

The Future is Cyber-pink

自動化與女性 主導未來

Technology and women are set to become the key drivers in keeping Hong Kong Inc. running smoothly, as they will offset our aging population and shrinking workforce

科技與女性可抵消人口老化和勞動力萎縮的影響，
故勢必成為維持香港經濟暢順運作的主要動力

Hong Kong's future manpower needs will increasingly be met by womanpower. Technology and AI advances will not threaten jobs, but allow employees to be more productive. Augmented reality will give new recruits the same knowledge as seasoned old-timers, and as we live longer and healthier lives, we will be retiring later, but choosing when and where we want to work. This bright new future, however, will still not be enough to meet Hong Kong's labour needs in the coming years.

While many countries around the world grapple with high unemployment, Hong Kong has the happy problem of having more jobs than people to fill them. We have been dogged for many years by a constant manpower shortage, which, starting next year will become more acute.

Our workforce of 3.65 million will start to taper off in the coming 12 months, shedding over half a million jobs in the next half century. Our birth rate, which is the second lowest in the world, according to the Population Reference Bureau, with only Macao keeping us off the lowest ranking, is causing the contraction. Chief Secretary for Administration Matthew Cheung, speaking at the Chamber's biennial CEO Manpower Conference on 26 October, said the current term Administration is very ambitious about tackling our manpower challenges.

“At the end of the day, it is our human resources that Hong Kong depends on. In terms of education, we must







HKGC
Hong Kong Government General Secretariat
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Number of Men and Women in the Labor Force 1961-2011 (in thousands)

Year	Number of Men	Annual % growth (men)	Number of Women	Annual % growth (women)	Share of Women in Labor Force
1961	853	-	335	-	0.282
1971	1,084	2.4	535	4.8	0.330
1976	1,265	3.1	617	4.2	0.342
1981	1,618	5.0	65	6.1	0.354
1986	1,716	1.2	12	10.7	0.371
1991	1,741	0.1	4	10.5	0.368
1996	1,822	0.3	8	10.3	0.373
2001	1,947	0.3	8	10.3	0.402
2006	1,929	-0.2	1,456	2.1	0.452
2011	1,925	0.0	1,548	1.2	0.446

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The MElennials Challenge

Millennials, or the ME-Generation, are often branded as non-team players, selfish, impatient, easily bored but hungry for promotion and praise. But how true are such stereotypes?

“I believe millennials want empowerment and they want to do interesting things. They don’t want to do repetitive jobs,” one of the speakers at the closed-door CEO Manpower Conference told the audience.

The days of apprenticeships and mentorship to thoroughly learn skills or business processes seem to be long gone, as new entrants into the workforce believe they have the intelligence and skills to get the job done well. However, empowering inexperienced staff is not a job for those with a nervous disposition. Speakers said it was important to carefully set guiding principles to avoid problems and misunderstandings.

“Empowerment is the key to unlocking the power and energy of employees,” said another speaker. “Also, there are four other trends that all employers should be paying attention to.”

Speakers said 93% of executives are changing their workplace structure to accommodate staff needs. A survey by leading HR consultancy Mercer, found that 53% of workers want their company to focus more on their well-being and health. Some 53% of employees want their company to offer flexible work options, and one in three employees feel they are not empowered to create their own success at work.

All speakers agreed that flexible work hours, despite being very difficult to effectively implement, were what most employees wanted, and being able to offer flexible work arrangements would help them retain and attract more talent.

Globally, people who feel they can drive their own career are more energized and want to stay with the company longer, and flexible working options can be useful in achieving this. So why are we not seeing it across Asia and Hong Kong?

“Pay and benefits are not enough to attract and retain talent anymore. We need to inspire them and help them grow, so we need to think when and where staff can work,” said one of the speakers.

continue to invest in education. If we don’t do that then we will have no future at all,” he told over 200 senior executives attending the event.

