



FHKHO Manpower Survey Summary (May 2023)

Labour shortage situation in Hong Kong

- Our recent survey indicates an estimated vacancies of 9,000¹ in Hong Kong, almost 4 times figures of Census and Statistics Department figures from Dec 2022².
- Base on the most recent survey, the Hotel industry has an estimated shortage of 12,000³ headcount in Hong Kong.
- 93% of respondents would consider importation of labour to fill vacancies.
- 100% of respondents will consider importation of labour to fill Front Office vacancies, followed by 72% for Back Office vacancies and 49% Supervisor grade staffs.
- The highest demand by Job Nature ranked:

○ Housekeeping	35%
○ Food & Beverage	31%
○ Front Office	20%
- Breakdown of Types of vacancies ranked:

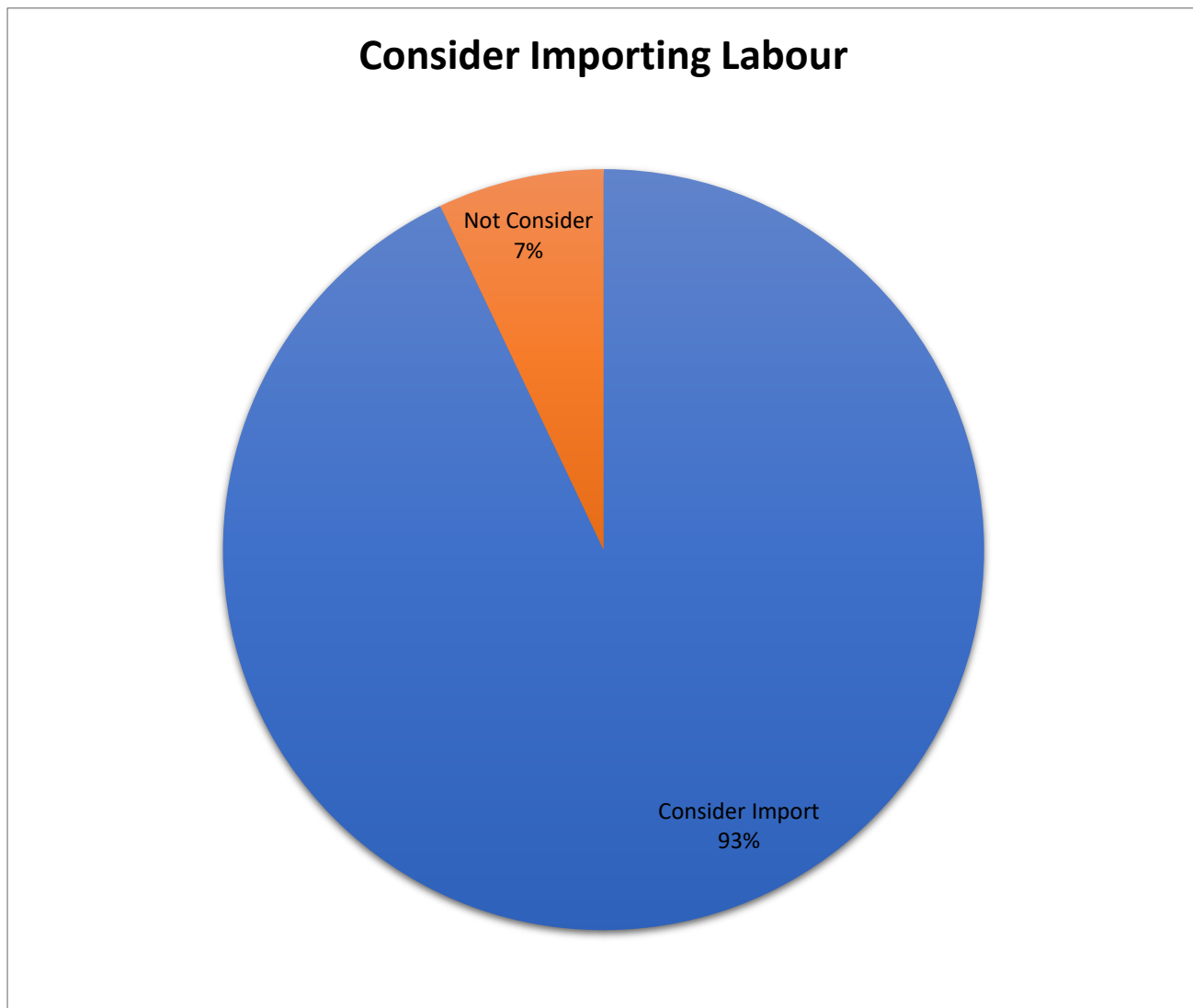
○ Room Attendant and Public Area Cleaners	28.92%
○ Front Desk	17.83%
○ Captain, Waiter/Waitress	14.89%
○ Chefs and Cooks	9.47%
- Other notable vacancies
 - Technician
 - Laundry & Uniform Attendant
 - Security Officers
 - Dishwasher
- 76.47% of respondents prefers labour source from Mainland cities.
- 65.88% of respondents prefers duration of Employment contracts of 2 years
- 48.24% of respondents willing to offer Housing subsidy to reside in HK, 31.76% prefers Cross-border commuting daily, and 31.76% will offer staff quarters

