



# The Fearless Future: 2025 Global AI Jobs Barometer

Hong Kong, SAR  
Analysis





# Global Insights

**The AI Jobs Barometer reveals AI's global impact on jobs, wages, skills, and productivity by examining close to a billion job ads from six continents.**



## Our data suggests:

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**The AI revolution is accelerating in all industries** including industries less obviously exposed to AI such as agriculture and construction.

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**AI is redefining job roles faster and faster.** Skills sought by employers for AI-exposed jobs are changing 66% faster than for other jobs – up from 25% last year.

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**AI is associated with gentler growth – but not sharp declines - in job numbers.** Like electricity, AI has the potential to create more jobs than it displaces if it is used to pioneer new forms of economic activity. Our data suggests that companies are indeed using AI to help people create more value rather than simply reduce headcount.

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**AI is helping to democratise opportunity** for people who lack the time or resources to obtain formal degrees. Employer demand for formal degrees is declining particularly quickly for jobs exposed to AI, especially jobs more highly automated by AI.

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**Please see the [global findings report](#) for more insights.**



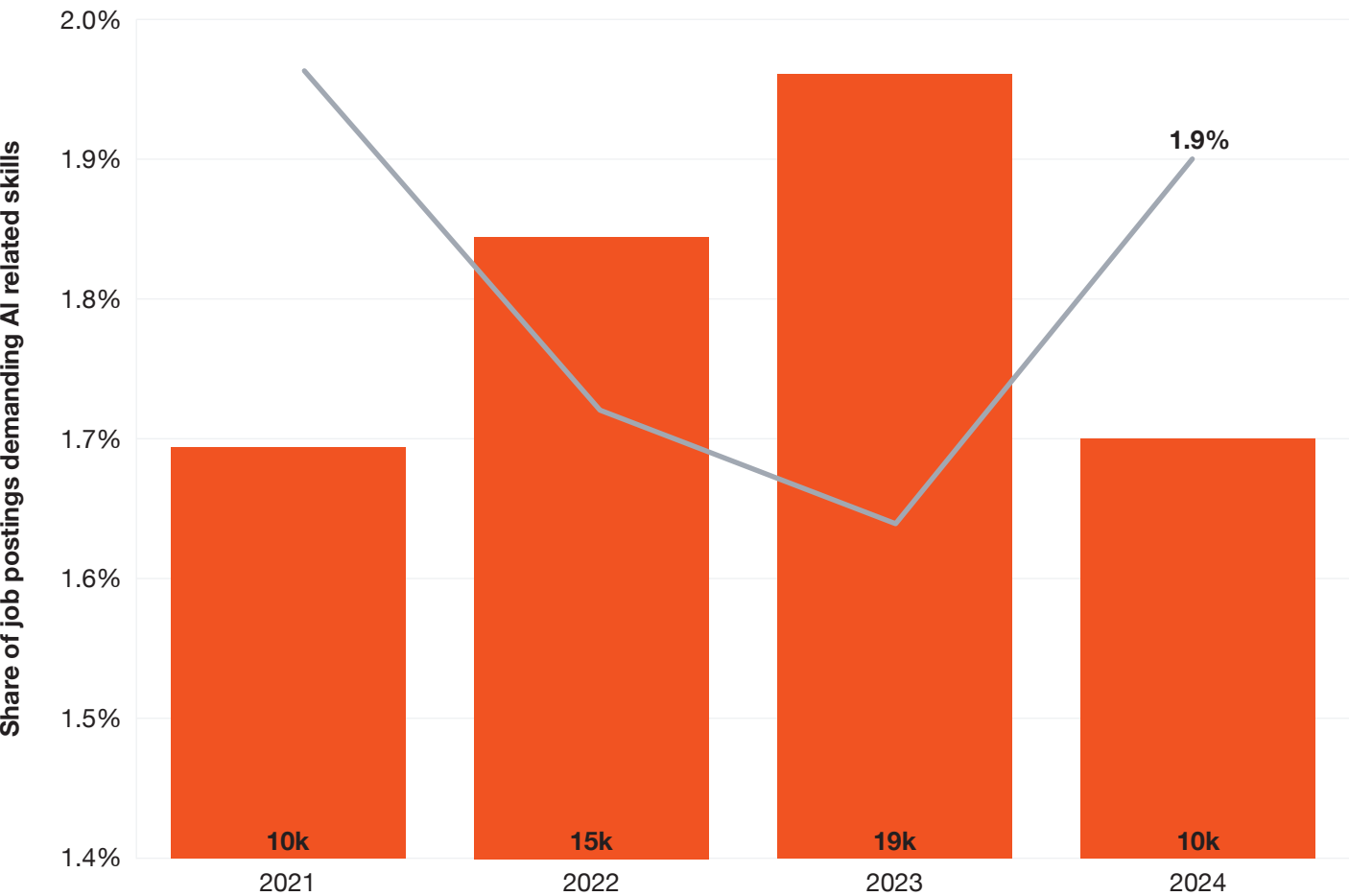
# Hong Kong, SAR Insights





# Despite a weakening labour market in 2024, with fewer job postings overall, demand for roles requiring AI-related skills increased

Total number and share of job postings requiring AI related skills, Hong Kong, SAR, 2021-2024



## Key findings

- The share of job postings requiring AI-related skills decreased from 19k in 2023 to 10k in 2024.
- Given a weaker job market in Hong Kong, SAR, with fewer roles being posted, AI job postings increased significantly between 2023 and 2024, from 1.6% to 1.9%, indicating an increasing demand for AI skills.

