

## **Commission on Strategic Development Executive Committee**

### **Policies and Schemes for Attracting Mainland and Overseas Talents**

#### **Purpose**

This paper provides an overview of the existing policies and schemes for attracting Mainland and overseas talents into Hong Kong, and invites members to discuss the direction and strategies on this subject.

#### **Importance of Talents to Hong Kong**

2. We are moving towards a knowledge-based and high value-added economy supported by high-skilled work force. Our economic competitiveness hinges much on whether we can build up a critical mass of quality human capital to support our economy. This is even more so in a highly globalised economic environment where we have to face intensive and almost borderless competition for business with other economies all over the world. As a cosmopolitan economy, our major asset is manpower resource. We should strive to attract talents to live and work in Hong Kong, whilst enhancing our rigorous efforts to nourish local talent to stand up for international competition.

#### **Our Challenges**

3. Due to the continued major public investment in education, the proportion of our working-age population (aged 15 and above) with university degree has increased consistently from 5.9% in 1991, 12.7% in 2001 and to 14.8% in 2005. However, the proportion of population with tertiary level of education in our workforce is still lagging behind many other major economies. Hong Kong ranked 14<sup>th</sup> globally and 5<sup>th</sup> in Asia in terms of “percentage of population that has attained at least tertiary education for persons aged 25-34”<sup>1</sup>. According to another recent study, in 2001 only 12.3% of our total population with aged 25 or above had attained

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<sup>1</sup> IMD, World Competitiveness Yearbook 2006.

the university degree which is considerably lower than New York (30.2%) and London (22.9%)<sup>2</sup> (**Annex 1**).

4. If our demographic trend of ageing and very low fertility rate continues to prevail, we will also be facing a reduction in work force in the long term. According to the projection by the Census & Statistics Department, by 2033, 1 in 4 people in Hong Kong will be aged 65 and above. Our labour force is expected to decline from 3.77 million in 2014 to 3.64 million in 2023. The overall dependency ratio<sup>3</sup> will increase from 348 to 449 over the same period of time and will surpass other Asian countries<sup>4</sup> (**Annex 2**).

5. At present, the flow of human capital between the Mainland and Hong Kong is subject to considerable restrictions. In comparison, it is easier for people in Hong Kong to work in the Mainland, while the procedures are comparatively more complex for Mainland talent to come and work in Hong Kong. This puts Hong Kong under a less advantageous situation as compared with other world cities like New York and London, where unimpeded flow of talents from their countries in and out of the cities provides the dynamism for the growth of these cities. Moreover, under the One-way Permit Scheme, there is a regular in-flow of Mainland arrivals (daily average 150 persons) to Hong Kong. In general, the new arrivals are less-educated and their skills are less attuned to Hong Kong's high value-added service economy.

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<sup>2</sup> Helen Siu, Richard Wong, David Faure, Rethinking Hong Kong's Human Resources and Competitiveness : A Pre-Policy Study (Interim Report) , October 2005, p.6 – for New York and Hong Kong comparison, the New York figures refer to percentage of total population aged 25 and above in 2000. For London and Hong Kong comparison, it refers to the percentage of total working age population, the former being 22.9% and latter being 14.6% in 2001. It should be noted that according to the General Household Survey of the Census & Statistics Department, the proportion of our workforce in 2005 with university degree was 19.3% for those aged 25 or above.

<sup>3</sup> Overall dependency ratio refers to the number of persons aged under 15 and those aged 65 and over per 1000 persons aged between 15 and 64.

<sup>4</sup> International Monetary Fund, People's Republic of China – Hong Kong Special Administrative Region, Staff Report for the 2005 Article IV Consultation Discussions, January 2006, p.12.

