

8 DECENT WORK AND ECONOMIC GROWTH



Research & Innovation

Revolutionising Tourism Governance through Digital Transformation

The Research Centre for Digital Transformation of Tourism was established under the PolyU Academy for Interdisciplinary Research to advance digital solutions that optimise travel experiences, strengthen sustainability, and reshape the future of tourism and hospitality.

It spearheads interdisciplinary research in two core areas. The first "Digital Tourism Decision-Making and Monitoring" focuses on developing a cloud-based digital monitoring system for the sustainable development of the tourism and hospitality industry in the Greater Bay Area. This includes real-time indexes for monitoring tourism sentiment and satisfaction, as well as advanced forecasting tools for tourism demand and its associated carbon emissions, offering critical insights to policymakers and industry leaders.

The second area "AI-Driven Business and Experience Innovations", leverages artificial intelligence, machine learning, robotics, and generative technologies to optimise business processes, personalise customer experiences, and support data analysis.

By forging close collaborations with stakeholders, the Centre will introduce new solutions such as automated forecasting systems, a digital twin system for monitoring hotel carbon emissions, decision-support tools for environmental sustainability management, and policy simulation toolboxes for sustainable tourism, thereby digitally transform tourism, enhance governance, and contribute to international collaboration, ultimately advancing sustainability and improving the well-being of global citizens.



Reinvigorating Activewear with Intelligent Perspiration Management

The researcher team led by the School of Fashion and Textiles, the Research Centre of Textiles for Future Fashion under the PolyU Academy for Interdisciplinary Research, and the Research Institute for Intelligent Wearable Systems, has developed iActive™, a pioneering sportswear range that introduces intelligent perspiration management inspired by natural systems. This innovation, which was awarded a **Gold Medal at the 49th International Exhibition of Inventions Geneva**, features artificial sweat glands embedded in skin-like

anti-heat textile fabrics and a root-like liquid transport system aligned with the body's sweat map. Such a design enables sweat to dissipate three times faster than the maximum human sweating rate, creating a breathable and dry skin microclimate. Meanwhile, a mobile app further enhances the iActive™, allowing users to wirelessly adjust sweat levels for personalised comfort.

Compared to conventional fabrics, iActive™ is 60% lighter and 50% less clingy when soaked, boosting performance and preventing the discomfort after

intensive activities. The technology is well-suited to protective workwear in high-intensity professions such as healthcare, construction, and law enforcement, as well as for people with hyperhidrosis.

Concurrently, Omni-Cool-Dry™, a premium fabric inspired by volcano-dwelling beetles, was also developed by the research team to provide ultra-fast sweat dissipation and passive cooling by reflecting solar radiation and emitting body heat. The research team is planning to integrate these advanced properties into iActive™ to further enhance cooling capabilities.

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Teaching & Learning

Nurturing ESG Leaders through Interdisciplinary Learning and Industry Dialogue

Amidst the growing global demand for sustainable investment and climate action, the School of Accounting and Finance and the Department of Civil and Environmental Engineering jointly offer the “Master of Science in ESG and Sustainability” to address the pressing need for professionals who can lead the transition to a low-carbon, sustainable economy. As the first master’s programme of its kind in Hong Kong, it equips students with interdisciplinary knowledge in ESG strategies, green finance, corporate governance, and climate risk.

With the aim to enrich academic learning with practical insights, the programme hosted a thought-provoking series of ESG Leadership Talks, which provided students with a platform to explore current sustainability challenges, professional practices, and future opportunities, as well as brought together industry leaders to discuss the evolving role of ESG across diverse sectors.

The talks covered topics ranging from climate change and professional services to ESG disclosure and purpose-led business models, enabling students to engage directly with practitioners in critical discussions. The series aimed to deepen students’ understanding of emerging ESG trends while cultivating their strategic, analytical, and leadership skills required to address the real-world complexities of sustainability challenges, reinforcing the University’s commitment to nurturing socially responsible leaders who are ready to drive meaningful change in business and society.

