

# **VIEWS ON *THOUGHTS FOR HONG KONG:* *POPULATION POLICY***

Submitted to

**Steering Committee on Population Policy**

by



**Institute of Future Cities (IOFC)  
The Chinese University of Hong Kong**

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## EXECUTIVE SUMMARY

This paper represents the views of the Institute of Future Cities (IOFC) of the Chinese University of Hong Kong on the government's public consultation document on population policy 2014: *Thoughts for Hong Kong*.

First, population is the most important factor affecting the pursuit of sustainable development. Population is not only a driver of economic growth, it should also be seen as targets of integrated policies that promote the vision of development in a place. Envisioning requires us to face issues of uncertainties: uncertainties about facts and information, uncertainties about value positions and uncertainties on related decision areas.

Second, sustainable economic growth can only be achieved by enhancing productivity, rather than importing labour force. It is inappropriate to achieve economic growth by increasing labor force in oblivion to the already limited land supply in Hong Kong. It would impose further pressure on the existing shortage of land and housing supply.

With the vision of nourishing a population in Hong Kong that endeavours to achieve a sustainable future, this submission seeks to comment on the suggestions outlined in the consultation document through the lens of sustainable development in Table 2, which is itemized as follows. The Table also includes a section entitled Sustainable Development to discuss sustainability issues central to population policies but are not deliberated in the consultation document.

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| <p>A. Asia's World City</p> <ol style="list-style-type: none"><li>1. Growing mismatch in human resources</li><li>2. Attracting global talent</li><li>3. Capital Investment Entrant Scheme</li><li>4. Importing low-skilled labour</li><li>5. Boosting quantity of labour</li></ol> <p>B. Quality of Life</p> <ol style="list-style-type: none"><li>1. Supportive environment for child rearing</li><li>2. Ageing population</li></ol> | <p>C. Sustainable Development</p> <ol style="list-style-type: none"><li>1. Environmental policies</li><li>2. Housing and land policies</li><li>3. Retirement protection</li><li>4. Elderly policy, long-term care</li><li>5. Education policy</li><li>6. Family policy</li><li>7. Economic policy</li><li>8. Public finance policy</li><li>9. Health care policy</li></ol> |
|---|--|

Summing up, we posit that a population policy should not only focus on labor force, but should take a holistic approach, especially on sustainability issues. The implications and the costs and benefits of different scenarios of demographic changes should also be clearly explained to facilitate the discussion and considerations by the general public; as well as the evaluations of the policy in the future.

### **A brief Introduction of IOFC at CUHK**

Institute of Future Cities (IOFC) is an inter-disciplinary research institute bridging researchers within CUHK to carry out cutting-edge research on current and future urban issues from the perspectives of environment, community, history and culture, economy, policy and technology. At present, it has four centres and one programme focusing on different research aspects, namely Centre of Community and Place Governance, Centre of Land Resource and Housing Policy, Centre of Urban History, Culture and Media, Centre of Urban Sustainability as well as Urban Informatics Programme.