## Overseas Experience in Attracting Talents

6. Talents are much sought after by many advanced economies. Different economies have adopted a variety of approaches to attract talents<sup>5</sup>. They include:

- (i) to respond to labour market shortages : the most commonly adopted approach is to introduce temporary admission of foreign workers with requisite experience and qualifications;
- (ii) to increase the stock of human capital : the widely used approach is through immigration schemes to admit migrants as permanent residents, or to attract foreign students to stay in the country after their studies;
- (iii) to encourage business and entrepreneurs : the common approach is to facilitate the entry or permanent stay of investors, executives and managers, including their family members; and
- (iv) to encourage advancement of knowledge and innovation : this is less a stated policy, but countries like the USA have been very successful in tapping into this rich pool of self-selected talents of foreign students who have completed doctorate degrees in the States.

7. Depending on their objectives, countries have developed their policies for temporary or permanent migration schemes based on skills and competence criteria combined with greater selectivity. The general direction is shifting away from simply easing immigration restriction (i.e. introducing facilitation measures) to offering incentives to lure the talents to stay in their countries (e.g. lower income tax); to do away with labour market tests or certification and leaving the policy to be driven by employers; and to give the spouses of skilled workers equal access to the job market. A summary of the measures of selected countries to attract quality migrants and the lessons for Hong Kong is at **Annex 3**.

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<sup>5</sup> Manolo Abella, "Global competition for skilled workers and consequences", in *Competing for Global Talent*, edited by Christine Kuptsch and Pang Eng Fong, International Labour Office, 2006.

8. Other smaller economies like Ireland and Singapore are also very proactive in attracting foreign skilled and highly skilled individuals to their countries. To sustain its progress and dynamic economy, Ireland continues to attract immigrants, in particular the highly skilled to the country to raise its labour supply. Its efforts to draw on its large diaspora of talent community and to open its door to the new European Union members are noteworthy. Since 2000, the above two measures have added around 1% to the working-age population of Ireland each year<sup>6</sup>. Its work permit system has been guided by a clear proactive immigration policy to meet the genuine needs of employers with flexibility<sup>7</sup>.

9. The Singapore government is very proactive in attracting foreign talents and students to work or study in the country and hoping that they will settle down. This is mainly due to the insufficient pool of indigenous skilled workers and the very slow population growth of the country to support their national development towards higher value-added activities. Notable efforts include cooperating with international renowned institutions for research development<sup>8</sup>, e.g. the Joint International Medical Centre with Johns Hopkins University to offer clinical education programs and degrees at the National University of Singapore. In 2004, an estimate of about 35,000 foreign students was in the Singapore's education system and 1 in 5 students in the three government-funded universities was a non-citizen<sup>9</sup>. Also, the Singapore government sets up the "Contact Singapore" offices in China, North America, Europe, India with a primary role to attract foreign talents and overseas Singaporeans to work and stay in Singapore. Even during the difficult economic condition in 2003, it has been estimated that there were still about 90 000 to 120 000 skilled foreigners working in Singapore<sup>10</sup>. However, evidence seems to suggest that many of them are moving to Singapore mainly for working purposes instead of seeking permanent residency. Whilst foreign talents have contributed a lot to Singapore's economy and society, the Singaporean

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<sup>6</sup> OECD, Policy Brief of Economic Survey of Ireland 2006, March 2006.

<sup>7</sup> G McLaughlan & J Salt, Migration Policies Towards Highly Skilled Foreign Workers, Report to the Home Office, UK, March 2002.

<sup>8</sup> Examples are MIT, Johns Hopkins University and University of Chicago Graduate School of Business of USA, INSEAD of France and Waseda University of Japan. Their academic presence in Singapore ranges from franchise operations and partnerships to fully fledged independent campuses, Source : The Independent Online Edition, 16 March 2006.

<sup>9</sup> Nirmala M and W LSoh, "Foreign talent : A new class act," Strait Times, 24 April quoted by Pang Eng Fong, "Foreign talent and development in Singapore", in Competing for Global Talent, edited by Christine Kuptsch and Pang Eng Fong, International Labour Office, 2006.

