**PUBLIC POLICY RESEARCH INSTITUTE**

公共政策研究所

**Independent Analysis and Reporting
for the
Second Engagement Process of the
Council for Sustainable Development:
Enhancing Population Potential for a Sustainable Future**

# Final Report

Submitted by

Public Policy Research Institute
The Hong Kong Polytechnic University

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**THE HONG KONG POLYTECHNIC UNIVERSITY**

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# EXECUTIVE SUMMARY

In June 2006, the Council for Sustainable Development (SDC) of the Hong Kong Special Administrative Region (SAR) Government commissioned the Public Policy Research Institute (PPRI) of The Hong Kong Polytechnic University to carry out a consultancy on "Enhancing Population Potential for a Sustainable Future – Independent Analysis and Reporting for the Second Engagement Process of the Council for Sustainable Development". This Executive Summary presents the key findings of the study.

## Background

Hong Kong has witnessed significant economic development and population growth in the past decades. Hong Kong's population will, however, grow at a much slower rate than before, and undergo changes due to a combination of factors such as declining fertility rate, longer life expectancy, ageing of the population, changing dependency ratio, and population movements. Without a sustainable population policy, Hong Kong may face possible situations such as a shrinking labour force, over-dependency on the working population, and a possible loss of valuable human capital.

The SDC has, therefore, decided to engage the community in discussion on an appropriate population policy for Hong Kong. The process is known as the Second Engagement Process which took place from June to October 2006. (The first engagement process took place during 2004 and 2005, where three pilot areas were discussed: solid waste management, renewable energy and urban living space). Views and comments collected up to December 2006 were analyzed and are presented in this Report.

During the Second Engagement Process, the SDC published an Invitation and Response Document outlining the facts and concerns associated with demographic changes in Hong Kong. An abridged version was produced in a pamphlet, together with a Comment Card containing 13 close-ended questions and 11 open-ended questions. The public could also access the SDC website to fill in Comment Cards electronically. In addition, the SDC also organized 10 exhibitions and 24 regional forums/workshops.

The public made 84 written submissions to Government. The SDC also combed through relevant media reports and commentaries. A total of 364 media reports and commentaries were collected.

## This Consultancy

Under this Consultancy, the PPRI was required to conduct an analysis of public views contained in the Comment Cards, records of the discussion forums, written submissions, letters, faxes and emails sent to the SDC, and in media reports and commentaries received during the Second Engagement Process period.

The Consultancy can be divided into two major parts:
Part 1: Qualitative Data Analysis
Part 2: Quantitative Data Analysis

# Part 1: Qualitative Data Analysis

A Grounded Theory approach[*] is adopted for analyzing qualitative data. The data comes from the following sources: 1,691 Comment Cards with written comments, 24 records of forums and workshops, 132 items of media commentaries, 232 news reports, 84 written submissions from organizations and individuals, and 563 messages/responses expressed in Home Affairs Bureau Public Affairs or Sustainable Development Unit online forums. Five themes – demographic issues, workforce issues, subgroup issues, living & lifestyle issues, political issues, and other issues, and 23 categories emerged from the data. NUDIST (Non-numerical Unstructured Data Indexing Searching and Theorizing), a qualitative data analysis computer software, was employed to analyze, organize and summarize the verbal data.

Based on content analyses and frequency counts, the views expressed are summarized below:

**Demographic Issues**

Issues cover declining fertility rate, gender imbalance, ageing population, and age-dependency ratio.

On declining fertility rate (ranked 2 in public attention) many people believe that it could lead to a shrinking workforce and fewer people paying taxes. However, the majority disagree and believe that there are too many people in Hong Kong and that before deciding on child-bearing, economic burdens, work pressure and childcare support will have to be considered before deciding on child-bearing.

Not many people consider gender imbalance (ranked 21) important whereas many consider Hong Kong's ageing population (ranked 8) a major problem as it would entail greater health care expenditure.

Age-dependency ratio receives considerable attention (ranked 11) where people point out that greater support for the elderly and children is required.

**Workforce Issues**

Issues cover immigration and emigration, manpower, education and training, and skills mismatch.

On immigration and emigration (ranked 9) people agree that there is a trend for the working population to move back to the Chinese Mainland. The right of abode of Mainland residents in Hong Kong is also considered problematic as it entails additional economic burdens.