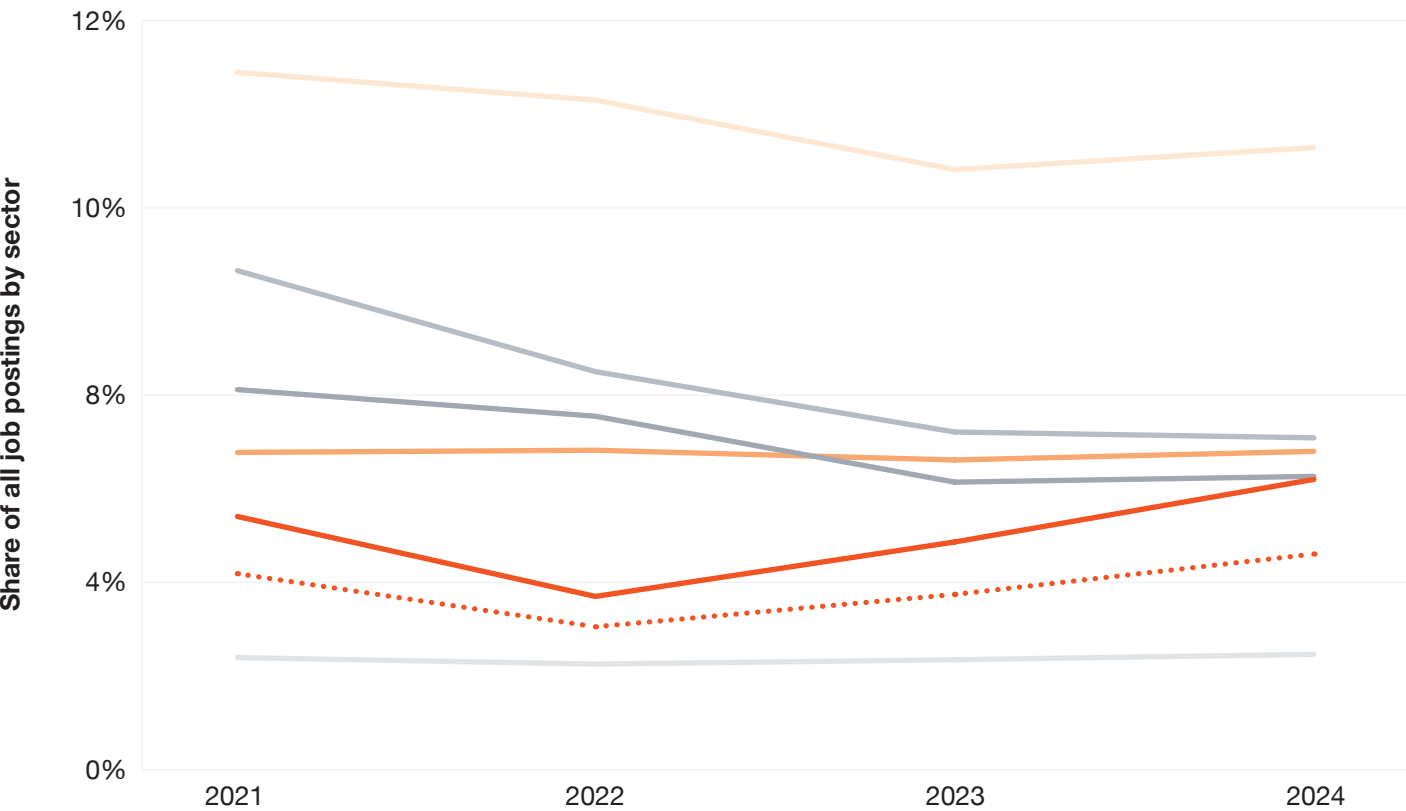
## Notes

- We use Lightcast data for jobs postings, including associated skills.

# Over the past decade, the Professional Services sector has remained the leading employer, exhibiting the highest demand for workers

Share of all job postings by sector, Hong Kong, SAR, 2021-2024

Human Health and Social Work Activities Professional, Scientific and Technical Activities Education  
Manufacturing Information and Communication Financial and Insurance Activities Construction



## Key findings

- The proportion of job vacancies in the professional, scientific and technical activities sector has fallen from 11.2% in 2021 to 10% in 2024, however it remains the leading sector in terms of job postings.
- The Information and Communication sectors is the second-largest sector in Hong Kong, SAR, at 5.3% in 2024.