<sup>10</sup> Pang Eng Fong, "Foreign talent and development in Singapore", in Competing for Global Talent, edited by Christine Kuptsch and Pang Eng Fong, International Labour Office, 2006.

government is considering ways to have more migrants who wish to stay in the country permanently.

### **Admission of Talents Schemes in Hong Kong**

10. The Government strongly believes that a larger pool of talent will increase our competitiveness, make Hong Kong more prosperous, attract more capital and create more jobs. This new blood will help turn Hong Kong into an even more vibrant economy. Apart from continued rigorous efforts in investing in education, training, and retraining to nourish the local talent, the Government has introduced a number of admission schemes to attract talent from the Mainland and overseas from time to time.

11. Companies which have admitted Mainland talent and professionals under the various talent admission schemes generally indicate that the entrants have brought about wider spin-off benefits, such as increasing the companies' efficiency /productivity, broadening the companies' business profile, fostering network between Hong Kong and other economies, etc. In recent years, immigration measures on admission of talents/professionals, particularly those from the Mainland, have become increasingly liberal to ensure that the measures could meet our changing needs.

12. Hong Kong has a liberal policy towards entry for employment of talents/professionals. The current schemes on admission of talents and professionals are basically market-driven and non-sector specific, as we believe that at a time of globalization, the sectoral restriction would make Hong Kong-based businesses less flexible in admitting talents.

13. The following are schemes on admission of talents/professionals administered by the Immigration Department (ImmD):

(a) *General Employment Policy (GEP)*

14. Professionals from other places other than Mainland (except Afghanistan, Albania, Cambodia, Cuba, Laos, Democratic People's Republic of Korea, Nepal and Vietnam<sup>11</sup>) who possess special skills, knowledge or experience of value that are not readily available in Hong Kong, or who are in a position to make substantial contributions to the

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<sup>11</sup> The Government does not generally accept entry applications from nationals of those countries which pose security and/or immigration risks. Nevertheless, the Government also considers from time to time possible relaxation taking into account the latest political and economic development of the countries concerned.

economy, may apply to work here under GEP. The salary of these professionals must be commensurate with the prevailing market rate of Hong Kong. Numbers of approved applications under GEP in the recent years are –

<b>Year</b>	<b>Number</b>
2003	15 774
2004	19 155
2005	21 119
2006	21 958

(Detailed breakdown is at **Annex 4**)

*(b) Admission Scheme for Mainland Talents and Professionals (ASMTP)*

15. The Government introduced ASMTP in July 2003 to attract qualified Mainland talents and professionals to work in Hong Kong in order to meet local manpower needs and enhance Hong Kong's competitiveness in the globalised market. ASMTP aligns the conditions for admitting Mainland residents for employment with those applicable to foreign nationals. Under this circumstance, same as GEP, the applicants under ASMTP must possess skills and knowledge not readily available or in short supply locally. The remuneration to be offered to the successful applicants should also be in line with the prevailing market rates. Unlike its predecessor, the Admission of Mainland Professionals Scheme, ASMTP has no sectoral restriction or quota. The Advisory Committee on Admission of Quality Migrants and Professionals (the Advisory Committee), which comprises official and non-official members appointed by the Chief Executive, advises the Director of Immigration (D of Imm) on the implementation of the Scheme, including whether applications are worthy of support.