Close to 50% of the Government’s recurring spending is on health care, welfare and education. “But we see education as an investment, not an expense,” he added.

Training up youngsters with the skills they need will take decades, and even if people started having more babies, we still wouldn’t have enough young people entering the workforce to replenish those retiring.

Professor Richard Wong, said Singapore had faced the same manpower challenges as Hong Kong in the late 1990s. It launched an aggressive talent recruitment drive to encourage people to bring their skills to Singapore. “They realized they had an aging population, so they began welcoming immigrants with skills. We didn’t do anything,” he said.

If we think we have problems, spare a thought for Japan. According to the WHO, if 8% of a country’s population is over 65, it is classified as having an aging population. By 2025, over 20% of Japan’s population will be over 75! And by 2060, Japan’s workforce will have shrunk by 40%, from 59 million today to 38 million.

Finding solutions

There are several options we can adopt collectively to equip our economy with the skilled hands and minds we need. However, none are silver bullets. Moreover, technology, education, labour importation, having more babies, retiring later, outsourcing ... all have uncertain outcomes.

Technology is usually heralded as the solution to all of our problems, be they the environment or manpower shortages. Speakers at the conference were bullish on

《香港01》手機App 齊跑 榮獲世界報業協會

「最佳時尚、體育、 娛樂流動服務」全球大獎

WORLD
DIGITAL
MEDIA
AWARDS



在世界範圍具備很高公信力的世界報業協會 (WAN-IFRA)，日前於德國柏林舉行全球大獎頒獎典禮，《香港01》憑全球首創的「01齊跑@渣馬」手機應用程式服務，擊敗來自世界各地多間著名媒體，勇奪「最佳時尚、體育、娛樂流動服務」全球大獎，成為首間奪得此項殊榮的香港傳媒。評審讚揚「01齊跑@渣馬」是「偉大的產品，在眾多手機應用程式中脫穎而出」，能透過服務接觸特定跑手群體，並與跑步社群連結同行。

《香港01》在2017年2月渣打香港馬拉松舉行期間，安排攝影師於賽道沿途為各參賽者拍照。跑者免費登記成《香港01》會員後，可透過《香港01》手機應用程式，以參賽編號搜尋並下載自己參賽期間的照片。

服務推出一周後，即吸引多達4.1萬人下載《香港01》手機應用程式，服務瀏覽量超過107萬次，贏得跑手一致好評。評審讚揚這項創新是「偉大的產品，在眾多手機應用程式中脫穎而出」，他們認為服務是一個好方法與讀者結連，成功接觸跑手群體。

是次比賽由世界報業協會 (WAN-IFRA) 舉辦，協會網絡遍布全球120個國家，涉及3,000間媒體組織。《香港01》成為全港首間媒體，從亞洲區比賽脫穎而出，擊敗來自歐洲、北美洲、南美洲、南亞、中東非洲的參賽傳媒機構，贏得「最佳時尚、體育、娛樂流動服務」全球大獎殊榮。世界知名的媒體如《紐約時報》、《衛報》、《華盛頓郵報》、《南德意志報》等，都曾站在大會的頒獎台上。



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The 4th Industrial Revolution

Joe Kaeser, President and CEO of Siemens AG, said: “We have to prove that the Fourth Industrial Revolution is inclusive. This is not just the responsibility of the government and individuals; preparing workers for the future is also our responsibility as leaders of global companies.”

We are on the brink of a technological revolution that promises to fundamentally change how we live, work, and play. It will be a future characterized by a fusion of technologies that is blurring the lines between the physical, digital, and biological spheres. As of yet, however, we are not exactly sure how it will unfold, or what impact it will have on our labour force.

Technology is again driving the change. Computing power and data growth are advancing at a mindboggling rate. Since 1993, computing power of supercomputers has seen a 1.56 million-fold increase. Transmission rates of mobile networks have gone from 56k in the days of dialup modems in 1995 to over 1 gigabyte today, a million-fold increase. The amount of digital data that exists in the world has seen a 26,000-fold increase to 163 trillion GB today.

