

**Percentage of Companies Having Encountered Difficulties in
Recruitment of IT Employees in the Past 12 Months by Sector**
過往 12 個月各行業招聘資訊科技僱員時遇到困難的公司所佔百分率

Difficulties Encountered in Recruitment of IT Employees 招聘資訊科技僱員所遇到的困難	Manufacturing	Electricity, Gas and Water 電力、氣體燃料及水務	Construction	Wholesale, Retail and Import/Export Trades, Catering and Hotels 零售批發及出入口貿易、飲食業及酒店業	Transport and Storage Services 運輸及貨倉服務業	Communications Services 通訊服務業	Financing, Insurance, Real Estate and Business Services 金融、保險、房地產及商業服務業	IT Products and Services 資訊科技產品及服務供應商	Medical and Health Care Services 醫療及保健服務	Community, Social and Personal Services 社區、社會及個人服務業	Digital Creative 數碼創意業	Government Bureaux/ Departments 政府部門	Whole Economy 各行業整體
	%*	%*	%*	%*	%*	%*	%*	%*	%*	%*	%*	%*	%*
Candidates lacked the relevant skills/expertise 應徵者並無相關技能／知識	8.1	-	6.7	21.5	1.7	-	4.4	26.5	9.5	34.6	22.7	20.5	22.6
Candidates lacked the relevant experience 應徵者缺乏相關經驗	3.6	100.0	-	9.5	13.3	8.6	13.4	14.1	9.5	34.7	18.2	27.3	19.0
Candidates lacked the relevant academic qualification and credential 應徵者未具相關學歷及專業資格	-	-	-	5.7	-	2.9	0.3	1.2	-	20.3	-	2.3	7.4
Candidates lacked the relevant management/supervisory skills 應徵者缺乏相關管理／督導技能	-	-	-	1.1	1.7	2.9	1.0	2.2	-	8.0	-	6.8	3.5
Candidates' language skills (including Putonghua) were not up to expectation 應徵者語文能力（包括普通話）不夠水平	0.9	-	-	0.3	28.3	-	13.1	1.0	-	2.9	-	-	3.7
Candidates' character/attitude was undesirable 應徵者性格／態度欠佳	1.8	-	-	3.0	28.3	8.6	11.7	10.7	-	28.4	4.5	2.3	14.4

Difficulties Encountered in Recruitment of IT Employees 招聘資訊科技僱員所遇到的困難	Manufacturing 製造業	Electricity, Gas and Water 電力、 氣體燃料 及水務	Construction 建造業	Wholesale, Retail and Import/Export Trades, Catering and Hotels 零售批發 及出入口 貿易、飲食 業及酒店業	Transport and Storage Services 運輸及 貨倉 服務業	Communications Services 通訊服務業	Financing, Insurance, Real Estate and Business Services 金融、保險、 房地產及 商業服務業	IT Products and Services Suppliers 資訊科技 產品及服務 供應商	Medical and Health Care Services 醫療及 保健服務	Community, Social and Personal Services 社區、 社會及 個人服務業	Digital Creative 數碼 創意業	Government Bureaux/ Departments 政府部門	Whole Economy 各行業 整體
	%*	%*	%*	%*	%*	%*	%*	%*	%*	%*	%*	%*	%*
Candidates found the remuneration package not attractive 應徵者認為薪酬欠吸引	2.7	-	-	7.1	5.0	17.1	5.0	38.0	-	36.3	13.6	2.3	23.4
Candidates were unwilling to work on shift for long hours 應徵者不願意 長時間輪班工作	2.7	-	-	1.1	5.0	11.4	2.7	1.8	-	2.7	4.5	-	2.3
Few candidates applied for the existing vacancies 現有空缺的應徵 人數不多	19.8	100.0	20.0	17.4	41.7	31.4	26.2	58.0	19.0	48.7	45.5	15.9	40.0
Candidates found the location of the office not attractive 應徵者認為辦工室 位置未如理想	0.9	-	-	-	6.7	2.9	-	0.3	-	6.8	-	-	2.4
Others [#] 其他 [#]	-	-	-	0.3	-	-	-	-	-	1.5	4.5	-	0.5

Notes: %* = $\frac{\text{No. of companies giving the respective answers}}{\text{Total no. of companies having recruited/tried to recruit IT employees in the past 12 months}} \times 100\%$
 註 填覆公司數目
 過往 12 個月曾招聘／嘗試招聘資訊科技僱員的公司總數

Other difficulties reported :

其他填報困難：

For companies in sector of WRIE, Catering and Hotels, and Digital Creative
 屬零售批發及出入口貿易、飲食業及酒店業，以及數碼創意業的公司

1. Candidates found the IT sector not attractive.
1. 應徵者認為資訊科技業並不吸引。

For companies in sector of Community, Social and Personal Services
 屬社區、社會及個人服務業的公司

2. Candidates found the IT sector lacked of promotion opportunity.
2. 應徵者認為資訊科技業缺乏晉升機會。