

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 0222)**

Head: (26) Census and Statistics Department

Subhead (No. & title): (-) Not Specified

Programme: (6) Labour Statistics

Controlling Officer: Commissioner for Census and Statistics (Leo YU)

Director of Bureau: Secretary for Financial Services and the Treasury

Question:

The Estimates state that the Census and Statistics Department (C&SD) will continue to improve the compilation framework of labour statistics. The relevant tasks of C&SD include “compiling statistics on manpower requirements and training needs”. In this regard, please inform the Committee on the following:

1. The work carried out in the past two years to ‘improve the compilation framework of labour statistics’ and the changes made, whether it has any plan to ‘improve the compilation framework of labour statistics’ in the coming year and, if so, the expected direction of improvement; and
2. The rapid development of artificial intelligence (AI) will have an impact on existing jobs. In the past two years, have the authorities introduced AI development into the assessment of manpower requirements and training needs in order to better assess the impact of AI development on manpower requirements?

Asked by: WONG Kam-fai, William (LegCo internal reference no.: 1)

Reply:

Having consulted the Labour and Welfare Bureau (LWB), reply to the two-part question is as follows.

- (1) In the past two years, the Census and Statistics Department (C&SD) carried out the following work to “improve the compilation framework of labour statistics”.
  - (i) Reviewed the survey methodology of the Annual Earnings and Hours Survey, based on the data analyses required for the review of the Statutory Minimum Wage rate.
  - (ii) Reviewed the survey methodology of the Quarterly Survey of Employment and Vacancies in order to take into account the new data demands for analysing the manpower requirement situations in different major industries.

- (iii) Provided statistical data and technical support to the LWB for the Manpower Projection.

In addition to continuing the abovementioned work to enhance the compilation framework of labour statistics, C&SD has planned to modify the Hong Kong Standard Industrial Classification (HSIC) in 2025-26, taking into account the changes in the local economic structure and the improvements brought about by the “International Standard Industrial Classification of All Economic Activities, Revision 5”, which was endorsed by the United Nations Statistical Commission in 2024. The new HSIC will be used progressively in different establishment surveys of C&SD in 2027.

- (2) The LWB had published the 2023 Manpower Projection (2023 MP) in November 2024. With 2023 as the base year, the projections assessed the manpower situation 5 years ahead (i.e. 2028), which had taken into account the application of AI and automation technologies.

According to the 2023 MP, automation and AI are becoming increasingly prevalent for the purpose of enhancing efficiency and productivity, covering sectors such as hospitality, retail, aviation and banking. Some sectors report a reduction in manpower requirements by 10% to 20% upon the adoption of automation and AI. Additionally, automation and AI increase the demand for roles that require advanced skills, such as AI specialists, data scientists and digital transformation experts. The LWB has set aside resources to commence a mid-term update of the 2023 MP in late 2025 to gauge stakeholders’ outlook and views on the manpower situation of Hong Kong in the coming 3 years, including the impact of AI and business digitisation on manpower requirement. The findings of the mid-term update are expected to be available in 2026. The C&SD will continue to provide related statistical support to the LWB.

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