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## Introduction

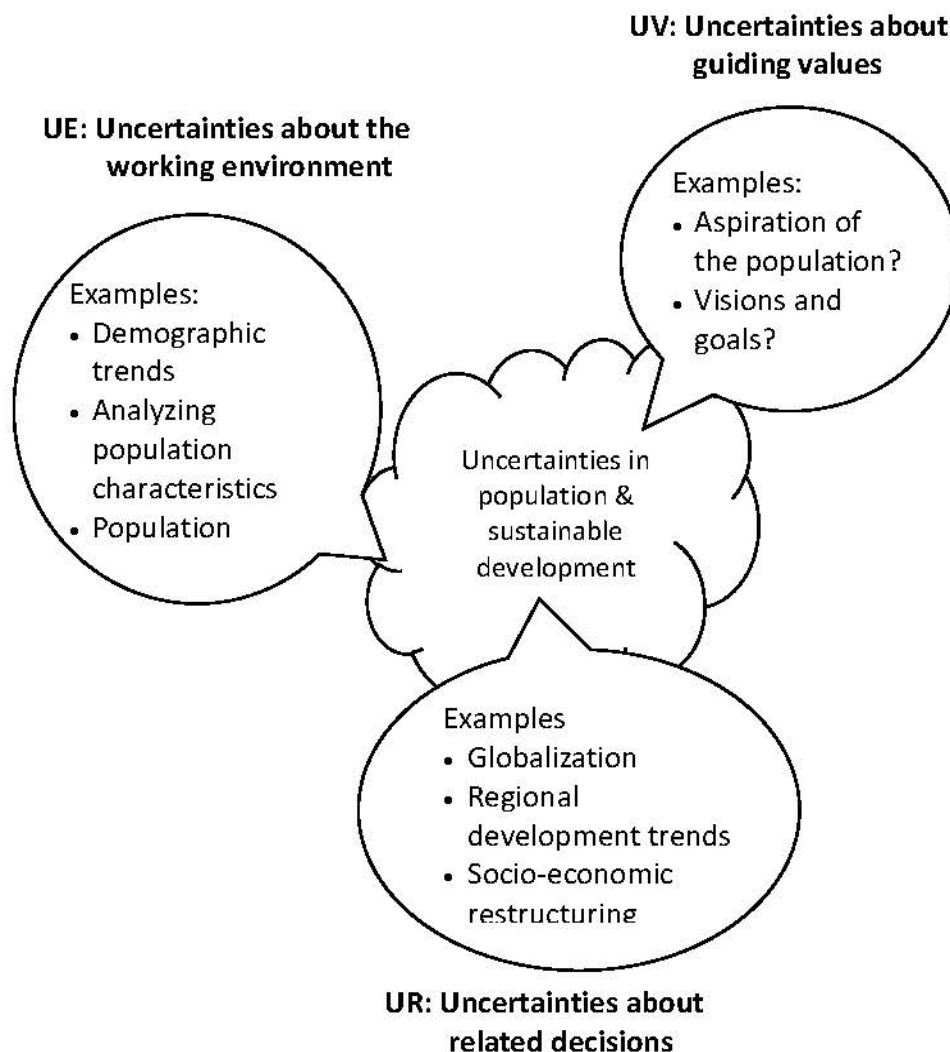
The following represents the views of The Institute of Future Cities (IOFC) at The Chinese University of Hong Kong on the document *Thoughts for Hong Kong* (henceforth the Document) published for the public engagement exercise on population policy. Echoing the position of the United Nations, we consider population as the most important factor affecting the pursuit of sustainable development. Population is not only a driver of development but should also be the target of various sustainable development policies. Seen from these angles, we can anticipate three types of uncertainties involved in any population debates: uncertainties of facts, guiding values and related decision areas (Figure 1 and Table 1). Based on these understandings, Table 2 is constructed to respond to the issues raised by the Document as well as bringing out issues central to sustainable development but are missing in the Document.

## Reactive vs. Proactive Population Policy

Population is widely accepted as a fundamental element in the debate on sustainable development, both as a driver of sustainability concerns (Palmer, 1999) (e.g., as a source of environmental pressures) and as a specific target for sustainable development policies (United Nations, 1993; Caldwell, 1996; McMichael and Powles, 2000). Principle 8 of the Rio Declaration on Environment and Development (United Nations, 1992: Annex I) places population policies centre-stage in the pursuit of sustainable development (United Nations, 2001), stating that: '[t]o achieve sustainable development and a higher quality of life for all people, States should reduce and eliminate unsustainable patterns of production and consumption and promote appropriate demographic policies'. The same concerns are expressed in Chapter 5 of Agenda 21 (United Nations, 1993: clause 5.2) which states that: '[d]emographic trends and factors and sustainable development have a synergistic relationship'. Policies should not only respond to the consequences of population growth but should also seek to bring about a demographic transition within a holistic framework that combines sustainability concerns and population issues.

Friend and Hickling (1997) identify three major types of uncertainties in decision-making: uncertainties about the working environment (UE), uncertainties about related decisions (UR) and uncertainties about guiding values (UV). Based on this schema, we can argue that three types of uncertainty surround any debate on population dynamics and sustainable development: uncertainty about the trends in population growth, uncertainties about the relationships between population policies and other spatial and aspatial policies at different geographical levels and uncertainties about the value stance with reference to population dynamics (Figure 1).