16. Up to the end of 2006, ImmD received a total of 16 600 applications under ASMTP and approved 14 155 of them. The top three sectors with the largest number of approved applications are academic research and education [8 249 (58%)], commerce and trade [1 440 (10%)] and financial services [1017 (7%)]. The average monthly remuneration of

approved applications is about \$25,000. The numbers of approved applications under ASMTP are –

<b>Year</b>	<b>Number</b>
2003	1 350
2004	3 745
2005	4 029
2006	5 031

(Detailed breakdown is at **Annex 5**)

(c) *Relaxed Scheme*

17. Under the Relaxed Scheme, overseas Chinese nationals holding People's Republic of China (PRC) passports may apply for entry to Hong Kong for employment provided that the application is submitted from overseas; they have resided overseas other than as a visitor for not less than one year immediately before submission of the application; they possess knowledge or skills not readily available or in short supply locally, or who are in a position to make contributions to the economy; and their salary is commensurate with the prevailing market rate. The numbers of employment entry permit applications approved under the Relaxed Scheme in recent years are –

<b>Year</b>	<b>Number</b>
2003	205
2004	264
2005	235
2006	346

(d) *Quality Migrant Admission Scheme (QMAS)*

18. To attract quality immigrants, the Government introduced QMAS in June 2006. This time, the Government has taken a more proactive approach than the conventional entry for employment policies in attracting

talents, as the admission of talents under QMAS is based on applicants' personal credentials and professional skills without any requirement of securing employment beforehand. ImmD assesses applicants on the basis of a point system which contains objective criteria such as age, academic attainment, professional qualification, etc. and talented people from the Mainland and overseas who meet specified eligibility criteria will be allowed to enter Hong Kong. An initial annual quota of 1 000 is set.

19. From the launch of the scheme on 28 June 2006 up to 31 December 2006, ImmD received a total of 587 applications, of which 472 are Mainland residents while the remaining 115 are from other places. The Advisory Committee as mentioned above also recommends to D of Imm how best to allocate available quota in the selection exercise of QMAS. The result of the first selection exercise under QMAS has been published. 83 applicants - 73 under the General Points Test and 10 under the Achievement-based Points Test - were allocated quotas. A number of successful applicants of the first batch have already received formal approval for entry into Hong Kong.

*(e) Re-entry of Mainland graduates to Hong Kong*

20. At present, Mainland students who graduated in or after 1990 from full-time degree or above programmes at UGC-funded institutions, or Mainland graduates of full-time locally accredited degree and post-graduate programmes offered by non-UGC funded institutions, are allowed re-entry for employment if they have secured employment offers for a term of appointment of not less than one year; possess knowledge or skills not readily available or in short supply locally; and their salary is commensurate with the prevailing market rate. The number of Mainland students who successfully applied to re-enter Hong Kong for employment through the above mechanism in the recent four years are –

<b>Year</b>	<b>Number</b>
2003	113
2004	157
2005	236
2006	405



## **Review and Adjustments**

21. While the various talents admission schemes have provided a high degree of flexibility for admitting different types of talents and professionals to Hong Kong, they are subject to review and adjustment from time to time to take into account the developments in the society. In this regard, the following areas have been identified for further enhancement.

### *(a) Review of the schemes*

22. The Government has reviewed the scope, ambit and eligibility criteria of the talents admission schemes from time to time to ensure that they meet the changing needs of Hong Kong. For instance, in line with the recommendations in the Report of the Task Force on Population Policy released by the Government in February 2003 that the conditions for admitting Mainland residents for employment should be aligned with those applicable to foreign nationals as far as possible, ASMTP was introduced in the same year to replace the now-defunct Admission of Talents Scheme (“Talents Scheme”) and the Admission of Mainland Professionals Scheme (“Mainland Professionals Scheme”).

23. Furthermore, in the light of the practices of the comparable economies (such as the United Kingdom, Canada, Australia and New Zealand) which have adopted an admission policy for immigrants based on their personal credentials and professional skills without any requirement of securing employment beforehand or the submission of a business plan for self-employment, the Government implemented QMAS in 2006. Another example of change in recent years is the overseas residence requirement under the Relaxed Scheme, which was shortened from two years to one year in 2000 to attract more talents into Hong Kong.

