

Families and Children

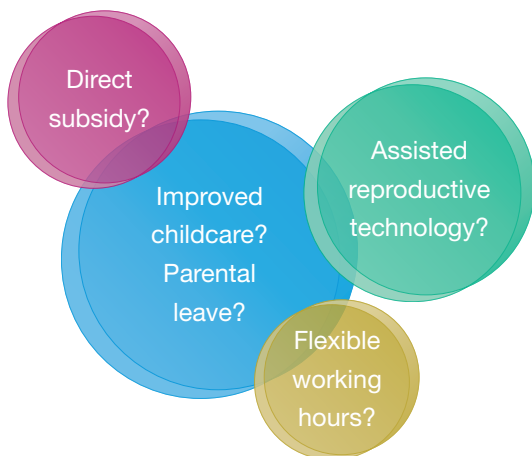


Strengthening Families

Family is the building block of society. Children are our future. We should foster a supportive environment in which individuals' aspiration to form and raise families can be fulfilled as far as possible.

What measures would be effective in helping people form and raise families? How should the cost of such measures be met among taxpayers, employers and employees?

How to help young couples overcome the major hurdles of affordable housing, education and childcare?



Opportunities in an Ageing Society



Active Ageing

Elderly people are our valuable asset. We should build an age-friendly environment that fosters active ageing and enables elderly people to continue contributing to the community.

Silver Hair Market

Elderly people of future generations will be consumers with high purchasing power. An ageing society presents plenty of business opportunities.

Retiring on the Mainland

Our close links with the Mainland open up opportunities for our elderly people to opt for retirement on the Mainland, particularly in Guangdong Province, to enjoy more spacious living environment.

What are the key areas that need improvement for building an age-friendly environment that helps elderly people stay active?

How can we encourage and facilitate elderly people to undertake volunteer service?

What sort of products and services tailored for elderly people would you like to see in the market? How to facilitate the development of silver hair market?

What support measures are needed to facilitate elderly people to retire on the Mainland?

集思港益

Thoughts for Hong Kong

人口政策公眾參與活動
Public Engagement Exercise on Population Policy

How to recruit more talent to boost competitiveness?

How to encourage young couples to start a family?
How to help elderly people stay active and enjoy life?

How to make best use of local human resources and help everyone realise their potential?



Please send us your views on **population policy** by 23 February 2014

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Secretariat of the Steering Committee on Population Policy
Chief Secretary for Administration's Office

Demographic Challenges

Hong Kong is ageing fast

By 2041, nearly one in every three of us will be aged 65 or above. Our labour force will decline starting from 2018. Dwindling labour force will slow our economic growth and therefore adversely affect our employment opportunities and living standards. It will also compress our tax base while public expenditure rises to meet the growing needs of an ageing population.

	1981	2012	2041
Declining fertility rate Number of live births per woman	1.9	1.3	1.2
Longer life expectancy Life expectancy at birth (Male /Female)	72.3 78.5	80.7 86.4	84.4 90.8
Rapidly ageing population Proportion of elderly people	7%	14%	32%
Increasing dependency ratio Number of young and old dependants per 100 working age persons	45.8	35.5	71.2
Shrinking labour force Proportion of people aged 15 or above in employment or looking for jobs	66.7%	58.8%	49.5%

Our Population is Full of Diversity

New arrivals from the Mainland, persons with disabilities and ethnic minorities are our families and neighbours sharing the same community. We must cultivate a socially inclusive environment in which people of all backgrounds and colours can realise their potential.

To tackle the challenges, we should formulate a sustainable population policy with the following objective –

“To develop and nurture a population that will continuously support and drive Hong Kong’s socio-economic development as Asia’s world city, and to engender a socially inclusive and cohesive society that allows individuals to realise their potential, with a view to attaining quality life for all residents and families.”

Local Manpower



Quantity

We need to increase the size of our workforce by -

- unleashing the potential of female homemakers and early retirees; and
- promoting social inclusiveness and removing barriers to work to facilitate people of all backgrounds to join the labour market.

Quality

We should enhance our manpower quality and reduce skills mismatch. We need to -

- diversify our economic base to increase job diversity;
- enhance our education and training to ensure that young people have the right skills;
- revive the value of vocational education as an alternative to traditional academic pursuits; and
- promote continuing learning.

What are the effective measures to encourage female homemakers and early retirees to join our labour force?

How to unleash the potential of new arrivals, persons with disabilities and ethnic minorities through education, training and employment?

How to align our post-secondary education closer with the needs of employers?

How to inspire interest in vocational education and promote continuing learning?

New Sources of Manpower



Global Competition for Talent

Cities around the world are all striving to attract talent to add value to their economies. Hong Kong cannot afford to lag behind in this global battle for talent. To stay competitive, Hong Kong should build up its stock of human capital by taking in talent from outside.

Bringing Hong Kong People Home

We should make more proactive efforts in attracting Hong Kong emigrants and their offspring to return to Hong Kong. We should also make Hong Kong an attractive place for talent from around the world to live and stay here.

Helping Hands from Outside

Some industries are facing manpower shortage. We need to consider how our labour importation system can be made more effective to meet the needs of our economy and changing population.

Should we adopt a more proactive “we seek you” strategy and more targeted approach on talent admission?

How to reach out to Hong Kong emigrants and their offspring and encourage them to return to Hong Kong?

How to make our system of labour importation more effective without jeopardising the interests of local workers?