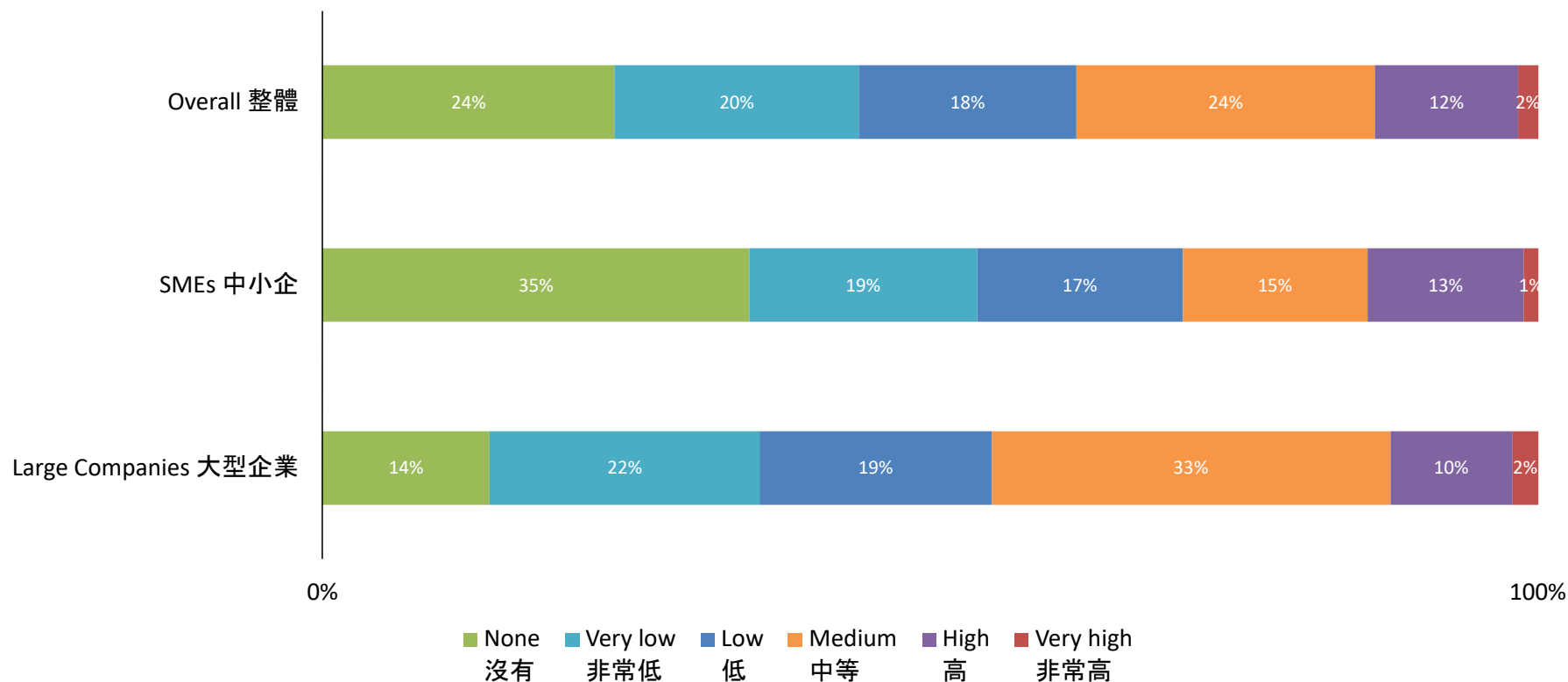


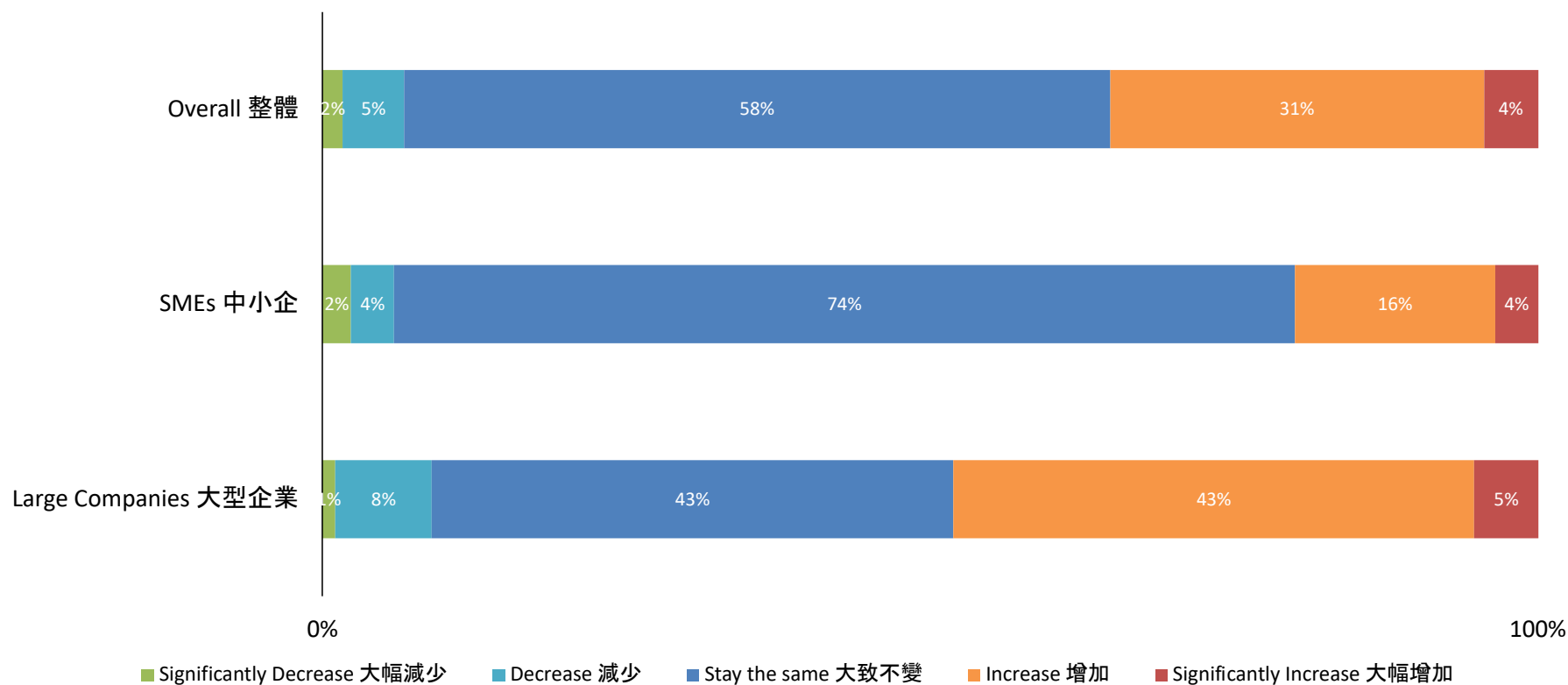
Two-Fifths of Respondents See Medium to Very High Impact 四成受訪企業形容影響程度為中等至非常高

How would you describe the business impact of the recent wave of emigration on your company's operations?
最近移民潮對貴公司營運的影響程度為何？