This growth in data and computing power is driving the growth of AI. Speakers said AI can be used to analyse previously unimaginable amounts of data, or for less sexy sounding functions such as video surveillance of a city to detect potential danger or track criminals. It can also be used to predict demand for groceries, enabling shopkeepers to significantly boost sales of certain produce, and reduce wastage of perishable goods. Basically, its usage will be limited to our imagination.

But it does promise to free us from repetitive, mundane tasks so we have more time to focus on things that technology and smart computers cannot do: being creative, being artistic and using our EQ to communicate.

A speaker at the conference pointed out that despite many people worrying about technology making us obsolete, we also realize that it also has the power to significantly improve our lives, which is why we all embrace it. Just look at how smartphones have changed the way we communicate and keep ourselves informed. This was completely unimaginable just over a decade ago. Yet young people entering the workforce today have grown up not knowing a world without smartphones, social media or the internet.

These youngsters see the world and way of doing things in a completely different way from their predecessors, and HR experts advise employers to tap into this unrealised potential.



technology’s role in our future workplace, but none of them believed it would replace humans.

Automation has since the industrial revolution been the solution to manpower shortages. It allowed businesses to do more with fewer people. From the mechanisation of steam power, to assembly line production to computer automation, to where we are now, cyber systems. Another common trait all these developments share is that they caused a fear that people would be displaced by technology.

“Throughout history, technology has created a fear of losing jobs, but that has never happened. There was some temporary disruption as jobs were automated, but the job for the most part never went away, it was just done better. People were able to be more productive, their work was less physically demanding because machines were doing the hard work not their muscles,” one of the speakers at the closed-door session said. “For AI, the fear of a future like the Terminator movie is just not going to happen. What AI will do is to augment workers’ decision making process.”

Speakers stressed that AI, big data, robotics, whatever label you want to stick on it, does not replace, for example, a lawyer or surgeon. What it does do is augment the decision making process. Systems can analyse millions of pages of data and produce a recommendation based



A PROVEN SPRINGBOARD FOR CRYSTAL CG TO GO GLOBAL

創意媒體新時代 世界級互動展示專家

Over the last 15 years, Crystal Computer Graphics (Crystal CG) – China’s leading animation company – has developed into a service provider offering a wide range of animation production and multimedia solutions for event and exhibition.

Crystal Digital Technology Holding Co., Ltd (Crystal CG’s head office) impressed the world with its animation work for the Beijing Olympic Games, the Shanghai Expo and the famous Qingming Riverside Scroll. Further to that, it has been appointed as the Beijing 2022 Olympic Winter Games for multimedia presentation, one of the biggest achievements in its corporate history.

The Hong Kong office was established in 2002 to take advantage of the city’s



CCG founder Mr. Lu Zheng Gang (Right) and CCG HK branch Mr. Li Hai Zhong (Left) 創辦人盧正剛先生(右)及香港分公司總經理李海忠先生(左)

international and creative talent, as well as its prime location, to develop its business beyond China.

“Hong Kong has been a base for us to set up our offices in Singapore, London and Dubai. Our team in Hong Kong has undertaken the planning and implementation work, enabling Crystal CG to reach out and go further in promoting Chinese creativity to the World,” David Li Haizhong, General Manager, Crystal Computer Graphics Ltd, said.

David also shares his view, “The growing needs of multimedia gimmicks in branding and promotion allows us to move further in establishing our interactive team. With strong foundation on our animation production, Crystal CG aims at being the leading multimedia solution provider in the market. It has always been a challenge in tailoring solution for different industries, but Crystal CG kept its expertise thanks to its long history of technology exploration and extensive experience in World-class projects.”