**Figure 1: Three Types of Uncertainties in Population and Sustainable Development**



Source: Modified from the original model of uncertainties in decision making developed by Friend and Hickling (1997), p.3.

A strong commitment to sustainable development would require a holistic framework of integrating various sectoral and spatial policies (i.e., linked with related decision areas), and a capacity to learn more about population and consequent mutual impacts with other sectoral policies. Simply possessing factual information relating to population change and reacting to the identified trend are NOT adequate. While it may already seem very difficult to predict and forecast (UE), the major problem of uncertainty very often lies in related decision areas (UR), values (UV), or both. As shown in Table 1, in order to determine the impacts of population growth on sustainable development, more research work, better data and information on the characteristics and trends of population growth are required. And in order to develop a comprehensive understanding of the relationships between population growth and socio-economic and environmental issues at local, regional, national or even international levels, we have to overcome uncertainties in related policy areas. However the greatest challenge lies in the uncertainties of values technical knowledge alone cannot help

resolve and require a capacity for collective social learning and a social infrastructure that facilitates community dialogue.

**Table 1: Uncertainties in Population and Sustainable Development**

	UE: Uncertainties about working environment	UV: Uncertainties of value positions	UR: Uncertainties of related decision areas at different geographical scale
<b>Population Issues as Drivers of Sustainable Development</b>			
<ul style="list-style-type: none"> <li>• Demographic trends: fertility, aging, migration, ethnicity, etc.</li> <li>• Mutual impacts between population trends and other sectoral policies</li> </ul>	<ul style="list-style-type: none"> <li>• Information (technical knowledge?)</li> <li>• Existing policies and impacts on population</li> </ul>	<ul style="list-style-type: none"> <li>• Pro-natal or ante-natal policies?</li> <li>• What values?</li> </ul>	<ul style="list-style-type: none"> <li>• Demographic policies at other scales</li> <li>• Related policy domains</li> </ul>
<b>Population as Targets of Sustainable Development Policies</b>			
<ul style="list-style-type: none"> <li>• Globalization, regional and local development (migration policy?)</li> <li>• Socio-economic and environmental policies such as:               <ul style="list-style-type: none"> <li>- Environmental policies (reducing carbon emission, etc.?)</li> <li>- Housing and land policies (satisfying basic needs?)</li> <li>- Education policies (higher quality, creative...?)</li> <li>- Universal retirement protection, elderly policies (active aging...?)</li> <li>- Family policies (healthy, happy families, lowering welfare, health costs etc.?)</li> <li>- Political set up (equality in governance, social justice, procedural justice)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Global and local developments</li> <li>• Regional development</li> <li>• Existing policies</li> </ul>	<ul style="list-style-type: none"> <li>• What values are adopted in developing various spatial and aspatial policies?</li> <li>• How to arrive at these values: through social learning and community dialogue?</li> </ul>	<ul style="list-style-type: none"> <li>• Policies adopted at different geographical scales and their impacts on Hong Kong's development and population policies</li> </ul>

Source: Ideas on uncertainties in decision making are based on Friend and Hickling (1997), p.3.

### **What kinds of population? What kinds of society?**

While strict control of population growth is unrealistic in this age of globalization and intensive economic competition, geographical units need, nevertheless, to be vigilant in monitoring the trends and contents of population growth and at the same time, proactively

nurture the existing, incoming and future human resources according to the shared vision of the place. The latter is extremely important if people in a particular geographical unit are serious in promoting sustainable development. On page 9 of the Document, the objective of Hong Kong's population policy is stated as:

'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 realize their potential, with a view to attaining quality life for all residents and families.'