Businesses Less Optimistic about Emigration Reversal in 2022 企業對2022年移民潮出現逆轉不表樂觀

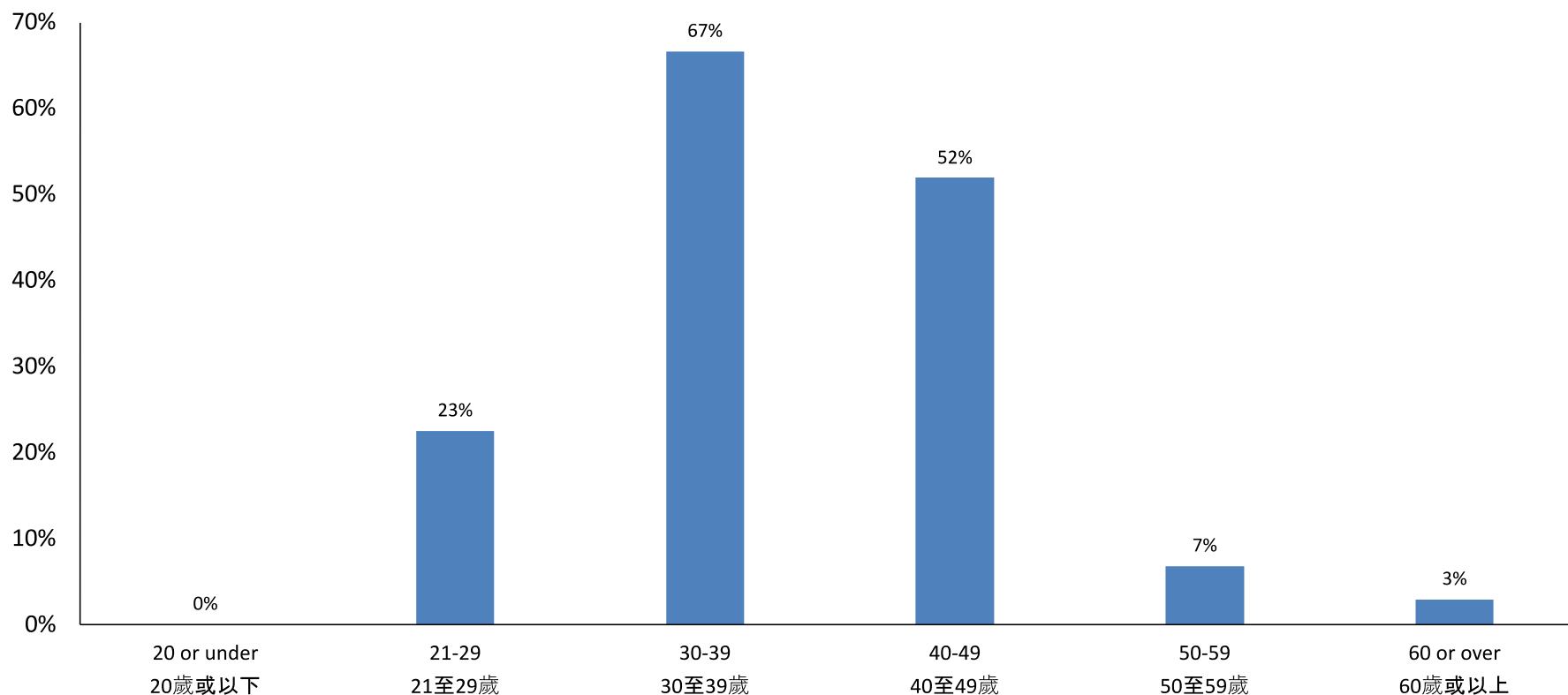
What is the outlook for your company's employee turnover rate due to emigration over the next 12 months?
您預期貴公司未來12個月因為員工移民離港而導致的流失率如何？



“Disappearance” of Middle-Aged Workers 流失中年員工

Which main age groups do emigrating employees fall under? (choose up to 2 options)

移民員工主要屬於哪些年齡組別？(最多可選兩項)



Note: Respondents could choose up to two options so percentages will not total 100%