24. Towards the future, the Government will continue to conduct timely reviews on the talents admission schemes to ensure that they will keep abreast of the latest development of Hong Kong. A review in the pipeline is the review on QMAS later this year. Since June 2006 when QMAS was launched, the Government has been receiving suggestions on ways to refine the Scheme including expanding the existing quota and reviewing the existing criteria such as the age limit. We aim to complete this review within 2007 and introduce any necessary changes as soon as

practicable. In the course of the review, ImmD will involve different stakeholders, including the Advisory Committee.

*(b) Promotion and packaging*

25. The Government has endeavoured to promote the talents admission schemes at both local and international level. To raise the locals' awareness and understanding on the schemes, ImmD has introduced the schemes through various channels including chambers of commerce and the mass media such as the TV, radio and newspapers. Internationally, ImmD has been promoting the schemes through means like the Government's Economic and Trade Offices (overseas and Mainland). In November 2006, the Security Bureau and ImmD jointly participated in the World Small and Medium Enterprise Expo held in the Hong Kong Convention and Exhibition Centre to promote these schemes. Campaign may also be held to invite famous personalities who have been accepted under the schemes to help with promotion.

26. The promotional efforts will be further stepped up in the future. One idea being explored is for the Government, with the assistance of the Trade Development Council and chambers of commerce, to launch an international campaign to promote Hong Kong's open regime and to publicise the various talent admission policies/schemes. More promotional effort via the Internet will also be useful.

27. The overseas Hong Kong Economic and Trade Offices (ETOs) have used various channels to promote the talents admission schemes, including displaying and distributing leaflets in the ETOs and at the events they organized, disseminating information in the ETOs' newsletters and/or websites. Most of the Heads of ETOs have used their speaking engagements, meetings with interlocutors or media sessions to introduce the schemes to different community sectors and the media. Some ETOs also organize career talks and career video conferences in universities and in the academic communities to promote the schemes. Special publicity campaigns may be arranged to aim at the large number of Mainland students studying in universities overseas and selected sectors, for example research scientists, financial experts, etc. A dedicated website for the schemes may also be considered.

28. As regards promotion efforts undertaken by HKSARG's four offices in the Mainland, they help in promoting the different schemes through their regular publicity and investment promotion activities. For instance, the schemes were featured in exhibitions organized by Mainland offices in different Mainland cities, and in visits by the investment promotion teams to potential clients. Promotion materials, such as the publicity leaflets, are on display in the offices' reception area and resource centres. The immigration teams based in the Beijing and Guangdong Offices also help to handle public enquiries concerning the schemes, such as eligibility criteria and application procedures.

*(c) Streamlining application procedures*

29. ImmD has endeavoured to streamline the processing of applications under the various talents admission schemes. Specific teams have been designated to handle entry visas and permits for employment under these schemes. Over the years, ImmD has achieved remarkable records in dealing with entry and visa applications under the various talents admission schemes. For instance, 99.8%, 99.6% and 98.7% of GEP applications were processed within four weeks in 2004, 2005 and 2006, while virtually all of the ASMTP applications achieved the four-week target in these three years.

30. To identify any room for further streamlining, ImmD also maintains regular dialogues with enterprises/employers to solicit the latter's views on matters such as application channels and necessary documentary proof.

*(d) Attracting more non-local students to study in Hong Kong and stay in Hong Kong after graduation*

31. A high-level inter-bureau Steering Committee chaired by the Chief Secretary for Administration has been established to examine the strategic issues relating to developing Hong Kong as a regional education hub, and its policy and resources implications. In connection, the recently released Report on Economic Summit on "China's 11<sup>th</sup> Five-Year Plan and the Development of Hong Kong" has also proposed to attract more non-local students to study in Hong Kong.

## Issues in Attracting Talents

### *(a) Balance of Admitting Talent and Job Opportunity for Locals*

32. Whilst the community generally acknowledges the merit of having high-quality human capital to enhance Hong Kong's competitiveness, the impact of imported talents/professionals on local employment, in particular for junior professionals and fresh graduates, remains a matter of concern. Moreover, some may question Government's sincerity in cultivating local talents, should the admission of imported talents be constantly presented as the solution to enhancing our competitiveness in the global market. It is thus important to address the potential adverse effect on local employment and the sentiments of certain sectors of the community when considering any further relaxation of importing talents.