On the same page, paragraph 1.17 states that the Steering Committee on Population Policy (SCPP) considers that 'a sustainable population policy should have the vision of enhancing our human capital to sustain Hong Kong as Asia's world city' and '[w]e should nurture a socially inclusive and cohesive environment that provides each of us with equal opportunity to move ahead and excel in life' (1.20). In the same paragraph, the SCPP acknowledges that population growth will 'put pressure on our infrastructure, housing, public services and the environment' and 'the government needs to manage these challenges through continued planning and development'. And the document suggests that the Government has taken action to ensure environmental sustainability through the issue of a Clean Air Plan, the Blueprint for Sustainable Use of Resources and the Biodiversity Strategy and Action Plan (1.21).

These few short paragraphs reveal at best only a partial response to population matters as outlined above. Population no doubt will put pressure on our social and physical infrastructure BUT our social, economic, environmental, physical and institutional set up should not just react to population changes. These various policy areas are quintessential to nurture our population. And the ultimate goals and objectives of such nurturing should go beyond being just economically competitive and to 'move ahead and excel in life' (1.20). If we are serious about sustainable development, we should be nurturing our society and our population to be citizens that are keen to pursuing long-term economic growth at different geographical scales; promoting intra- and inter-generational equity that guarantees the satisfaction of basic needs, social justice and equality in governance; practicing environmental sustainability that tackles climate change and enhances nature; and developing innovative institutional establishments that promote collaborative, trans-disciplinary and integrated efforts to search for a development pathway towards a sustainable future.

In the Foreword of the Document (p.3), the Chief Secretary for Administration specifies that:

'Population policy is a wide-ranging subject and is heavily entwined with many aspects of public policies. To give our public engagement exercise a better focus, we have chosen not to duplicate subjects currently studied by other institutions, such as retirement protection by the Commission on Poverty, housing by the Long Term Housing Strategy Steering Committee, public finances by the Working Group on Long-Term Fiscal Planning, as well as ongoing and projected elderly health and welfare needs by respective bureau in conjunction with their major advisory bodies.'

If we agree that population policies involve not only more facts on demographic trends, labour force demand, needs of a restructuring economy but also the search for shared values in terms of nourishing the capacities and character of our human resources (population) and the potential impacts on these shared values by related decision areas, the issues discussed in the Document could only be one dimension of many others that should be reviewed in this exercise.

In other words, the proposed population policy discussed in the Document is at best a labor-force policy consultation. It ignores many other aspects required for a population policy. Furthermore, it is inappropriate to achieve economic growth by increasing labor force in oblivion to, for example, the already limited land supply in Hong Kong. Former United Nations demographer Joseph Chamie called it “Ponzi demography”<sup>1</sup> that privatizes the profits and socialises the costs incurred from population increase. There could even be a population bubble that would eventually burst when population growth stalls, resulting in high debt and environmental degradation (Pesek, 2013). The Economic Strategies Committee of Singapore has already pointed out that “to sustain economic growth despite a more slowly expanding workforce, we have to make a clear shift: to grow based on skills, innovation and productivity” (ESC, 2010). It may be time for Hong Kong to develop an economic growth model by means of improving productivity and efficiency rather than by population growth and at the same time, possesses capacity to build communities and enhance the environment.

Indeed, as the first important step, the Government has to show its leadership to rally people in Hong Kong to reflect on the current state of our human resources and deliberate on a vision that can guide meaningful and fruitful discussions in other policy areas. This explicit vision, when derived, will be a powerful tool for us to evaluate the various policies central to population and sustainable development concerns.

In the absence of a developed and shared vision unique to Hong Kong, Table 2, nevertheless, attempts to review issues raised by the Document. Next to the identified issues are four columns outlining issues raised by the Document and some of them are classified as uncertainties in the environment, values or related areas. The last column contains comments by IOFC, generated from the perspectives of sustainable development. Focusing on the stated objectives of the Document, the Table first reviews issues discussed in the Document. It also includes a section that focuses on sustainable development issues that are also central to any population policy. The points raised by IOFC are marked in bold in the shaded boxes. Hopefully, this will invite the Government to lead our society in widening the discussions and raise everyone’s capacity to see the inter-connectedness of different policy areas and more importantly, the potential of integrated policy making in nurturing a population that endeavours to achieve a sustainable future.

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<sup>1</sup> A Ponzi scheme is a deceptive investment scheme that offers returns not from profits but from existing or new capital from new investors attracted by higher returns. The scheme is named after Charles Ponzi who made a lot of money through such a scheme in 1920.