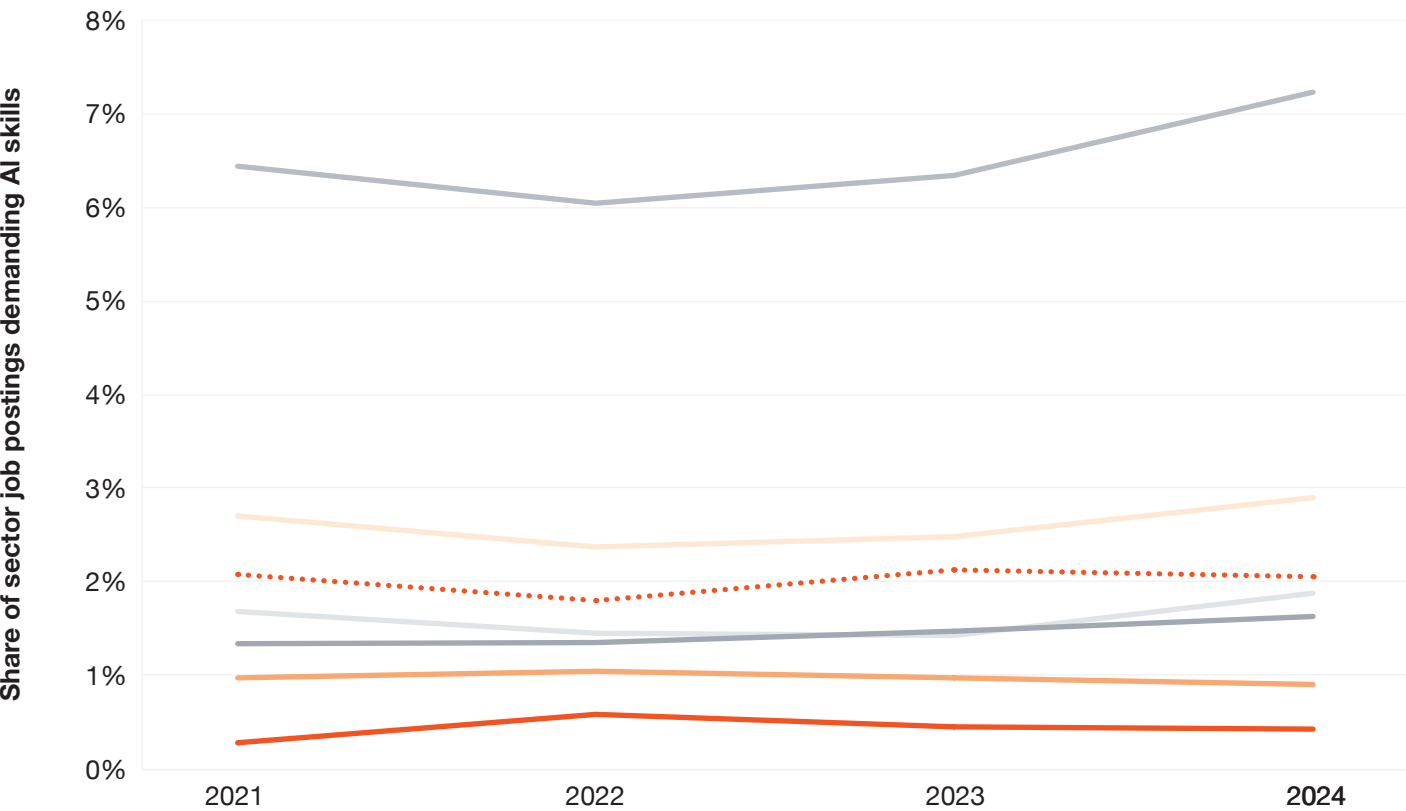
## Notes

- The number of uncategorised jobs changes over time, causing shifts in the shares of other sectors in our data.

# The demand for jobs requiring AI skills has seen little change across most sectors between 2021 and 2024

Share of AI job postings by sector, Hong Kong, SAR, 2021-2024

Human Health and Social Work Activities Professional, Scientific and Technical Activities Education  
Manufacturing Information and Communication Financial and Insurance Activities Construction