在過去15年，中國內地頂尖動畫製作公司水晶石香港子公司已發展為一家本地服務供應商，為客戶提供一系列的互動展示及多媒體製作。

水晶石數字科技股份有限公司為北京2008年奧運會、上海2010年世博會及著名的電子動態版《清明上河圖》提供動畫製作服務，因而蜚聲國際。最近更成為2022年北京冬季奧林匹克運動會多媒體演示的供應商，將是公司歷史中又一巨大成就。

香港子公司於2002年成立，借助香港的國際都會地位及創意人才，優越的地理位置，將業務拓展至中國以外地區。

水晶石科技有限公司總經理李海忠說：「香港子公司是我們在新加坡、倫敦和東京設立辦事處的基礎。我們的團隊在香港負責統籌規劃和執行工作，從而讓水晶石能夠向全世界推廣中國的創意。」

他亦道出：「近年，市場推廣及品牌宣傳對互動展示的需求逐漸增加，讓我們能更進取地擴展多媒體製作團隊。憑藉建立多年的動畫製作優勢，我們祈望成為領先的多媒體製作服務供應商。水晶石多年來對技術的研發及擁有世界級項目經驗的團隊，絕對能夠為不同的行業訂製獨特方案，克服挑戰。」



CRYSTAL COMPUTER GRAPHICS LTD

- Established in Beijing in 1995
- Employs over 2,000 staff globally
- Core services: animation & video, interactive design, exhibition, event & entertainment

水晶石科技有限公司

- 於1995年在北京成立
- 在全球約2,000名員工
- 核心業務包括影視及動畫、互動設計、展覽、娛樂展示

Top-10 Skills

In 2020

- Complex problem solving
- Critical thinking
- Creativity
- People management
- Coordinating with others
- Emotional intelligence
- Judgement and decision making
- Service orientation
- Negotiation
- Cognitive flexibility

In 2015

- Complex problem solving
- Coordinating with others
- People management
- Critical thinking
- Negotiation
- Quality control
- Service orientation
- Judgement and decision making
- Active listening
- Creativity

on past data. It is impossible for doctors to keep up to date on all the research and advancements in medicine, but with big data, and systems like IBM's Watson, they would have all the data and arguments before them to decide how best to use that information.

“By augmenting the decision making process, young, less experienced analysts would be as experienced as those with 10 to 20 years' experience,” he said.

If you look at aeroplanes, they can take off and land automatically, but we still need pilots. Auto driving vehicles will prevent accidents caused by idiots who still text while driving, or allow truck drivers to arrive at destinations safer and less fatigued. All this technology will not replace the person, but it will help them to be more efficient and make more informed decisions.

Growing talent

Hong Kong's success has been built on being an open, free and tolerant society. We are a hodgepodge cultures and backgrounds, with the majority of our population coming on waves of young immigrants from the Mainland in the 1970s. Between 1971 and 1981, the population of 20-29-year olds increased by about 558,000 people. Since then, that age demographic has been con-



tracting every year. In fact, Hong Kong's overall labour force participation rate has been steadily declining, from 65.1% in 1986 to 61.1% in 2016.

“Hong Kong's labour force demographic structure is very unusual. It is distorted by age and also sex structures,” said Prof Wong. In 1996, our male labour force reached 1.9 million, where it is today. The female labour





force then was 1.1 million, and today is 1.6 million. Going forward, Hong Kong will lead the world in the share of females in the working force.

With more women in the workforce than men, the way companies run and manage human resources will also change, as women want different things from a career than men, and also both need to be managed in different ways.

Fewer women having children, or those who are done with their maternity role and returning to the workforce are key reasons behind why Hong Kong's workforce is becoming dominated by women. However, cross-border marriages are also a significant contributing factor. Many Hong Kong men brought their Mainland brides to Hong Kong, but they were not all content to be homemakers.

“The cross-border brides were upgrading their skills and entering higher education in Hong Kong, particularly in the 30- to 50-year-old demographic,” said Prof Wong. “The Government and businesses need to understand this and plan for Hong Kong's future, because for about every 1,000 women in Hong Kong, there will be about 860 men. Beyond the social impact, this will have a huge impact on the future of our workforce.”