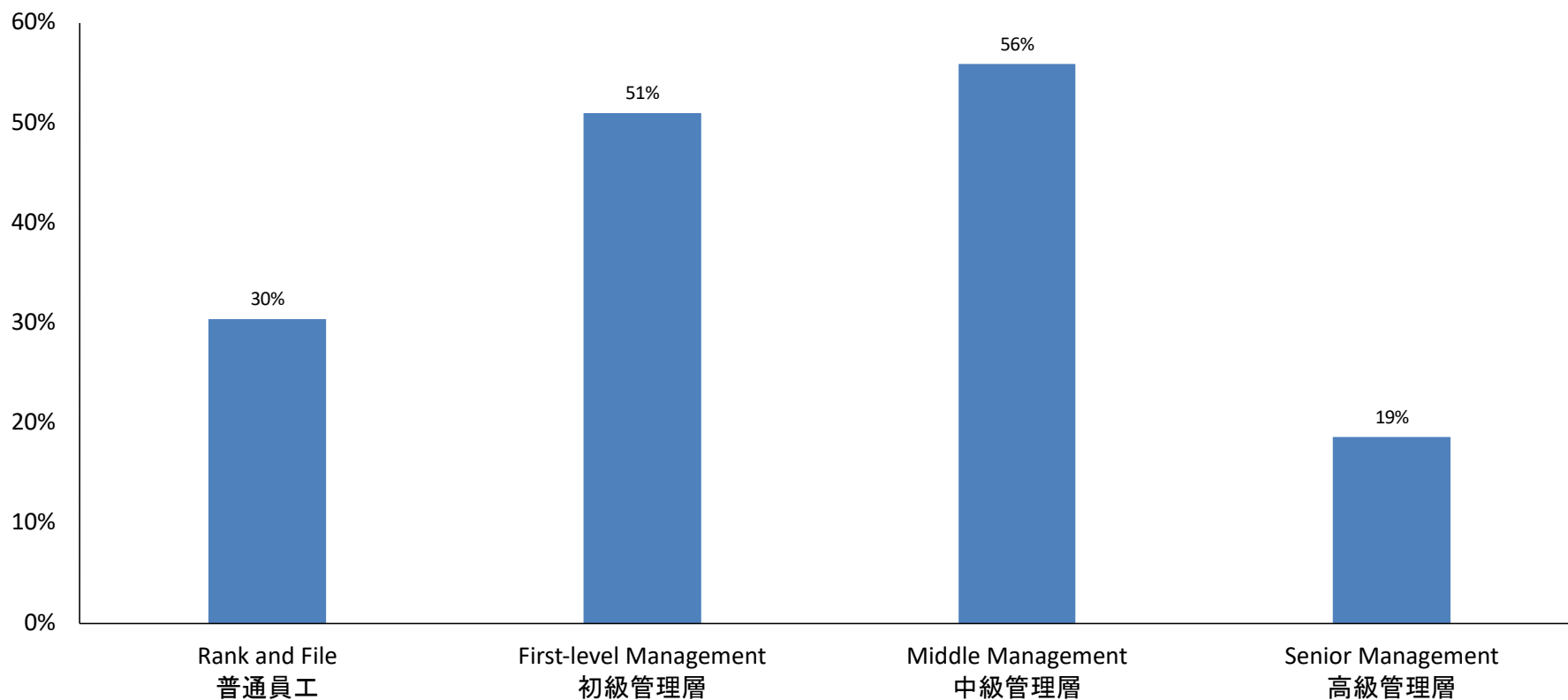
註：由於受訪者最多可選擇兩個選項，故總計百分比會超過100%



...and the Backbone of a Company ...以及企業的中流砥柱

Which main organization levels do emigrating employees belong to? (choose up to 2 options)

移民員工主要屬於哪些職級？(最多可選兩項)



