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Thank you for the opportunity to provide input to the Population policy. I have no views on some of the topics, but have copied the questions where input was required and provided my answers adjacent to it in the attached.

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## Population Policy

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Encourage female homemakers to work

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?

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

Extend working life

- How can we encourage the business sector to more widely adopt flexible working arrangements, optional or progressive retirement practices, etc.?
- How can we alleviate the possible adverse impacts on the career prospects of the younger generations?
- How can we help mature workers stay in the labour force longer? Job matching services? Training programmes? Any others?

Other groups

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

Your views sought •

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

- 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?

#### Diversifying our economic base

- 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?

#### Post-secondary education

- How can we facilitate a closer alignment of post-secondary education with our economic needs through increased collaboration between employers and education institutions?
- What more can be done to improve and sustain the quality of our post-secondary graduates, including graduates from sub-degree programmes?

#### Vocational education

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

#### Continuing education

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

## Talent admission

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?

- Should we target our talent admission schemes (such as QMAS) towards specific groups that would facilitate Hong Kong’s development in key industries?
- Are there barriers that deter talented people from working in Hong Kong? If so, how can we reduce or eliminate these barriers?

## Hong Kong emigrants and their offspring

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?

- 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?

## Importation of low-skilled workers

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?

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

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

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

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

Active Ageing and Age-friendly Environment

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

Silver Hair Market

- 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?

Retiring on the Mainland

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