1%	Others	1%

Base:All companies(n=357)(unweighted) | \*Denotes less than 0.5%

# 特别提醒



人事部工具箱  
HR TOOLS

500+报告  
100+文档  
10+服务商

## 行业交流分享群

**分享：**可获取人资行业的报告、方案及其他学习资源，上新群内通知

**交流：**求职、找人、找资源、找供应商



客服



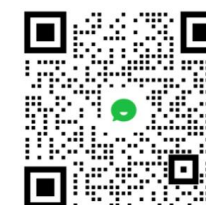
交流群



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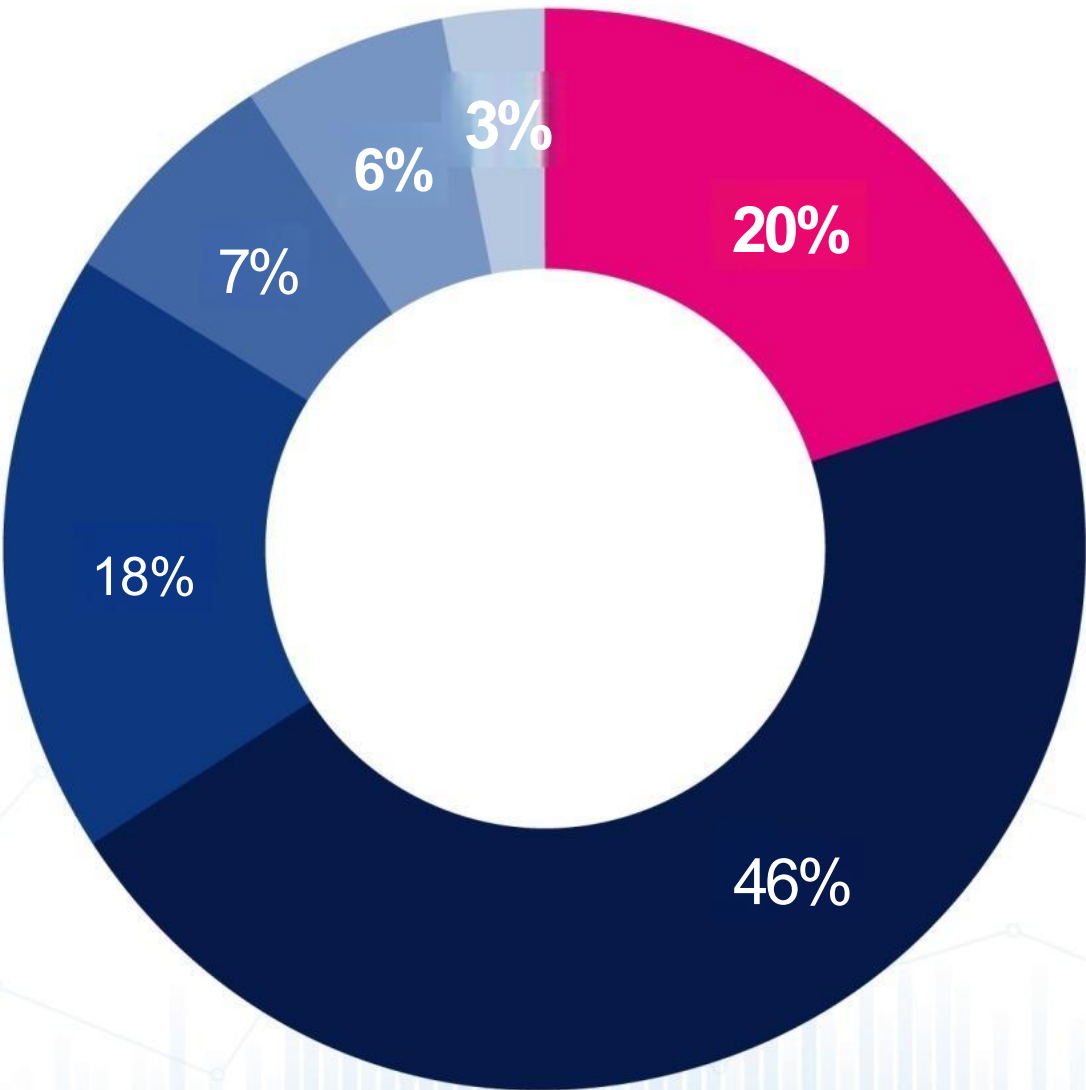
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Respondent Profile

# Company Profile



- 1-9 employees
- 10-49 employees
- 50-99 employees
- 100-199 employees
- 200-499 employees
- 500 employees and more

Base: All companies (n=357) (unweighted)