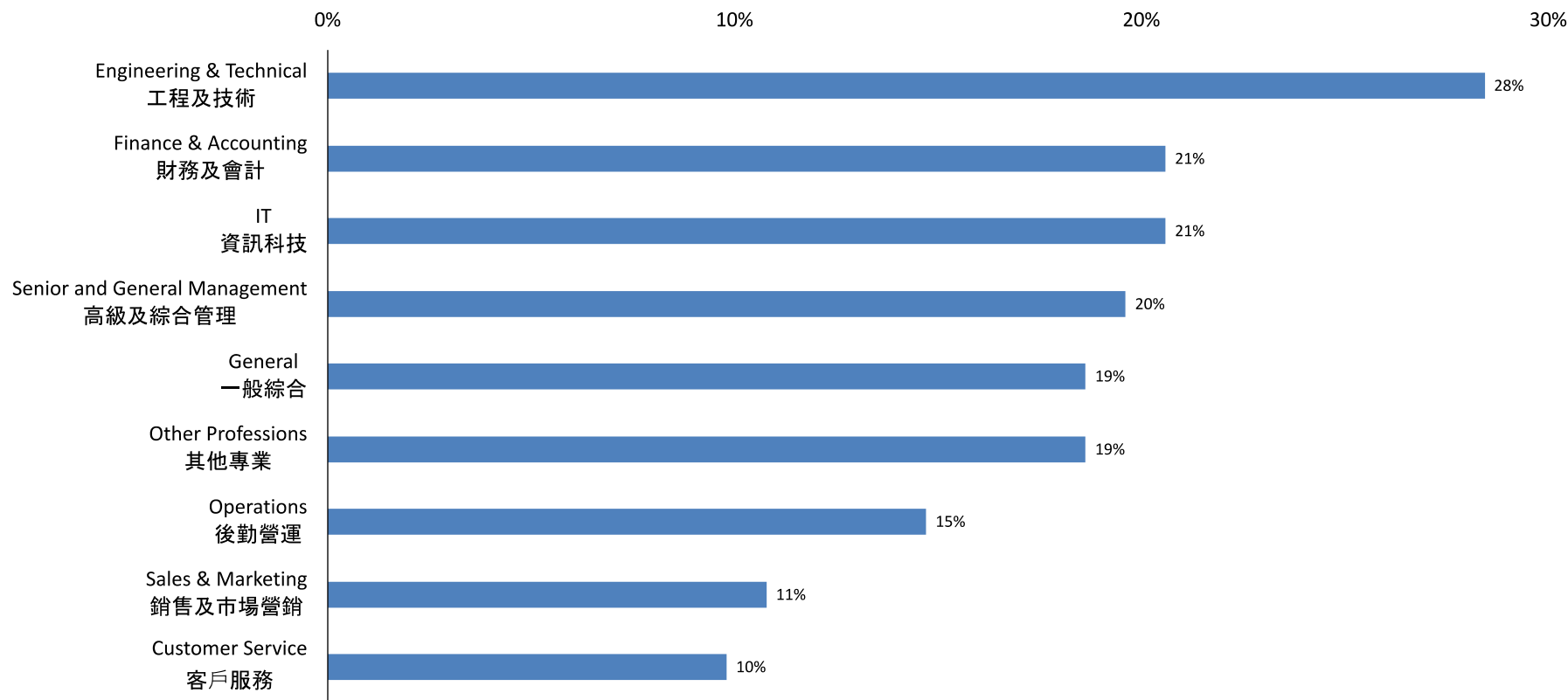
Note: Respondents could choose up to two options so percentages will not total 100%

註：由於受訪者最多可選擇兩個選項，故總計百分比會超過100%



Loss of Skilled Professionals 專業人才外流

What are the main job types of emigrating employees? (choose up to 2 options)
移民員工主要的工作性質為何？(最多可選兩項)