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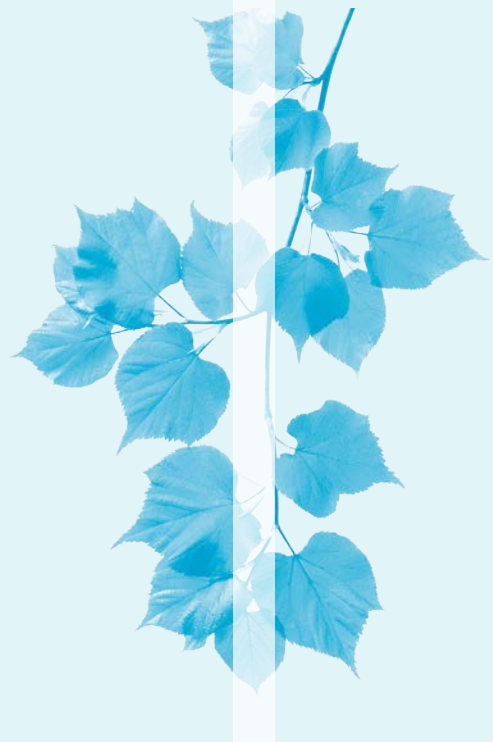
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唯我世代的挑戰

千禧世代，又稱唯我世代，常被標籤為不合群、自私、缺乏耐性、容易厭煩，但渴望升職和受到讚賞。然而，這些典型特質到底有多真確？在閉門進行的「CEO人力資本大會」上，一位講者向與會者說：「我認為千禧世代希望獲賦權。他們想做有趣的事情，不想做重複單調的工作。」

學徒跟隨師傅深入學習技藝或商業程序的日子似乎已成過去。職場新手都認為自己具備所需的知識和技術，能夠勝任工作。不過，性情焦躁的人，則不適合賦權予經驗不足的員工。多位講者皆表示，最重要是仔細訂立指導原則，避免產生問題和誤解。

另一位講者又稱：「賦權是釋放僱員實力和活力的關鍵。另外，所有僱主都應留意四個趨勢。」

專題小組的講者指出，93%的行政人員正改變他們的工作間結構，以配合員工的需要。領先人力資源顧問公司美世進行的一項調查發現，53%的員工希望公司更重視他們的福祉和健康。約53%的僱員希望公司提供彈性工作選擇，有三分之一僱員則認為他們未獲賦權，未能在事業上創出一番成就。

一眾講者皆認同，彈性工時雖難以有效實施，但卻是僱員最希望引入的措施，而提供彈性工作安排，將有助公司留住和吸引更多人才。

全球方面，認為個人事業能更上一層樓的員工，會更有衝勁活力，希望長期為公司效力，而彈性工作安排可助達到這個目的。何以亞洲和香港未有普遍推行這種安排呢？

其中一位講者說：「薪酬和福利已不足以吸引和留住人才。我們要啟發他們，幫助他們成長，因此我們要想員工何時、何地工作這個課題。」

本港未來的人力需求將逐漸倚賴女性來滿足。科技和人工智能的進步，並不會減少就業空缺，反而可提升員工的生產力。擴增實境將為職場新手提供相當於熟手技工的知識，加上我們活得更健康、更長壽，也將延後退休，因此更會選擇工作的時間和地點。雖然勞動市場未來一片光明，但這仍不足以滿足香港未來數年的勞工需求。

在全球多國失業率高企之際，香港的勞動市場反而面對求過於供的問題。人力持續短缺的問題已困擾我們多年，明年起將會更加嚴峻。

本港的365萬勞動人口將在未來12個月逐漸減少，在50年內釋出超過50萬個職位空缺。根據美國Population Reference Bureau，香港的出生率為全球第二低（僅高於澳門），也使勞動力進一步萎縮。政務司司長張建宗於總商會10月26日的「CEO人力資本大會」上表示，現屆政府正積極應對人力挑戰。