**Table 2: Comments on the Document from a Sustainable Development Perspective**

Population related issues	Consultation Document	UE: Uncertainties of environment	UV: Uncertainties of values	UR: Uncertainties of related areas	Specific comments by Institute of Future Cities
<b>Asia's world city (Aging population, shrinking labour force (2.1))</b>					
<ul style="list-style-type: none"> <li>• Growing mismatch in human resources (1.13, 1.23)</li> </ul>	<ul style="list-style-type: none"> <li>• Career diversity (1.13)</li> </ul>	<ul style="list-style-type: none"> <li>• Diversifying the economic base (3.5)</li> </ul>		<ul style="list-style-type: none"> <li>• 2013 CE identified four industry cluster (Transportation; Convention and Exhibition Industries and Tourism; Manufacturing Industries, Innovative Technology and Cultural and Creative Industry and Professional Services) (3.6)</li> </ul>	<ul style="list-style-type: none"> <li>• Besides the four industrial clusters, what other measures are there to diversify the economic base?</li> <li>• How will these diversification measures promote environmental sustainability and social equity as well?</li> <li>• Can local economy be developed to build community, engage the unemployed youths (9.7%), involve the retired persons, enhance income and improve the dense urban environment?</li> </ul>
	<ul style="list-style-type: none"> <li>• Upwards social mobility(1.13) <ul style="list-style-type: none"> <li>○ Age 15-24: 9.7% unemployment rate (3.3)</li> <li>○ Age 20-29 median income remains at</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Better education and training (3.5)</li> <li>• A more elaborate manpower projection system (3.7)</li> </ul>	<ul style="list-style-type: none"> <li>• Revive the value of vocational education (3.5); change of mind set towards</li> </ul>	<ul style="list-style-type: none"> <li>• Competition from Beijing, Shanghai, Guangzhou and Shenzhen (3.2)</li> <li>• Greater collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Integrated policy making is required to tackle these issues as they span policy domains in education, public finance, economic development and migration matters.</li> <li>• What are the core reasons for our younger generation to be</li> </ul>

Population related issues	Consultation Document	UE: Uncertainties of environment	UV: Uncertainties of values	UR: Uncertainties of related areas	Specific comments by Institute of Future Cities
	<p>\$10,000 in the past decade (3.4)</p> <ul style="list-style-type: none"> <li>• Need many more graduates with good language and communication skills (3.12)</li> </ul>		<p>career options for the young generation (3.13)</p> <ul style="list-style-type: none"> <li>• Continuing learning (3.5)</li> </ul>	<p>between industry and education institutions in curriculum design (3.10)</p> <ul style="list-style-type: none"> <li>• Vocational courses, licensure in trades and the Qualification Framework (3.15)</li> </ul>	<p><b>unemployed and receiving a shrinking salary in the last decade? How to meaningfully engage them economically not only to raise their salary but use them as important resources in building a sustainable community that nourishes the environment?</b></p> <ul style="list-style-type: none"> <li>• How to encourage our population to be more open minded in welcoming overseas talents as another learning opportunity?</li> </ul>
<ul style="list-style-type: none"> <li>• Attract global talent (1.14, 1.23) (existing policies: General Employment Policy, Admission Scheme for Mainland Talents &amp; Professionals &amp; Quality Migrant</li> </ul>	<ul style="list-style-type: none"> <li>• Helps build up our stock of human capital... to attract investment (4.1)</li> <li>• Immigration Arrangements for Non-local graduates (IANG) (4.4)</li> <li>• Better coordination of various schemes (4.6)</li> <li>• 'We seek you'</li> </ul>				<ul style="list-style-type: none"> <li>• Unless the discussion of these issues is balanced with our society's views on nourishing local talents, unnecessary ideological conflicts may arise.</li> <li>• The Document (p.9) argues for a 'competitive economy'. From a sustainable development point of view, competitiveness should be seen as only one aspect of our economy. A truly sustainable economy should also nurture social capital and enhance the environment.</li> </ul>