## Key findings

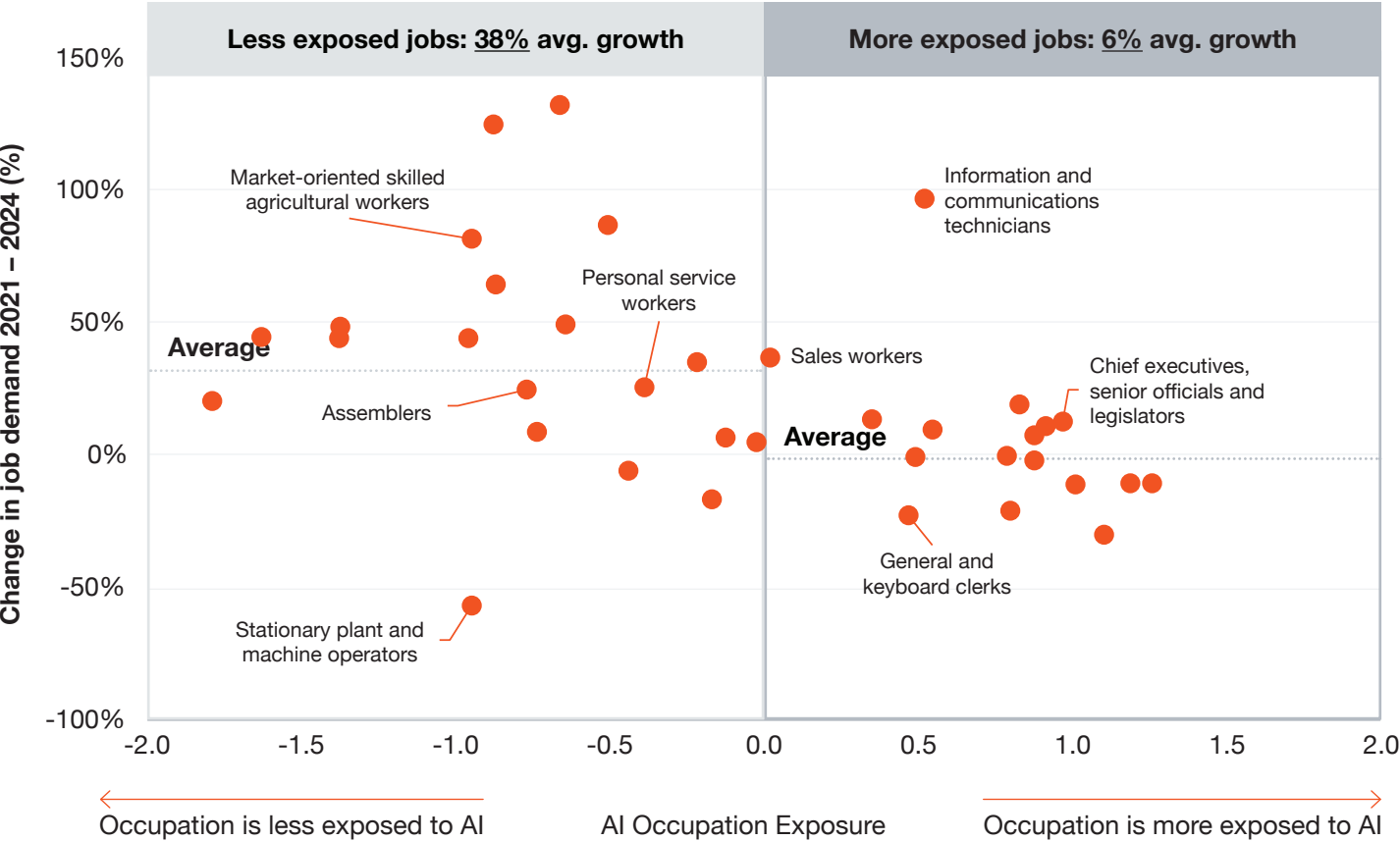
- The Information & Communication sector continues to dominate AI job postings, rising from 6.4% in 2021 to nearly 7.2% in 2024.
- Other sectors experienced relatively flat shares of job postings requiring AI skills across the same period, not exceeding 3%.

## Notes

- We use Lightcast data for jobs postings, including associated skills and sectors

# Job numbers in AI-exposed occupations have grown 6% since 2021

Cumulative growth rate in all job postings against exposure to AI, Hong Kong, SAR, 2021-2024