他向在場逾200位高級行政人員說：「說到底，香港要倚賴人力資源。在教育方面，我們必須繼續投放資源，否則便沒有將來。」

政府近半的經常性開支用於醫療保健、福利和教育。張建宗補充：「然而，我們視教育為投資，而非開支。」

要培訓年輕人，讓他們掌握所需技能，需用上數十年，而且就算生育率上升，市場上也沒有足夠年輕人填補退休人士的空缺。

王于漸教授指出，新加坡在九十年代後期也面對同樣的人力資源挑戰。當時，該國推行進取的人才引進政策，鼓勵人們把技術帶到新加坡。他說：「新加坡意識到國家出現人口老化，因此開始歡迎技術移民，而我們卻無所作為。」



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倘我們認為事態嚴重，不妨看看日本的情況。根據世界衛生組織的標準，一個國家65歲以上的人口比例達到8%，即被界定為高齡化社會。直至2025年，日本將有超過20%的人口為75歲以上！到了2060年，日本的勞動人口將由現時的5,900萬縮減四成至3,800萬人。

尋找出路

我們可以多管齊下，為經濟發展提供所需的勞力和腦力。然而，要解決問題並沒有靈丹妙藥。再者，科技、教育、輸入外勞、生育率上升、延遲退休、外判工作等，都存在未知之數。

科技常被視為所有問題的出路，這些問題可以是環境或是人力短缺。會上，一眾講者均看好科技在未來職場的角色，但他們都不認為科技能夠取代人類。

自工業革命以來，從蒸汽動力機械化、裝配線生產、電腦自動化、到現今的網絡系統，自動化讓企業以更少人手完成更多工作，解決了人力短缺的問題。這些發展進程的另一個共通點，就是使人產生恐慌，擔心科技會取代人力。

其中一位講者於閉門會議提及：「一直以來，人類都害怕科技會搶走自己的飯碗，但這情況從未發生。某些職位自動化或會對就業造成暫時的影響，惟大部分崗位不但屹立不倒，更因為自動化而得以優化。體力需求高的工序全由機器代勞，員工的生產力自然能夠提高。」他又說：「至於人工智能，像《未來戰士》般的恐慌也不會出現，有關技術只會加快員工的決策過程。」

一眾講者強調，人工智能、大數據、機械人學、以至於你對科技的任何標籤，都不會取代律師或外科醫生等職業。科技只會加快決策過程。系統可以分析數以百萬頁的數據，然後根據過往數據提出建議，而醫生卻不可能時刻緊貼最新的醫學研究和發展。不過，有了大數據和IBM華生等系統，醫生就可先掌握所有數據和觀點，再決定如何善用該等資訊。

有講者說：「通過加快決策過程，資歷尚淺的年輕分析員就與擁有十多年豐富經驗的老手無異。」

正如飛機可自動起飛和降落，但我們仍然需要飛機師。自動駕駛車輛是用以防止駕車時使用手機的司機發生意外，又或讓貨車司機安全抵達目的地而不至過於疲勞。由此可見，科技不會取代人類，反而是幫助他們提高效率，並作出更明智的決定。

A poster from the Labour Department. At the top right is the Labour Department logo and name. The main headline in large, bold Chinese characters reads '強制 勞保 勞資受益勿違例' (Mandatory Compensation Insurance, Labor and Capital Benefit, Do Not Violate). Below this, in English, it says 'Employers must take out Employees' Compensation Insurance for their employees'. The central graphic features large, stylized Chinese characters '勞保' (Labor Insurance) in black and yellow, with silhouettes of people in various work-related activities around them. At the bottom, there are two columns of text in Chinese and English. The Chinese text explains the legal requirements under the Employees' Compensation Ordinance, stating that employers must provide insurance for full-time or part-time employees, including foreign or local domestic helpers, and that violators can face a fine of up to HK\$100,000 and two years of imprisonment. The English text provides the same information. At the very bottom, it offers contact information for reporting suspected non-compliance: 'An employee who suspects that his/her employer has not taken out employees' compensation insurance could report to the Labour Department by phone: 2815 2200'.



