

主旨: Population Policy Consultation
附件: Policies related to population 人口政策.docx; 未命名的附件 00040.txt

Dear policy makers,
here below in the attachment are my views related to population policy

Policies related to population

Human capital development (aiming at optimum population mix) with emphasis on:

- healthy mental development, particularly in logical thinking
- healthy physically and psychologically
- no superstition on simply spoon feeding languages and knowledge
- work hard on vocational/skill training to widen career options
- interesting studies in art/music/sports/literature in particular Chinese classic/culture

*Implanting sense of **belongingness** with emphasis on:*

- **a government operated MPF**
- **a government operated medical insurance**

we should take stock of the problems related to the insurance business in the developed countries. The financial burden, once shifted to the populace, will only be blown up to an unmanageable scale, in a not distant future. It must be viewed as the responsibility of the government, as the **general public simply do not know how NOT to be EXPLOITED. A good government should not shift MPF/Medical insurance responsibility to the mass. The educated group could of course have top up schemes based on their affordability and knowledge**

Retirement age and standard hours of work:

- the civil servants should maintain the existing retirement system, with 彈性退休安排. Extending it **across the board** will have long term repercussions and build in structural inflexibilities
- the service of the capable and healthy can be extended as appropriate
- **flexible standard hours** (with a cap) should be encouraged among trades and at different situations/times

With proper training, good remuneration packages and succession plan, eg, the Government's disciplinary service maintains a world quality team surviving many difficult times in the Hong Kong history. On the other hand, if the retirement is **extended to 65 across the board**, the under or non-performing civil servants under the over generous old terms and benefits will continue to enjoy 'little work high pay' and prevent resources to be better redeployed

In **France**, when unemployment is high, every body has to **reduce number of standard hours of work, to make more positions for the unemployed**. A lot has to be learned of course how this could be introduced to Hong Kong

Allowing across the board extension of retirement age to 65 would imply:

- the non performers will automatically be extended
- reducing entry opportunities for the **young qualified**
- the **rejuvenation** of the work force will be unsatisfactorily slow and delayed

- there will even be fewer opportunities for the **less qualified youths**

Sometimes, the scholastically not impressive youths, if given jobs, may become good workers

With mismatch of skills, structural or temporary, there is indeed need for **service that cannot be filled by the unemployed population, allowing employing overseas labour/professional is the best solution**, eg doctors/nurses, construction workers,... Employment from overseas should however be used as far as possible as an interim and ad-hoc measure. If shortage for specific sectors such as construction workers becomes structural even with increase in the remuneration packages, prolonged overseas labor importation may be necessary.

Related Issues:

- review the possibility of introducing Euthanasia (quality is of essence)
- build excellence on the existing excellent public health system and its co-operation with the private hospital system
- anticipate in demographic changes and plan far ahead

*Insights that may not directly improve **GDP growth** and may not be politically correct:*

- promote simple living hence less wastages and more eco-friendly
- promote eco-friendly sports
- promote eco-friendly habits/entertainment

These may go counter to extreme commercialism that HK/the world seem to be flourishing in their economy. If we go deeper and in a longer time frame, the population, under extreme commercialism, will suffer, and at the same time hurt the rest of the world