Population related issues	Consultation Document	UE: Uncertainties of environment	UV: Uncertainties of values	UR: Uncertainties of related areas	Specific comments by Institute of Future Cities
<p>Admission Scheme) (p.28)</p> <ul style="list-style-type: none"> <li>• Capital Investment Entrant Scheme (p.29)</li> </ul>	<p>policy? (4.7)</p> <ul style="list-style-type: none"> <li>• More facilitating immigration arrangements to their families (4.10)</li> <li>• Publicity and marketing (4.10)</li> <li>• Welcoming attitude and recognition of overseas professional qualifications (4.10)</li> <li>• Attract Hong Kong emigrants and their offspring (p.36)</li> </ul>				<ul style="list-style-type: none"> <li>• And this again needs to be discussed in view of the population's low fertility rate that in turns is related to an urban environment that is not particularly friendly to family building. The question of long working hours is a case in point. Unless the latter is tackled, it would be difficult to attract overseas talents too.</li> <li>• In the consultation document, it seems to assume that the local fertility rate is independent of the other suggested ways to increase labor force. However, there have at least 2 related studies showing that population growth resulting in higher housing price would impose a negative effect on the fertility rate. Li and Xu (2012) conducted a nationwide cross-sectional analysis using the 2010 census data for cities in China, and found a negative correlation between housing</li> </ul>

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					price and fertility rate. Yi and Zhang (2010) also found a long-term negative correlation between the two in Hong Kong by studying the longitudinal data of Hong Kong from 1971-2005. In other words, importing labor can aggravate the problem of housing shortage, escalating housing prices that in turn would further dampen the very low fertility rate. Ultimately, it does not help achieve a steady and robust labor force, and the city would have to rely more and more on importing labor.
<ul style="list-style-type: none"> <li>• Import low-skilled labour (1.14) (Supplementary Labour Scheme (SLS) with 26 job categories. End of 2012, only 2,415 imported workers) (4.16)</li> </ul>		<ul style="list-style-type: none"> <li>• Construction industry, retail and catering industries &amp; care service sector are facing labour shortages (4.13)</li> <li>• June 2013 9.9% (77,900) vacancies in</li> </ul>			<ul style="list-style-type: none"> <li>• Given the high unemployment rate among the younger generations and the fact that women's participation rate is not high in Hong Kong, measures should be taken to release the local manpower resources before importation of low-skilled labour is considered.</li> <li>• And importing low-skilled</li> </ul>

Population related issues	Consultation Document	UE: Uncertainties of environment	UV: Uncertainties of values	UR: Uncertainties of related areas	Specific comments by Institute of Future Cities
		private sector (4.15) • Manpower shortage: construction, information & communications, transportation, storage, postal and courier services, retail, human health services, residential care and social work services, arts, entertainment, recreation & other services (4.15)			labour, from the vantage point of a 'market society' (Polanyi, 1944; Sandel, 2012) is a quick and easy way to promote economic growth. However, if a society is serious in promoting sustainable development, there are many practical (housing, medical care, infrastructure needs of these migrant workers) and ethical issues (their human rights and how our society is treating them) to be considered. In other words, importing labour may not come cheap for our society as a whole.
• Boost quantity of labour (1.23)	Remove barriers to work (1.23) • New immigrants (One-way permit—98%) (2.10) • Disabled (10.5%)	• Retraining opportunities • Job matching • Special Needs Group Task force under the Commission on		• Type II babies (2016/17 & 2018/19—peak primary schools demand) (2.14)	• A sustainable development perspective concerns not only the quantity but also the quality of the labour force. • And serious efforts in promoting sustainable development should involve a