### *(b) Attracting Overseas Hong Kong People to Return Hong Kong for Work*

33. Apart from enhancing the various schemes to attract imported talents, some have suggested that more efforts should be put to attracting high-quality Hong Kong migrants residing elsewhere to return. Since most of them are Hong Kong residents with the right to work, this can avoid any potential conflict between local citizens and imported talents. As the Hong Kong returnees are familiar with our society and culture, they could adapt and integrate with the mainstream society more easily than others.

### *(c) Providing a Supportive and Attractive Environment for Talent*

34. The Government is very concerned about providing a supportive environment to attract talents to work and stay in Hong Kong. Owing to the rapid development in the Pearl River Delta, Hong Kong and many other places in the region are facing serious pollution problems. On maintaining a clean environment, in particular on air quality, the Government has been proactively introducing measures to improve our air quality. In particular, the Government has maintained a close liaison and cooperation with the Guangdong Government to achieve the target of reducing the emission of pollutants in the Pearl River Delta region by 2010 as scheduled. In parallel, the Government is considering to introduce more measures to reduce environmental pollution caused by local power

plants, and control the pollutants emitted from local vehicles as well as products containing volatile organic compounds.

35. On addressing the demand for international school places among the expatriate community, the Government adopts a two-pronged approach to –

- (a) facilitating the expansion of existing international schools in-situ or off-site through allocation of vacant school premises; and
- (b) encouraging the community to maximize the utilization of the school places already available including those to be provided in the newly completed Private Independent Schools which offer non-local programmes.

36. As regards work permits for spouse, in order to help enhance Hong Kong's edge in attracting professionals and investors, the dependants of persons admitted into Hong Kong for professional employment or under various entrant schemes no longer need prior permission from ImmD before taking up employment in Hong Kong with effect from 15 May 2006.

37. The following are other commonly quoted factors that would affect Hong Kong's attractiveness to the talents, which should not be overlooked:

- availability of a rich and diversified cultural life;
- availability of attractive outdoor sports, recreation and entertainment facilities;
- acceptance of social tolerance and cultural diversity;
- high quality physical and urban environment;
- proficiency in English and Chinese language; and
- availability of social support network to new migrants.

### **Strategic Issues for Discussion**

38. On attracting Mainland and overseas talents, members may wish to consider the following strategic matters:

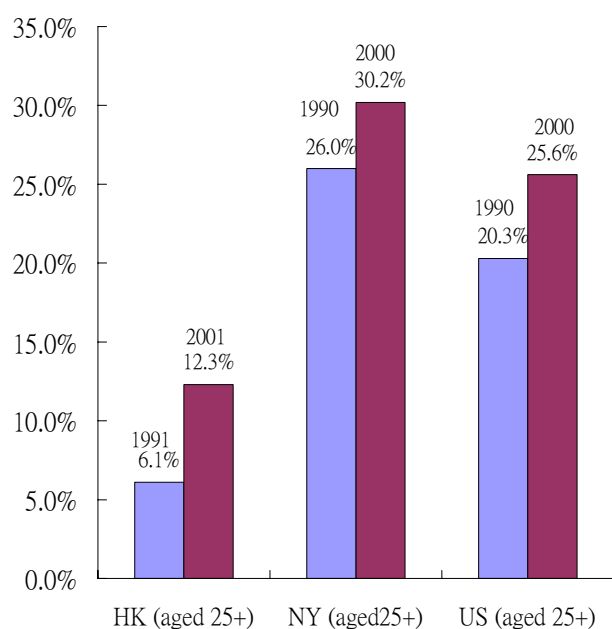
- (a) Whether existing measures of attracting talents are sufficient and what further improvement could be made?