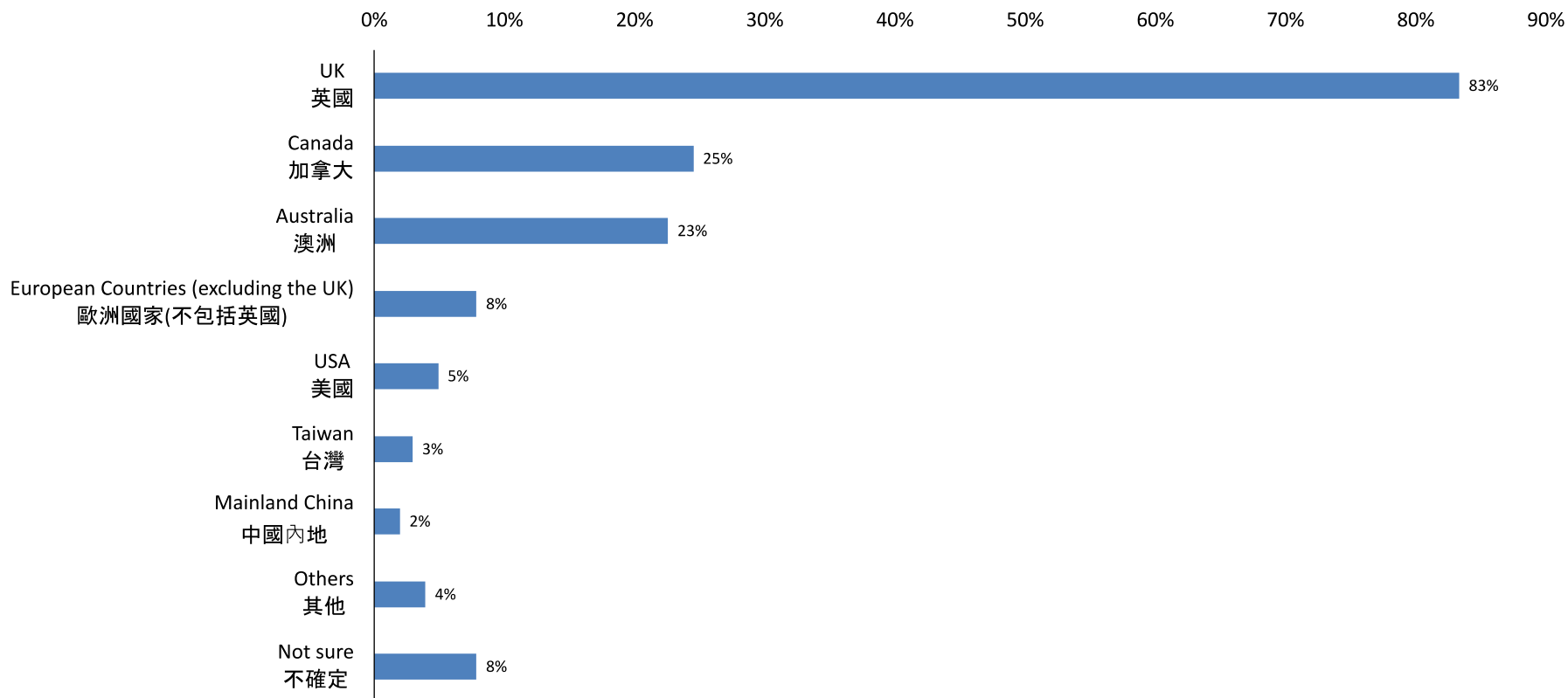


Note: Respondents could choose up to two options so percentages will not total 100%
註：由於受訪者最多可選擇兩個選項，故總計百分比會超過100%



UK the Most Popular Destination 英國是最受歡迎的目的地

What are the top destinations of emigrating employees? (choose up to 2 options)
哪裏是員工移民的主要目的地？(最多可選兩項)