Population related issues	Consultation Document	UE: Uncertainties of environment	UV: Uncertainties of values	UR: Uncertainties of related areas	Specific comments by Institute of Future Cities
	unemployment) (2.15) • Ethnic minorities (2.1)	Poverty (Box 2.3)			much wider spectrum of the population in building local economies, a just society as well as enhancing the environment.
<b>Quality of Life: potential realized, inclusive and cohesive society</b>					
• Supportive environment for child rearing (1.15)	• To boost labour force (2.2) • Delayed marriage (5.3) • Higher educational attainment of women, growing aspirations to be economically active, psycho-social stress in raising children (5.4) • Financial incentives and family-friendly measures (5.8) (subsidy or allowance to help meet pregnancy expenses) (p.41)	• Childcare facilities • Family Council (p.38)		• Role of business sector • Sharing of costs among taxpayers, employers and employees (p.41)	• Besides the business sector, the Government can work with local communities and tap into the resources of local communities, NGOs and social enterprises to provide a more supportive child rearing environment. With provision of space and appropriate policies, community members can be encouraged to work together to meet child rearing needs and at the same time release women power to the work force. • Again such efforts will be resolving labour shortage problem, providing employment, promoting community spirit and a capacity to tackle local issues and developing local economic

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					<b>opportunities.</b>
<ul style="list-style-type: none"> <li>• Aging population: active aging, silver hair market &amp; age-friendly environment</li> </ul>	<ul style="list-style-type: none"> <li>• To create new impetus to the economic and social development of our community (1.23)</li> <li>• Longer working life (2.1, 2.2)</li> <li>• Active aging, volunteer services (6.3)</li> <li>• Elder Academy Scheme (6.4, p.44), Neighbourhood Active-Aging Project (p.44), Public Transport Fare Concession Scheme (elderly and disabled) (p.45)</li> <li>• Universal Accessibility Program (p.45)</li> </ul>	<ul style="list-style-type: none"> <li>• By 2041, 1/3 will be aged 65 or above (6.1)</li> <li>• Greater demand on social security, healthcare and elderly services (6.2)</li> <li>• Silver hair market (financial services, tourism, care services, medical services, fitness and grooming, health food products and housing) (6.5)</li> <li>• Comprehensive Social Security Assistance portable to Guangdong and Fujian (6.6)</li> </ul>		<ul style="list-style-type: none"> <li>• Role of business sector</li> </ul>	<ul style="list-style-type: none"> <li>• There are always two sides of an aging population. As argued by Lai (2013), the silver hair market in Japan is underlined by a comprehensive universal retirement scheme, universal health care and long-term care services. Hence, we cannot talk about the silver hair market without bringing these policy dimensions into discussions.</li> <li>• Besides allowing those who choose to retire in the Mainland a right to social security, proactively engaging the ageing population in local communities should be encouraged as this is good for their physical and mental health. The elderly population can be a potentially valuable force in building sustainable community, developing local economy and improving the urban environment.</li> </ul>

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<b>Sustainable development</b>					
<ul style="list-style-type: none"> <li>Environmental policies</li> </ul>	<ul style="list-style-type: none"> <li>Air quality (concern by Mainland &amp; overseas talent) (4.8)</li> </ul>	<ul style="list-style-type: none"> <li>Current trends</li> <li>Baseline conditions</li> </ul>	Economic implications of improving environmental qualities	Cross border developments, for instance	<p>Importance of understanding Hong Kong's carrying capacity and developing targets on:</p> <ul style="list-style-type: none"> <li>Per capita carbon emission</li> <li>Per capita 'waste production'</li> <li>Promoting environmentally friendly economic development etc. that provides jobs and minimize social polarization.</li> </ul> <p>These would require consensus building on shared values and discussion with related decision areas.</p>
<ul style="list-style-type: none"> <li>Housing and land policy</li> </ul>	<ul style="list-style-type: none"> <li>Housing prices (concern by Mainland &amp; overseas talent) (4.8)</li> <li>Affordable housing: child bearing barrier (5.4)</li> </ul>	Data on land status and distribution. Figures on housing sector, etc.	Housing as a right to the city or housing as welfare policy?	Migration policies	<ul style="list-style-type: none"> <li>Without providing clearly the implications of housing demand and supply, it is difficult, if not misleading, to ask people to respond to the suggestion of importing labour in the consultation document. For example, in the light of the current shortage of land and housing in Hong Kong, the implications of importing more labour on land and housing</li> </ul>

