

主旨:

Fw: Comments re: Public Engagement Exercise on Population Policy

Dear Sirs,

I have the following comments on the questions listed out in the document of Public Engagement Exercise on Population Policy:-

Chapter 2 ---

1. What are effective measures to encourage female homemakers to work or re-join the labour force? More accessible and affordable childcare services for those with young children? Retraining opportunities for those with grown-up children? Job matching services? Any others?

My comment: To encourage female homemakers to work or re-join the labour force, all measures mentioned in the above question should be taken. Besides, workplace childcare services is also one of the effective measures.

2. How can we encourage the business sector to more widely adopt family-friendly workplace practices such as part-time or job sharing arrangements?

My comment: Tax deduction could be given to those employers who have adopted family-friendly workplace practices such as part-time or job sharing arrangements.

3. How can we encourage the business sector to more widely adopt flexible working arrangements, optional or progressive retirement practices, etc.?

My comment: Legislation (making laws) should be carried out to encourage the business sector to more widely adopt flexible working arrangements, optional or progressive retirement practices, etc.

4. How can we help mature workers stay in the labour force longer? Job matching services? Training programmes? Any others?

My comment: To encourage help mature workers stay in the labour force longer, all measures mentioned in the above question should be taken. Besides, tax deduction could be given to those employers who employ mature workers to change the attitude of recruiting more mature workers.

5. How can we alleviate the possible adverse impacts on the career prospects of the younger generations?

My comment: To encourage employers to have a clear career plan and career path for younger generations, so that younger generations could have a clear career expectation.

6. Are there any other sub-groups of the population which we should encourage to join, re-join or stay longer in the labour force?

My comment: We should also encourage disabled, mentally retarded groups or ex-prisoners of the population to join,

re-join or stay longer in the labour force by means of tax deduction to employers who employ them.

7. What can we do to enhance the integration of new arrivals, Type II children, persons with disabilities and ethnic minorities into our community?

My comment: More training or social aided activities should be provided to them.

8. What can we do to unleash the potential of new arrivals, Type II children, persons with disabilities and ethnic minorities through education and training and promoting more friendly practices in the labour market?

My comment: These education, training and promoting more friendly practices in the labour market should also involved more local Hongkongers, otherwise effect of integration will be reduced.

Chapter 3 ---

9. Shall we conduct more elaborate manpower projection studies to assess the types of talent / skill required, particularly for the four industry clusters identified, to drive the economy forward?

My comment: Yes

10. How can we facilitate a closer alignment of post-secondary education with our economic needs through increased collaboration between employers and education institutions?

My comment: Labour Department and Education Department should organise events together to facilitate a closer alignment of post-secondary education with our economic needs through increased collaboration between employers and education institutions.

11. What more can be done to improve and sustain the quality of our post-secondary graduates, including graduates from sub-degree programmes?

My comment: More upgrade to degree programmes should be offered.

12. What could be done to inspire interest and instil a change in mindset in relation to vocational education among young people and their parents?

My comment: More successful models or celebrities should be promoted to the public.

13. How can the Government and employers revive the value of vocational education and increase acceptance of technical and craftsmanship type of jobs in the community?

My comment: Tax deduction could be offered to employers who employ graduates of vocational education.

14. How can we, building on the QF and CEF, further promote continuing learning?

My comment: CEF should not be limited to a short period of time for each citizen or more subsidies could be offered to those who would like to apply for CEF again after expiration.

Chapter 4

15. Should Hong Kong adopt a more proactive "we seek you" strategy on talent admission? If so, what can Government, businesses, industries and other sectors do to reach out to and bring in the needed talent?

My comment: It is not necessary to adopt a more proactive "we seek you" strategy on talent admission since the Government should urge employers to upgrade the working environment, e.g. reasonable or flexible working hours to attract talents to those business sectors facing persistent manpower shortages.

16. Should we target our talent admission schemes (such as QMAS) towards specific groups that would facilitate Hong Kong's development in the key industries?

My comment: No

17. Are there barriers that deter talented people from working in Hong Kong? If so, how can we reduce or eliminate these barriers?

My comment: Working environment (e.g. reasonable, flexible working hours, pollutions), on job training, childcare services and education are not doing good enough in Hong Kong to attract talented people, so the Government should do more in these areas.

18. How should we reach out to Hong Kong people and their families studying / living abroad or in the Mainland and encourage them to return to Hong Kong to work and live?

My comment: Working environment (e.g. reasonable, flexible working hours, pollutions), on job training, childcare services and education are not doing good enough in Hong Kong to attract talented people, so the Government should do more in these areas to reach out to Hong Kong people and their families studying / living abroad or in the Mainland and encourage them to return to Hong Kong to work and live.

19. What are the barriers that deter Hong Kong emigrants and their offspring to return to Hong Kong to work? How can we reduce or eliminate these barriers?

My comment: Working environment (e.g. reasonable, flexible working hours, pollutions), on job training, childcare services and education are not doing good enough in Hong Kong to attract talented people, so the Government should do more in these areas.

20. What measures are required to ensure that more effective importation of labour will not jeopardise the interests of local workers, having regard to the importation arrangements for FDHs? Should priority be given to industries facing persistent manpower shortages?

My comment: The Government should urge employers to upgrade the working environment, e.g. reasonable or flexible working hours to attract talents to those business sectors facing persistent manpower shortages.

21. Are there barriers that deter the entrance of labour? If so, how can we reduce or eliminate these barriers?

My comments: No

Chapter 5

22. Would the following measures be effective to help people form and raise families? If yes, to what extent?

- direct subsidy or allowance to help meet pregnancy expenses
- improved access to ART treatment
- family benefits or services (e.g. paid parental leave, subsidised childcare and after-school care services)
- family-friendly workplace practices (e.g. flexible working hours and home office)
- raising public awareness on the implications of delayed marriage and childbearing on fertility

My comment: To help people form and raise families, all measures mentioned in the above question should be taken.

23. How should the cost of such measures be met and shared among general taxpayers, employers and employees?

My comment: Tax deduction or MPF withdrawal could be offered, so that the cost of such measures could be met and shared among general taxpayers, employers and employees.

24. What can we do to help young couples overcome the major hurdles of affordable housing, education and childcare?

My comment: To be fair, it is not necessary to help young couples only and the Government should provide same assistance to all taxpayers.

Chapter 6

25. What are the key areas we need to improve to build an age-friendly city that can help elderly people to stay active in the community?

My comment: Social culture should be built to respect aged people by promoting social events e.g. volunteer services

which involving different generations, so that new generations can notice the values of elderly people by closer interactions.

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

My comment: More volunteer services should be targeted to help elderly people in which the elderly people could know more about volunteer services which encourage the elderly people to undertake volunteer service.

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

My comment: The Government should promote more events involving different generations and encourage the offsprings to take care of the elderly people by participating in social events or volunteer services together.

28. What support measures are needed to facilitate elderly people to retire on the Mainland, particularly in Guangdong?

My comment: It is good to have children to take care of the elderly people to retire on the Mainland, so the Government should reduce or stop entry of one-way permit to Hong Kong with reason of taking care of their parents in Hong Kong. It should be better for them to take care of their elderly parents on the Mainland.

Kind regards,

Bonnie Tsang