Sources: PwC analysis, Lightcast data

## Key findings

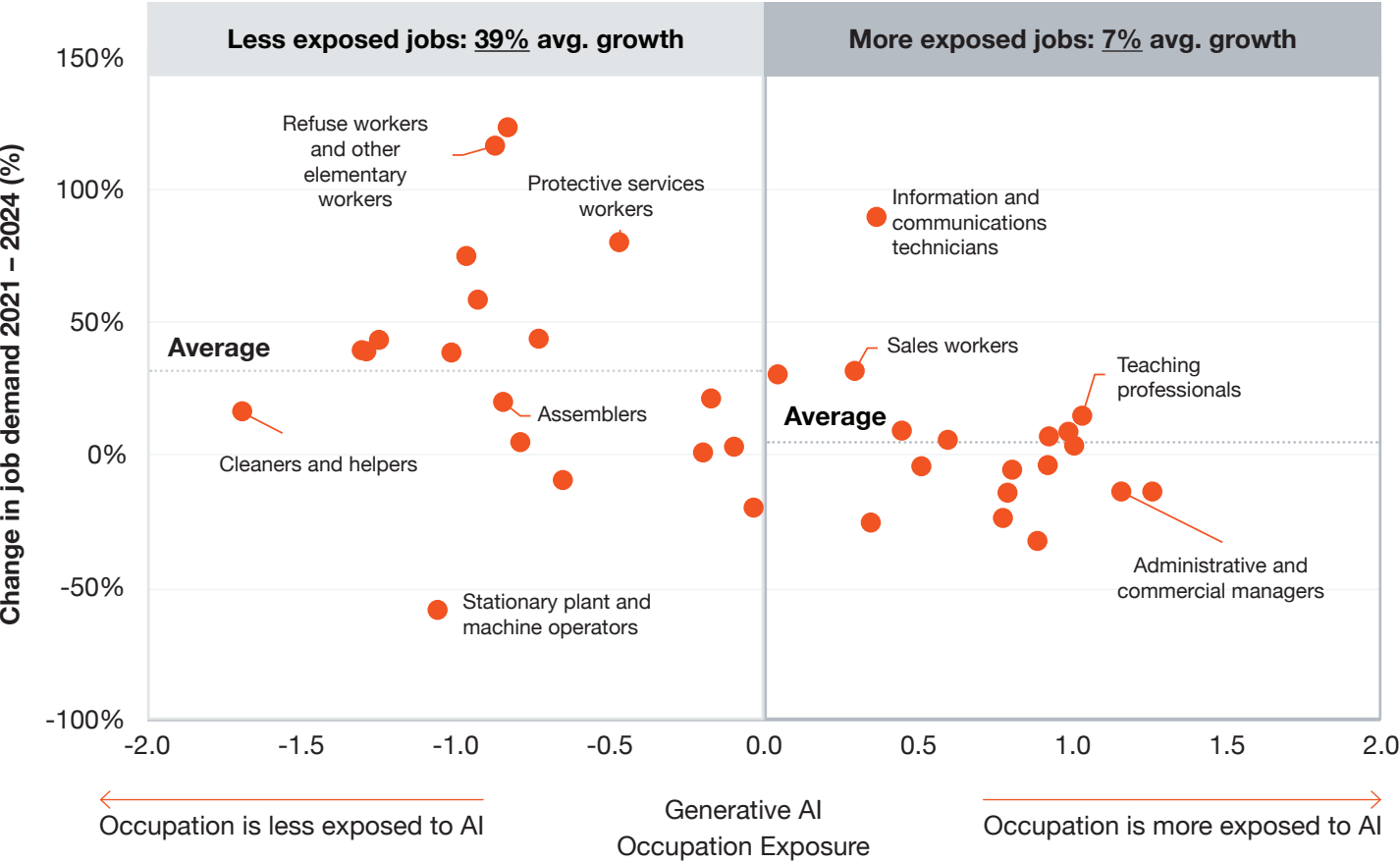
- In Hong Kong, SAR, higher AI Occupation Exposure (AIOE) is linked to slower job posting growth between 2021 and 2024.
- On average, these occupations see a 23% growth rate in job postings across 2021-2024. Bottom quartile of these occupations sees a 44% growth rate whilst the top quartile sees a -4% growth rate; 108% lower compared to the top quartile.

## Notes

- This metric uses ISCO codes at the 2-digit level, whereas the remainder of our analysis uses the 4-digit level
- We remove all errors and observations with zeros to filter the data

# Job numbers in GenAI exposed occupations have grown 7% since 2021

Cumulative growth rate in all job postings against exposure to AI, Hong Kong, SAR, 2021-2024



Sources: PwC analysis, Lightcast data

## Key findings

- In Hong Kong, SAR, greater exposure to Generative AI (Gen-AIOE) is associated with slower job posting growth from 2021 to 2024.
- Highest growth in the rate of postings is experienced by refuse workers and drivers and mobile plant operators.