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[*] A method of inquiry in which the observed data are allowed to influence the structure and process of the study

Manpower problems are widely discussed (ranked 3) and people believe that the existing workforce mix is not desirable. Other people are concerned that a family-friendly workplace and a better work-life balance may affect Hong Kong's competitiveness. Most people believe that there is a lack of local talent and that Hong Kong is unable to attract enough Mainland and overseas talent.

On education and training (ranked 10), many people criticize the existing education system as confusing. On skills mismatch (ranked 14) people attribute the cause to an over-supply of low-skilled workers. They believe that greater control over the quality of Mainland immigrants is needed.

**Subgroups Issues**

Issues include singleton/elderly households, the chronically ill and disabled, women, young people, children, and ethnic minorities.

Many agree that singleton/elderly households (ranked 4) without social support are a very serious problem as these people tend to withdraw themselves from society. Only a few do not consider it a problem, believing that living singly is a personal choice. Some suggest home visits and surveys be conducted to assess their needs. The issue about the chronically ill and disabled (ranked 22) receives rather scanty attention.

On women as a subgroup (ranked 12) many believe that society has expected too much from women, creating difficulties in balancing their work, family and child-bearing responsibilities. It is suggested that a gender-equal society should be created.

On young people (ranked 15), some believe that jobs may be threatened by an influx of outside talent and an extension of the retirement age. There is also concern over the disadvantaged youth. Many point out that children (ranked 13) often have to face harmful social influences, single-parent-family situations and excessive parental expectations.

The problems facing ethnic minorities (ranked 18) also receive some attention.

**Living and Lifestyle Issues**

Issues cover family values, flexible life horizon, quality of life, and planning and environmental concerns.

The issue of family value is widely discussed (ranked 6) and many believe that family values are not strong in Hong Kong because people do not spend enough time with their families. Most people want Government to promote a family-first policy.

Flexible life horizon (ranked 5) is a much preferred notion which strikes a balance between study, work and leisure. It is suggested that a greater individual choice of lifestyle can lead to greater social harmony.

Quality of life (ranked 1) is the most widely debated issue. Many people do not consider Hong Kong a good place to live and work because they have to face high living costs, poor environment, and heavy work pressure. Many, however, are quite happy with the quality of life in Hong Kong.

Planning and environment concerns (ranked 7) also receive considerable attention. The focus is on city planning, environmental control and air quality.

**Political and Other Issues**

Political issues include SDC's concept of sustainable development, the independence of the SDC and other political factors. Other issues include discussions on the population policies of other countries and other miscellaneous comments.

The concept of sustainable development (ranked 17) is widely debated. Some query whether the SDC has a pre-conceived stand or not. Some suggest that Government should consider the population policies of other countries (ranked 20) for reference. On political factors (ranked 19) some consider Government's lack of an independent population policy as problematic. Many are concerned about the abuse of the Comprehensive Social Security Assistance (CSSA) System (ranked 16). A few question the independence of the SDC (ranked last).

**Other Surveys and Reports**

Surveys and Reports submitted by a number of organizations tend to echo many of the above-mentioned concerns.

**Population Policy Strategy Summit**

On 20 December 2006, the SDC invited individuals who participated in the various workshops and forums organized under this Engagement Process to a special Population Policy Strategy Summit meeting. The Summit reiterated the desirability of promoting a better balance of work, family and leisure, better environmental protection, better urban planning, and a healthier lifestyle. The Meeting urged Government to provide tax/financial incentives for parents, more childcare assistance, policies promoting a family-friendly workplace, and more diverse education and development support for children. Participants favoured nurturing local talents, creating new job opportunities, creating more part-time jobs, and encouraging upper-end immigrants. They also believed that there should not be a preset retirement age. The Meeting also advocated more elderly-friendly housing and urban design, with more activities and better healthcare and more education opportunities for the elderly.

## Part 2: Quantitative Data Analysis

The following summarizes responses to the close-ended questions in the 2324 Comment Cards collected.

**Question 1: Are you satisfied with the quality of life in Hong Kong?**
- Yes: 51.14%
- No: 48.86%

**Question 2: What would affect your own decision on childbearing? (can choose more than one)**
- Financial considerations: 27.77%

- Education and development support for children: 19.70%
- Availability of childcare support: 17.46%
- Your own age: 15.62%
- Your work pressure: 14.30%
- Others: 5.16%

**Question 3: What would be useful to promote parenthood? (can choose more than one)**
- Financial incentives: 22.31%
- More diverse education & development support for children: 21.15%
- Childcare assistance: 19.80%
- Family-friendly workplace: 17.21%
- Gender equality at work and at home: 15.57%
- Others: 3.96%