- (b) Should we continue to adopt primarily a market-driven and non-sector specific approach in admission of talents?
- (c) Should we continue to adopt an even-handed balanced approach to safeguard the local employment prospect on the one hand, and attract more talents on the other?
- (d) Should Hong Kong further increase the in-take of non-local students to local tertiary education institution on the premise of maintaining the in-take of local students?
- (e) What supportive factors should be introduced or strengthened to attract outside talent to live and work in Hong Kong?
- (f) What further strategic initiatives could be considered to broaden the talent pool in Hong Kong?

**Secretariat to the Commission on Strategic Development  
January 2007**

## **Annex 1 : Population with University Degree and above Education, 1990 and 2000**

**HK vs New York & US**  
( as % of total population with aged 25 or above)

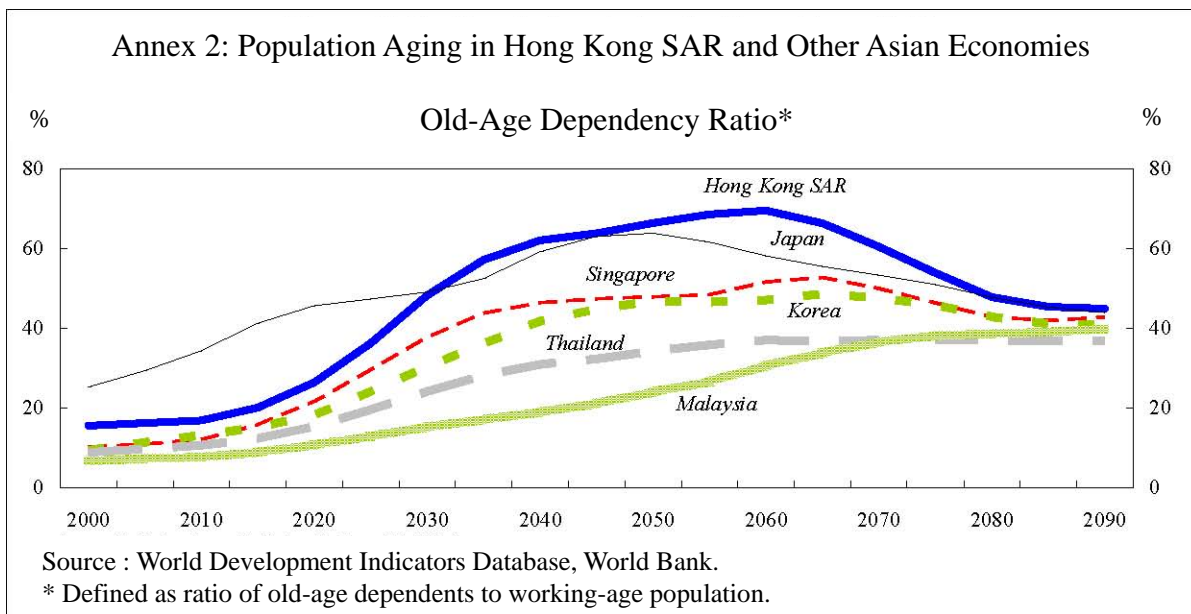


**HK vs London & UK**  
(as % of total working age\* population)



**Note:** \* UK-working age population: Aged 16-64-male, 16-59 female ONLY. The US and UK data are from websites of corresponding census bureau/department. Hong Kong data are from the various issues of Hong Kong Census Main Reports.

Extracted from : Richard Wong and Ka-fu Wong, University of Hong Kong, "The importance of migration flow to Hong Kong's future", November 2005.



Extracted from : International Monetary Fund, People's Republic of China – Hong Kong Special Administrative Region, Staff Report for the 2005 Article IV Consultation Discussions, p.12, January 2006.