Advocating Mental Well-Being in the Contemporary Workplace

The Department of Management and Marketing offers the subject “Well-being at Work” to equip students with the skills to identify and address psychological and socio-emotional issues in the contemporary workplace. Recognising that well-being is fundamental to productivity, the subject aims to break

down the common misconception that supporting employee wellness is either costly or incompatible with organisational goals.

Covering key topics such as stress, burnout, multitasking, anxiety, microaggressions and workplace bullying, the subject combines theory with practice to help students understand their own well-being while designing systems and cultures that champion mental health across diverse teams. With an emphasis on applying knowledge to real-world contexts, students are empowered to foster inclusive and supportive workplaces that enhance engagement and resilience, creating a ripple effect that benefits both organisations and the wider community.

5,000+ students 
completed the Work-Integrated
Education (WIE) programme

Offered
880+ 
internship placements



External Engagement



Outstanding ESG Enterprises Recognition Scheme

Enhancing Environmental, Social and Governance (ESG) Awareness and Support for Enterprises of All Sizes

PolyU and Sing Tao News Corporation have signed a Memorandum of Understanding to promote ESG principles through academic and industry exchange, as well as impactful and educational initiatives targeted at stakeholders across different sectors. The Outstanding ESG Enterprises Recognition Scheme honoured more than 20 exemplary companies from areas such as real estate, finance, and public affairs for their ESG achievements. Through providing professional guidance and training to participating enterprises, the Scheme aims to promote green finance in industry, create a favourable investment climate, and raise public awareness of the importance of ESG in social sustainability.

Moreover, with a view to assisting local small and medium enterprises (SMEs) in navigating the evolving ESG landscape, PolyU's Policy Research Centre for Innovation and Technology collaborated with The ESG

Consortium and Sing Tao to host the forum "Charting the Path: ESG Policies and SMEs in Hong Kong's Green Finance Journey". The Forum gathered experts and industry leaders to explore how ESG policies and green finance can support SMEs in gradually aligning with international disclosure standards amidst the transition to a low-carbon economy. Focusing on the availability of resources, discussions during the Forum underscored the need for tailored policy support, funding access, digital tools, and simplified ESG frameworks to help SMEs overcome sustainability challenges and remain globally competitive.



Forum on "Charting the Path: ESG Policies and SMEs in Hong Kong's Green Finance Journey"

Universities as Catalysts for Sustainable Tourism

The Communities of Practice on Education for Sustainable Development and the Educational Development Centre co-organised the "Pathways to a Sustainable Future: Universities as Agents of Change" seminar that used the case study of the active collaboration between Griffith University and EarthCheck for the purpose of examining how universities can play a unique role in mentoring communities to embrace sustainability. Having been cited as a critical component of the "Towards 2032: Reshaping Queensland's Visitor Economy to Welcome the World", which identifies sustainability as a key catalyst for change in preparation for the Brisbane Olympic Games, such a collaboration aims to offer guidance to two Australian regions in the process of obtaining ecotourism certification. Through the seminar, participants were shown how universities are capable of driving change in destinations that are traditionally unfamiliar with the concept of sustainable tourism, which is essential to regenerating nature, culture, and heritage, hence making a real-world impact.

Governance & Operations

Fostering Institutional Integrity and Positive Workplace Culture

PolyU strives for fostering a safe, healthy, and equitable working environment for all staff members. Recognising that cooperation and harmony are essential to institutional success, the University has established clear and transparent processes to uphold fairness in its employment practices. A formal appeal mechanism, guided by detailed procedures, ensures that staff grievances and human resources-related issues are handled responsibly by the University Grievance Committee. Besides, in support of open communication and continuous

improvement, the PolyU Staff Association serves as a registered trade union welcoming all full-time staff members, excluding senior management, and provides them with a platform to voice concerns and contribute to discussions on workplace policies. Regular meetings with university management allow for proactive engagement on matters that shape the professional environment.

Additionally, to reinforce a culture of workplace safety, the Health and Safety Office also promotes innovation in work safety through initiatives such as the PolyU Occupational Safety and Health Excellence

Award. This programme encourages staff members to develop practical, technology-enhanced solutions that contribute to sustainable improvements in workplace safety and well-being. All such initiatives form the foundation of a respectful, inclusive, and forward-thinking work culture that supports both personal and institutional excellence.