¹ Responded survey figures reflecting 47% of hotel rooms in Hong Kong

² C&SD Quarterly report of Employment and Vacancies Statistics December 2022 indicates 2,285 vacancies

³ Manpower required to service over 91,000 rooms for hotel and guesthouses, and hotel projects in the next five years and projects without specific completion date

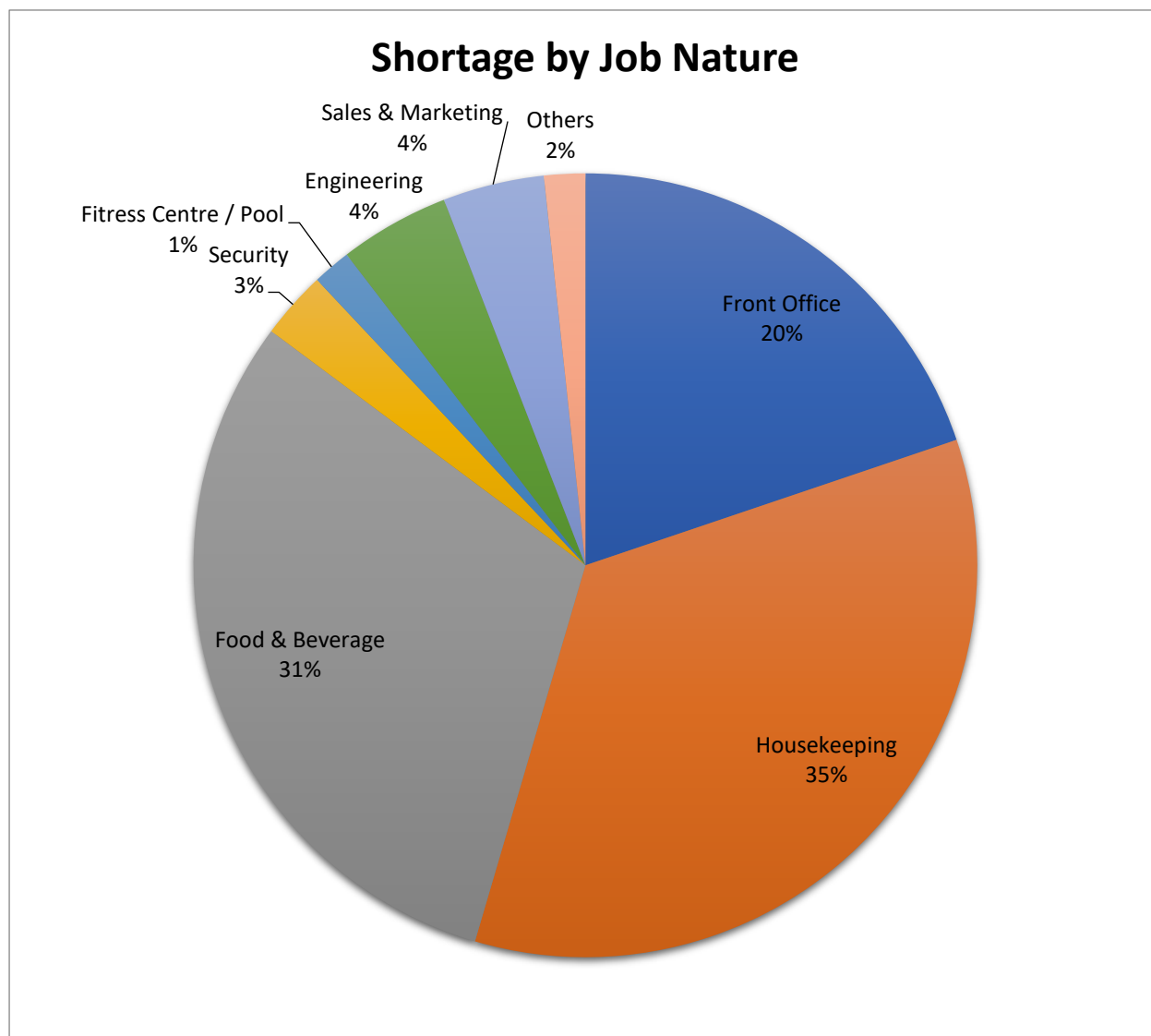
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