### Annex 3: A Summary of Measures for Attracting Talents in Five Selected Countries and Hong Kong

	Canada	Australia	USA	UK	Singapore	Hong Kong
<b>Immigration Policy Features</b>	High immigration; High proportion of talents	High immigration; High proportion of talents	High immigration; Small proportion of talents	Focus on stopping illegals, asylum seekers; Talent immigration new.	Emphasis on talent immigration	Slow permanent residency
<b>Types of Measures for Admitting Talents</b>	Points-based migration program (Economic class immigrants)	Point-based migration program; Also used for SAS* immigration	Employment-based working visa; IT and science & engineering workers emphasized.	Point-based working permit for talents without prearranged job (HSMP program)**	Employment Pass	Employment-based working visa for foreign and Mainland talent QMAS**** - based on point system. No pre-arranged job.
<b>Students</b>	Numerous foreign students Highly subsidized education	Very successful full-fee overseas student program	Both fee-paying and subsidized education Highly successful in attracting and retaining foreign students	Foreign students may stay & work after study	Attractive to overseas students as the medium of instruction is English	Foreign students are few; Mostly Mainlanders in highly-subsidized UGC places
<b>Entrepreneur</b>	Entrepreneur Class visa	Business Migration (Business Owner or Senior Executive class)	Limited program for entrepreneurs, includes strong requirements for financial strength and job creation	Limited program for entrepreneurs	EntrePass - renewable if company viable	GEP*** investors to set up a business
<b>Investors</b>	Investor Class visa	Business Migration (Investor class)	Limited program with very high requirements	Investor program	Permanent residence for Investors	Capital Investment Entrant Scheme
<b>Lessons for Hong Kong</b>	Flexibility of policies; Points system for assessing skills; Good investor, entrepreneur models	Points system; Favor young adult and student talents; Good model on student immigration	Good model on bringing immigrants to Silicon Valley; Facilitate “brain circulation.”	Copied from Canada and Australia	Outreach to own citizens abroad	Current programs are successful; English & Putonghua skills important QMAS – launched at initial stage

\* SAS – Skilled Australian Sponsored

\*\* HSMP – Highly Skilled Migrant Program

\*\*\* GEP – General Employment Policy

\*\*\*\*QMAS – Quality Migrant Admission Scheme

**Statistics on Approved Applications under the General Employment Policy with  
Breakdown According to Profession / Occupational Sector (2004-2006)**

<b><u>Profession / Occupational Sector</u></b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Administrators, Managers and Executives	7 030	8 033	8 615
Chef and Professionals in Food & Beverage	101	125	151
Investors	236	243	372
Lawyers	302	272	280
Medical and Dental Professionals	72	61	79
Other Professionals and Technicians	3 451	4 244	3 988
Sportsmen and Entertainers	4 746	4 791	4 617
Teachers / Professors	2 087	2 239	2 236
Others	1 130	1 111	1 620
<b>TOTAL</b>	<b>19 155</b>	<b>21 119</b>	<b>21 958</b>

**Statistics on Approved Applications under the Admission Scheme for Mainland  
Talents and Professionals with Breakdown According to Profession /  
Occupational Sector (2004-2006)**

<b>Profession / Occupational Sector</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Academic Research and Education	2 384	2 398	2 462
Architecture / Surveying	6	14	29
Arts / Culture	250	271	428
Biotechnology	18	26	30
Catering Industry	84	74	92
Commerce and Trade	245	422	698
Engineering & Construction	133	71	206
Financial Services	193	285	498
Information Technology	109	104	149
Legal Services	44	53	75
Manufacturing Industries	42	66	126
Medical and Health Services	13	21	39
Recreation and Sports	100	104	114
Telecommunications	33	57	34
Tourism	12	16	25
Traditional Chinese Medicine	62	46	26
Others	17	1	0
<b>Total</b>	<b>3 745</b>	<b>4 029</b>	<b>5 031</b>