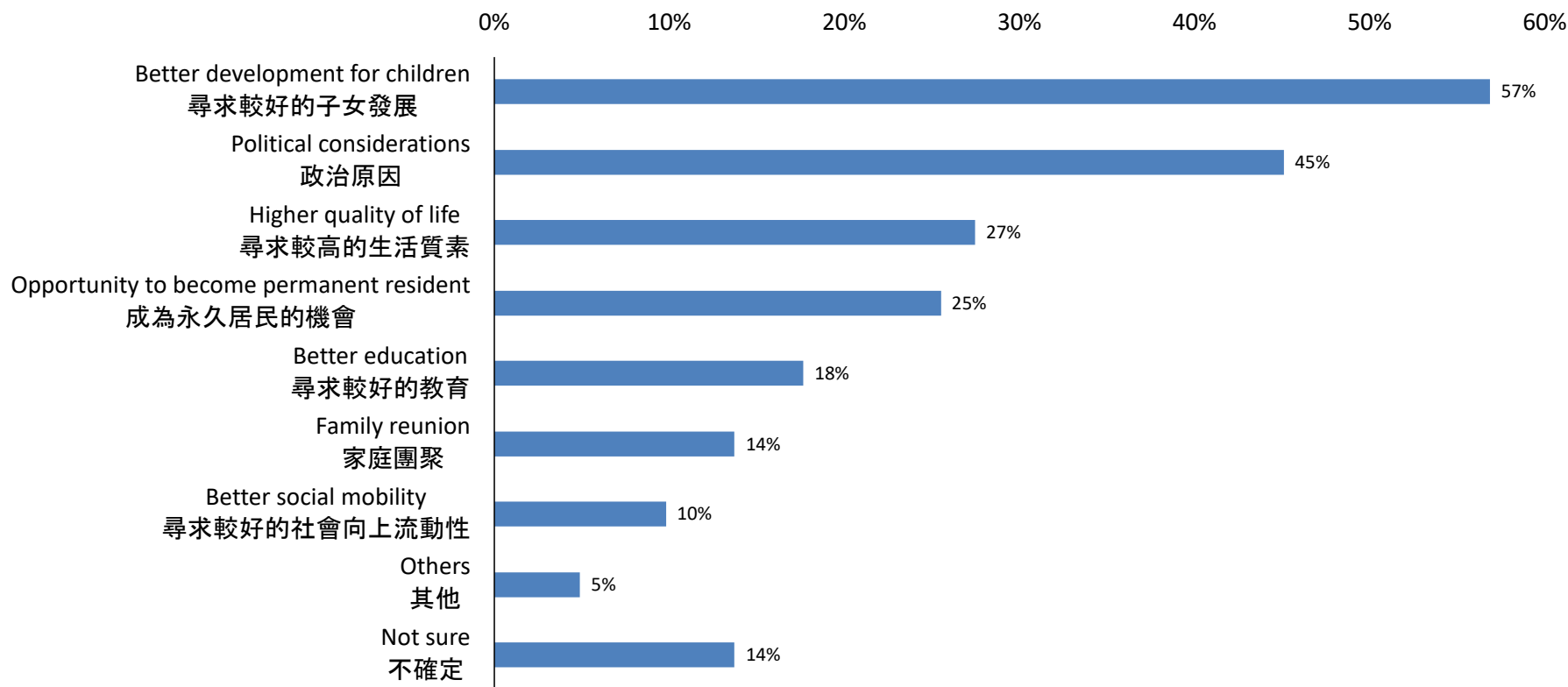
Note: Respondents could choose up to two options so percentages will not total 100%
註：由於受訪者最多可選擇兩個選項，故總計百分比會超過100%



Not So Much about Career Prospects 尋求事業發展並不是移民主要的考慮因素

What are the key motivating factors for leaving Hong Kong? (choose up to 3 options)

員工移民的主要原因為何？(最多可選三項)



Note: Respondents could choose up to three options so percentages will not total 100%