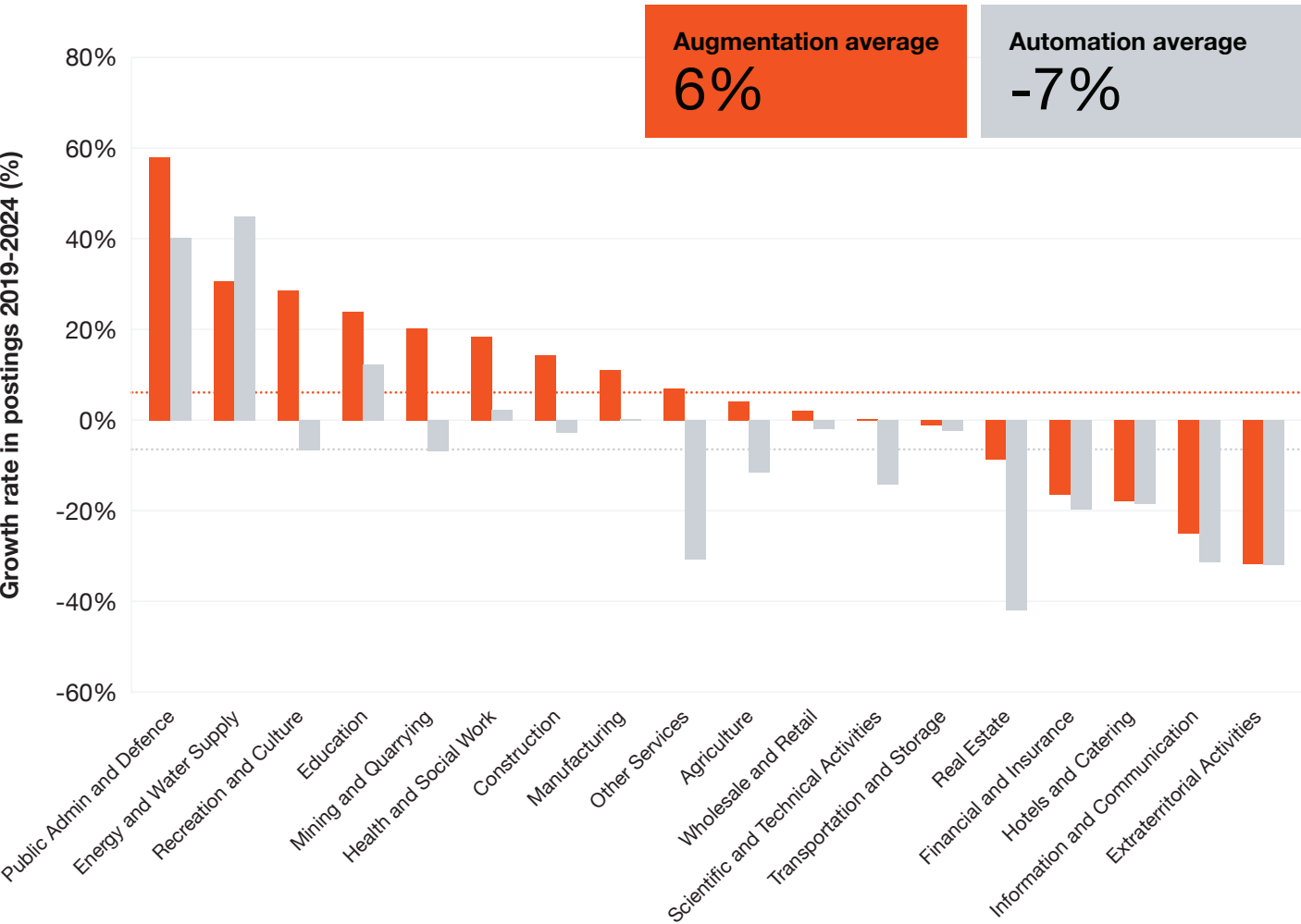
## Notes

- This metric uses ISCO codes at the 2-digit level, whereas elsewhere uses the 4-digit level.
- We remove all errors and remove all observations with zeros to filter the data.