第四次工業革命

西門子總裁Joe Kaeser說：「我們要證明第四次工業革命不僅是政府和個人的責任，更是全民參與的；作為全球企業領袖，協助員工為未來作好準備，也是我們的責任。」

我們正處於另一場科技革命的邊緣，這場革命將徹底改變我們的生活、工作和玩樂模式。未來將會由各式各樣的科技融合而成，令物質、數碼和生物領域之間的界線變得模糊。然而，迄今我們仍未確實肯定這場革命會怎樣展開，或對我們的勞動力有何影響。

科技正再次推動變革。運算能力和數據增長正以驚人的速度發展。自1993年以來，超級電腦的運算能力已錄得156萬倍的增幅。流動網絡的傳輸速度已從1995年，即撥號連線年代的56k，提高至現在超過1GB，是當年的二百萬倍。全球的數碼數據量已增長26,000倍，達到今天的163萬億GB。

上述數據和運算能力的增長，正推動人工智能的發展。多位講者表示，人工智能可用以分析前所未有的數據量，或執行一些較為實際的功能，例如對城市進行錄像監視，以偵測潛在的危機或調查罪案。它亦可用於預測市場對食品雜貨的需求，讓店主大幅提高某類貨品的銷量，並減少浪費易腐貨品。基本上，人工智能的應用只局限於我們的想像。

然而，這種技術讓我們無需再處理重複而又單調乏味的工作，從而騰出更多時間集中處理科技和智能電腦所不能及的事情：發揮創意、藝術美學，以及利用情緒智商溝通。

「CEO人力資本大會」的一位講者指出，雖然很多人擔心科技會淘汰人類，但我們同時明白到科技可大大改善生活，令人人都趨之若鶩。以智能手機為例，在十年前我們完全無法想像它會改變我們的溝通模式，讓我們時刻掌握最新資訊。然而，現今投身職場的年輕人都未曾經歷過一個沒有智能手機、社交媒體或互聯網的世界。

這些年輕人的世界觀和處事方式跟上一代截然不同，故人力資源專家建議僱主善用這種尚未開發的潛力。

培育人才

香港的成功，建基於一個開放、自由和包容的社會。香港匯聚各地文化和背景，大部分人口源於70年代從內地蜂湧來港的年輕移民。在1971年至1981年期間，介乎20至29歲的人口增加約558,000人。自此，該年齡組別人口逐年下降。事實上，香港的整體勞動參與率已由1986年的65.1%，持續下降至2016年的61.1%。

王教授指出：「香港的勞動人口結構極不尋常，受到年齡和性別結構所扭曲。」在1996年，男性勞動人口為190萬，與現今一樣。至於女性勞動人口，則由當年的110萬增加至現今的160萬。展望未來，香港將領先全球，成為女性勞動人口參與率最高的地方。

鑒於職場出現女多男少的現象，企業的營運和人力資源管理方式也將隨之改變，因為女性對事業的追求有別於男性，而且兩者都需要以不同的方式管理。

女性減少生育，又或生育後重返職場的女性，是香港勞動力日漸由女性主導的主要原因。不過，跨境婚姻也是另一個重要因

素。很多香港男性帶同內地妻子來港，但是她們並不滿足於家庭主婦的角色。

王教授解釋：「跨境新娘正提升自身技能，並在本港接受高等教育，其中以30至50歲的已婚女性尤甚。政府和企業需要了解這個趨勢，規劃香港的未來，因為本港的男女人口比例是每1,000名女性對大約860名男性。男女比例失衡除了會帶來社會影響，還會對未來勞動力造成很大影響。」

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