註：由於受訪者最多可選擇三個選項，故總計百分比會超過100%



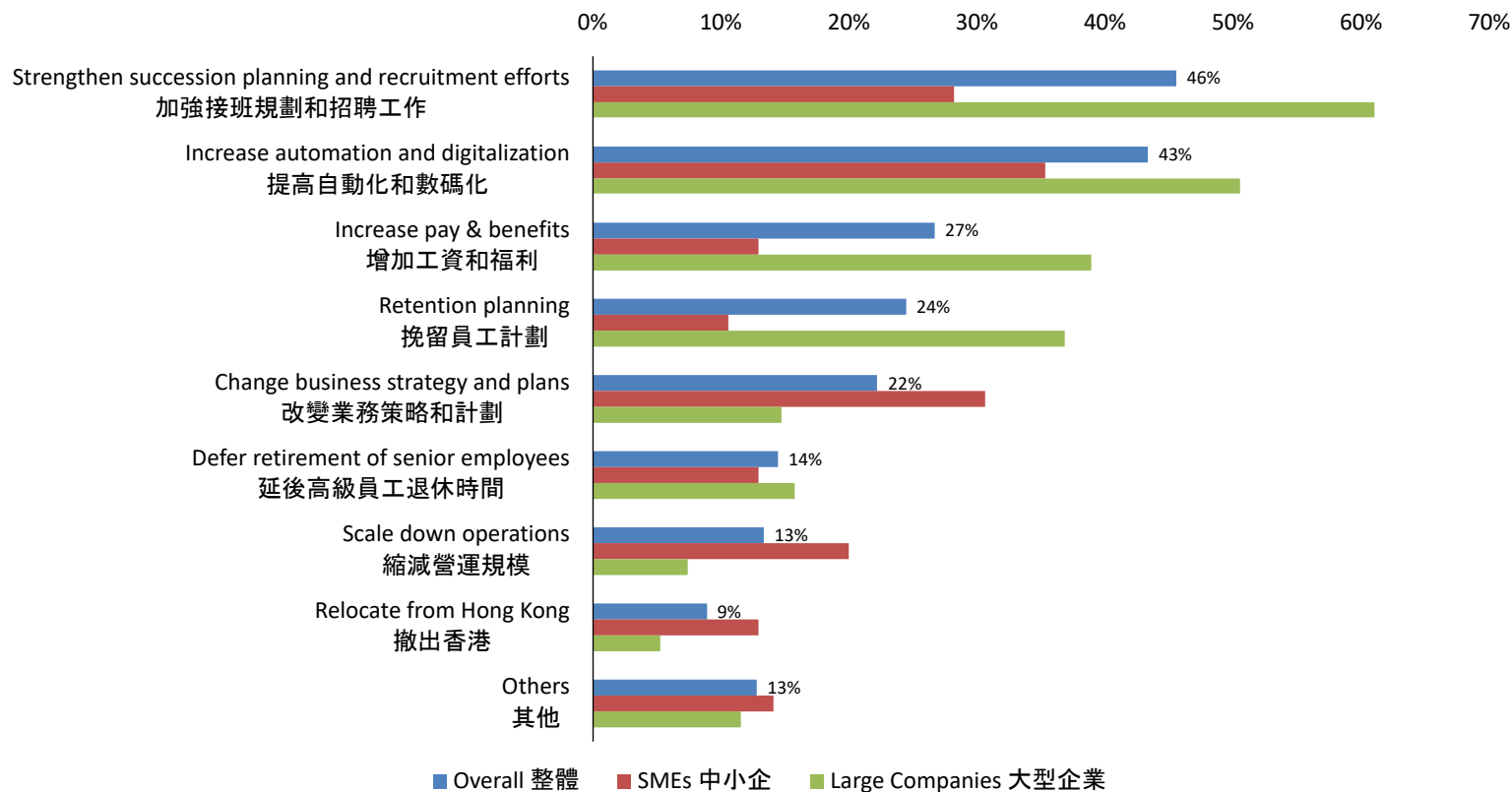
Supply of Skill & Knowledge a Top Concern 企業最關注技能和知識的承傳

Please rank the top three challenges that the emigration wave has had on your company.
請依序排出移民潮對貴公司的三大挑戰。

Challenges 挑戰	Overall 整體	SMEs 中小企	Large Companies 大型企業
Loss of skills and knowledge 技能和知識流失	1	1	1
Increased vacancies 空缺增加	2	5	2
Extra workload for existing employees 現有員工的工作量增加	3	3	3
Impact on staff morale and company culture 影響員工士氣和企業文化	4	4	5
Loss of key personnel and disruption to succession planning 重要員工流失與接班計劃受影響	5	7	4
Disruption to daily operations and customer relationship 日常營運和客戶關係受影響	6	2	6
Maintaining service and product quality 保持服務和產品質素	7	6	7
Decreased revenue 生意減少	8	8	9
Reduced productivity 生產力降低	9	9	8

Big Corporations Proactively Minimizing Emigration Impact 大企業較主動應對移民影響

What coping measures is your company considering? (Choose all options that apply)
貴公司正考慮採取哪些應對措施？(可選所有適用的選項)



Shift to Automation as a Means to Address Manpower Shortage 自動化有助緩解人力短缺

Which of the following measures do you think will help alleviate the problems arising from brain drain? (choose up to 3 options)
您認為以下哪些措施將有助舒緩人才流失帶來的問題？(最多可選三項)