# Across industries in Hong Kong, SAR job postings for augmented positions have risen while those for automated roles have fallen

Growth rate in postings by sector for augmented and automated jobs, Hong Kong, SAR, 2021-2024



## Key findings

- Jobs exposed to augmentation have experienced higher growth across nearly all sectors compared to those vulnerable to automation, highlighting the increasing demand for workers whose roles are enhanced by AI.
- Public Administration & Defence and Energy and Water Supply show the highest job posting growth rates, reflecting increased demand for roles that collate AI with human expertise.

## Notes

- After filtering, observations are categorised by Augmented, Automated, or Neither. We remove observations labelled as Neither.
- We remove the sector labelled Unknown from the graph.

# Due to data limitations these metrics are not presented for- Hong Kong, SAR

## Unavailable metrics:

- Number of jobs postings relative to 2012 split by quartile AI exposure is unavailable due to data not being available from 2012
- Degree requirements as a percentage of postings for AI jobs and all jobs is unavailable due to data not being available from at least 2019
- Net skill change for automated and augmented jobs by sector is unavailable due to many sectors not having a significant sample size
- Degree requirements for jobs with high and low AI exposure is unavailable as it is potentially misleading due to insufficient data
- Degree requirements for jobs more exposed to Augmentation and Automation is unavailable as it is potentially misleading due to insufficient data



# Partner Sponsors



**Joe Atkinson**  
Global Chief AI Officer,  
PwC US



**Peter Brown**  
Global Workforce Leader,  
PwC UK

# Contributors



**Sarah Brown**  
Global Corporate Affairs and  
Communications, Director,  
PwC UK



**Barret Kupelian**  
Chief Economist, Director,  
PwC UK



**Mehdi Sahneh**  
Economist, Senior Manager,  
PwC UK



**Simon Oates**  
UK Economics Leader,  
PwC UK



**Justine Brown**  
Global Workforce, Director,  
PwC UK



**Adam Deasy**  
Economics, Manager,  
PwC UK



**Nabil Taleb**  
Senior Associate,  
Economist, PwC UK



**Harry Ingham**  
Economist, Associate,  
PwC UK



**Gabriela Grobelny**  
Economist, Senior  
Associate, PwC UK



**William Feng**  
Economist, Associate,  
PwC UK



**Mia Williams**  
Economist, Associate,  
PwC UK



**Wilf Rutter**  
Economist, Associate,  
PwC UK



**Josh Gould**  
Economist, Associate,  
PwC UK

# Advisors



**Scott Likens**

Global AI and Innovation  
Technology Leader, PwC US



**Rusbeh Hashemian**

EMEA Chief Information  
Officer, PwC Germany



**Bivek Sharma**

Chief AI Officer, PwC UK



**Agnieszka Gajewska**

Global Government and  
Public Services Leader and  
PwC Central and Eastern  
Europe Clients & Markets  
Leader, PwC Poland



**Euan Cameron**

AI and Emerging Technology  
Leader, PwC UK



**Prasun Shah**

Global CTO Workforce  
Consulting & AI  
Transformation Leader,  
HR Technology &  
Transformation, PwC UK



**Bastiaan Starink**

Workforce, Partner,  
PwC Netherlands



**Khaled Bin Braik**

Consulting Partner and  
Emiratisation Leader,  
PwC Middle East



**Matt Wood**

Global and US Commercial  
Technology & Innovation  
Officer, PwC US



**Marlene de Koning**

Workforce AI and Innovation  
Technology Leader,  
PwC Netherlands



**Parul Munshi**

APAC Workforce  
Transformation Leader,  
PwC Singapore



**Anthony Abbatiello**

Workforce Transformation  
Practice Leader, PwC US



**Vishy Narayanan**

Asia Pacific Digital & AI  
Leader, PwC Malaysia



**Anthony Bruce**

Global Health Industries  
Leader, PwC UK



**Farbod Nassiri**

HR Transformation Leader,  
PwC Canada



**Dan Priest**

US Chief AI Officer, PwC US



**Dr. Vishalli Dongrie**

Workforce Advisory Leader,  
PwC India



**Julia Lamm**

Global Workforce Strategy  
Leader, PwC US





# 2025 Global AI Jobs Barometer

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