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					<p>supply would affect people's supporting or rejecting the proposal. Before the current consultation of population policy, the Long Term Housing Strategy suggested to build 470,000 housing units in a decade, which requires almost 490 ha of land supply. ). Based on different scenarios, if importing labour results in a faster population growth, we may need to build more housing units (497,600 – 619,800 in a decade) and dispose more land (545 – 789 ha).In view of the predicament of finding sufficient land for building 470,000 housing units in a decade, exogenous increase of labour force would further aggravate the shortage of housing units. Thus, before making a sensible decision on the proposed population policy, it is crucial for the government to inform the public on how, where and</p>

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					<p>when the land and housing supply would be provided to accommodate the labour force growth.</p> <ul style="list-style-type: none"> <li>• Our society needs to discuss if housing should be seen as a right or social welfare. When housing shortage is still severe, it is difficult to convince our society that the importation of low-skilled labour would not aggravate the problem.</li> <li>• Affordable housing is central to the building of sustainable communities, especially in tackling intra-generational equity.</li> </ul>
<ul style="list-style-type: none"> <li>• Retirement protection</li> </ul>		<ul style="list-style-type: none"> <li>• Health conditions of the elderly population and estimated demand for long-term care.</li> </ul>	<ul style="list-style-type: none"> <li>• Societal choices need to be made on ways to embrace an ageing population</li> </ul>	<ul style="list-style-type: none"> <li>• Ageing situation in the China mainland</li> </ul>	<p>These issues are central to population policies. And our society needs to develop innovative approaches that allow us to tackle these issues but at the same time, promote economic development, build communities and improve the environment.</p>
<ul style="list-style-type: none"> <li>• Elderly policy, long-term care</li> </ul>					
<ul style="list-style-type: none"> <li>• Education policy</li> </ul>	<ul style="list-style-type: none"> <li>• Provision of international</li> </ul>	<ul style="list-style-type: none"> <li>• Education services (5.5)</li> </ul>	<ul style="list-style-type: none"> <li>• Education as a</li> </ul>	<ul style="list-style-type: none"> <li>• Integrating and</li> </ul>	<ul style="list-style-type: none"> <li>• What are the relationships between education policies</li> </ul>

Population related issues	Consultation Document	UE: Uncertainties of environment	UV: Uncertainties of values	UR: Uncertainties of related areas	Specific comments by Institute of Future Cities
	school (concern by Mainland & overseas talent) (4.8)		platform for social mobility? • Equal opportunity to education? • Education to promote certain values? • Stratified education?	augmenting educational elements in different policy areas?	and manpower policies? • How will economic diversification affect the education policy? • How to promote interest-oriented learning? Interest drives creativity and new ways of tackling multi-faceted issues such as sustainable development.
• Family policy		• Quality child care services (5.5)	• Role of families in our society	Relates to all policy areas	Many policy areas in Hong Kong are 'family-blind'. An area/resource that deserves much more attention.
• Economic policy		Impacts of current economic structure and systems on the population and its development.	How can economic development also promote social justice and environmental sustainability?	Inter-relationships with other policy domains?	• Should Hong Kong continue to be a market society (Sandel, 2012), that is, applying market principles in every domain of life? • The implications of social polarization for human resources development

Population related issues	Consultation Document	UE: Uncertainties of environment	UV: Uncertainties of values	UR: Uncertainties of related areas	Specific comments by Institute of Future Cities
<ul style="list-style-type: none"> <li>Public finance policy</li> </ul>		<ul style="list-style-type: none"> <li><b>Government budget</b></li> <li><b>Implications of different tax regimes</b></li> </ul>	<ul style="list-style-type: none"> <li><b>Broaden the tax regime?</b></li> <li><b>Lower dependence from land related revenue?</b></li> </ul>	<b>Implications on all policy sectors</b>	<ul style="list-style-type: none"> <li><b>What are the implications of the current policies on the development of the city and its people?</b></li> </ul>
<ul style="list-style-type: none"> <li>Health care policy</li> </ul>		<b>Forecasts on health care needs and implications on other policy areas</b>	<b>Alternative ways to promote health care in communities ?</b>	<b>Impacts on other policy domains</b>	<b>Should be recognized as a core area for intra-generational equity.</b>

Legend:

Views put forward by IOFC are marked in bold face.

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