



## PRESS RELEASE

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### **HKIHRM's Recommendations for 2025 Policy Address “Navigating Change: Adapting Policies for a Resilient Hong Kong”**

**The Hong Kong Institute of Human Resource Management (HKIHRM)** recently submitted a series of policy recommendations to the Chief Executive to address challenges facing the Hong Kong labour market, amid economic transformation, talent shortages, and rapid technological development, putting forward practical and actionable responses.

**HKIHRM President Mr Ian Choy** pointed out that Hong Kong's workforce is at a critical juncture, facing an unemployment rate of 3.7% and a low labour force participation rate of 57%. The Institute in its submission to the 2025 Policy Address calls on the Government to provide targeted funding to help employers to provide more internship opportunities to young people and to fully unlock the potential workforce of various groups, particularly women, young retirees, and persons with disabilities.

Mr Choy said, “Young people are the foundation of the future workforce. Attracting talent is only a temporary measure to ease Hong Kong's talent shortage. In the long run, we must cultivate local talent. Internship opportunities are crucial for the development of young people. We look forward to the upcoming Policy Address providing more support to help employers offer internship opportunities, enabling young people to better prepare for entering the workforce. In the long term, we hope that internships will become a designated component or compulsory course of university and higher education curriculum.”

He added, “Increasing labour participation should also be a key focus in Hong Kong's human resource planning. For example, the Government could introduce various measures to encourage more young retirees and women to return to the workforce, which would contribute to sustainable development.”

The Institute also looks forward to the Policy Address supporting employers to enhance the application of digital technology and artificial intelligence (AI) in the workplace. The Institute previously conducted the “2024/2025 Employee Training and Development Needs Survey.” The survey revealed that despite economic uncertainties and budget tightening faced by local enterprises, they continue to invest actively in employee training. Employers particularly prioritise



promoting AI training, viewing it as essential for enhancing competitiveness and employee adaptability.<sup>1</sup>

The Institute proposed the following five core recommendations aimed at promoting the flexibility and sustainability of Hong Kong's workforce:

### 1. Enhanced Jobs Matching and Internship for Young Jobseekers

- In the face of a rapidly changing work environment, graduates are facing increasing challenges. We call on the Government to provide financial support for small and medium-sized enterprises, create internship opportunities, and help young job seekers enter industries listed in the “Eight Centres” and talent lists.
- Include internships a designated component or compulsory course of university and higher education curricula.

### 2. Flexible and Strengthened Training to Upskill Workforce

- Amid the rapid digitalisation and adoption of AI across sectors, the Institute recommends that the Government develop a comprehensive AI upskilling roadmap and offer funding support to help employers advance digital adoption in the workplace.
- Simultaneously, employees should have greater flexibility in utilising the Continuous Education Fund (CEF), including the option for family members to share the fund.
- Promote micro-credentials to enhance accessibility, up-to-date knowledge and flexibility of learning.

### 3. Evaluation of the Impact of Talent and Manpower Policies

- The Institute supports the various talent schemes implemented by the Government to address the issue of labour shortages and recommends that the Government establish clear metrics for existing talent acquisition policies. This will ensure that the policies effectively address skill shortages without replacing local workers.

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<sup>1</sup> The “2024/2025 Training and Development Needs Survey” was conducted from January to April 2025, covering 115 companies across 17 different industries, involving approximately 62,100 fulltime employees. This annual survey aims to understand the overall training and development needs of Hong Kong's workforce and the key training initiatives for the year. 73% of companies allow employees to use AI at work. In the plans for 2025, AI training has risen to become one of the top five priorities in employee training and development, indicating that enterprises are increasingly adapting to new technologies. There is also a growing demand for training on the adoption of AI in the workplace to enhance efficiency.



- The evaluation should consider the contribution of these policies to Hong Kong's strategic development priorities, particularly in assisting the designated "Eight Centres" industries.
- HKIHRM also calls on the Government to strengthen monitoring against abuse of manpower importation schemes and enhance protection for the local workforce.

#### 4. Enhanced Protection for Gig and Platform Workers

- Gig and platform work make significant contributions to Hong Kong's economy. We call on the Government to enhance protection of these workers' rights. We welcome the "468 Rule" under the Employment Ordinance which will take effect in 2026, introducing a mechanism for accumulating working hours to ensure that more gig workers are entitled to statutory employment rights, thereby enhancing job security and promoting fair employment conditions.
- In the long term, the Government should clearly define the identity of gig workers, which will help enhance workers' rights and promote a more stable labour market.

#### 5. Other Recommendations for a Sustainable Workforce

We also recommend the following measures to enhance workforce diversity and sustainability:

- Foster Mutual Recognition of Qualifications within the Greater Bay Area (GBA) – prioritising sectors with the highest labour shortages to facilitate the movement of skilled workers across borders.
- Promote Diversity, Equity, and Inclusion (DEI) – the Government should consider implementing tax incentives to encourage employers to hire the groups with low labour participation, including women and people with disabilities. More social support and childcare services should be provided to relieve women of family duties, enabling their return to the labour market.
- Support the Silver Economy – increase investment in retraining and hiring of elderly workers and create pathways for elderly workers to remain engaged, this can enrich the talent pool and leverage the valuable contributions of all members of society.



香港人力資源管理學會

Hong Kong Institute of Human Resource Management

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## Conclusion

Mr Choy concluded: “Hong Kong is facing an opportune moment for economic transformation. HKIHRM is committed to working with the Government and stakeholders to jointly promote the formulation and implementation of policies that will benefit Hong Kong’s workforce and socio-economic development.”

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

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## About Hong Kong Institute of Human Resource Management

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

<http://www.hkihrm.org>