**Question 4: Do you think there is a need to promote the importance of family and the intangible benefits associated with parenthood?**
- Yes: 81.91%
- No: 18.09%

**Question 5: Do you think a family-friendly working environment and work-life balance culture would enhance or impair the economic competitiveness of Hong Kong?**
- Would enhance: 61.22%
- No effect on the economic competitiveness of Hong Kong: 27.93%
- Would impair: 10.85%

**Question 6: In Hong Kong, there are more and more singleton households, including old people and young adults, who have minimal family network. Do you think there is a need to address their social needs?**
- Yes: 81.40%
- No: 18.60%

**Question 7: How would you like to enjoy your elderly life? (can choose more than one)**
- Spend more time with family: 30.24%
- Explore new interests: 28.47%
- Join voluntary work: 24.98%
- Work for more years: 10.90%
- Others: 5.42%

**Question 8: If you would like to stay in the labour market, would you prefer**
- Freelance work: 45.55%
- Full-time job: 27.14%
- Part-time job: 23.12%
- Multiple responses: 4.20% [1]

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[1] Respondents who chose multiple answers on hard copies of the Comment Card are counted as "Multiple responses". Respondents could not choose more than one answer on the electronic version of the Comment Card.

**Question 9: Do you think there is need to advocate extending the working life of the population or raising the retirement age?**
- Yes: 54.79%
- No: 45.21%

**Question 10: What is the suitable age for retiring from work?**
- No pre-set retirement age: 45.58%
- 65 years old: 26.49%
- 60 years old: 23.98%
- Others: 3.95%

**Question 11: Do you agree with the notion of a "flexible life horizon", so that each individual can choose his or her own life pattern?**
- Yes: 93.08%
- No: 6.92%

**Question 12: What should be the more important emphasis?**
- Nurture local talent and attract overseas-trained Hong Kong students to return: 88.65%
- Attract talent from the Mainland and abroad: 8.95%
- Both: 2.40%[2]

**Question 13: How can we promote Hong Kong as a hub for talent? (can choose more than one)**
- More diverse education and development opportunities: 37.62%
- More attractive living environment: 32.99%
- More cultural diversity and ethnic inclusiveness: 24.83%
- Others: 4.56%

The above results are summarized below:

**On Living and Lifestyle Issues,** around half of the respondents are satisfied with the quality of life in Hong Kong, while the other half are not.

An overwhelming majority agree with the notion of a "flexible life horizon."

A large majority think that there is a need to promote the importance of family and parenthood. They think that financial considerations, education and development support for children, and availability of childcare support are the three most important considerations affecting childbearing and parenthood.

**On Workforce Issues**, the majority of the respondents think that a family-friendly working environment and a better work-life balance would enhance Hong Kong's competitiveness.

A majority also think that there is a need to advocate extending the retirement age. The most popular option is not to have any pre-set retirement age. Spending more time with family, exploring new interests and doing voluntary work are the three most

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[2] Respondents who chose both answers on hard copies of the Comment Cards are counted as "Both". Respondents could not choose more than one answer on the electronic version of the Comment Card.

popular ways to enjoy elderly life. Freelance work is the most popular choice for those who wish to continue working.

A large majority favour nurturing local talent and attracting overseas Hong Kong students to return rather than attracting talent from the Mainland or abroad. More education and development opportunities and more attractive living environment are cited as the two most important factors in promoting Hong Kong as a hub for talent.

**On Subgroup Issues**, a large majority think that there is a need to address the social needs of singleton and elderly households.

## Analysis of Key Issues

This Section attempts to integrate the findings of both Qualitative and Quantitative Data Analyses. Key issues that are prominent and about which great concerns are expressed are discussed with associated evidence.

**Demographic Issues**

Declining fertility rate ranks number two in terms of text unit frequency in the qualitative data. However, the majority of responses do not consider that the declining fertility rate is a major problem. They are of the opinion that there are already too many people in Hong Kong, and a smaller population is not undesirable. Financial considerations and the rather unsatisfactory education system are the two most frequently cited factors affecting childbearing decisions in both the qualitative and quantitative data. Other considerations include work pressure and the lack of childcare support.

Gender imbalance is not a major concern expressed in the written submissions and meeting records, despite the relative prominence it receives from the media.

The ageing population and the resulting increase in the age-dependency ratio is a major concern from the qualitative data. Promoting the concept of "active ageing" is recommended in the majority of responses in this category. There appears to be consensus that Government should address the financial, housing and health care needs of the elderly, and encourage proper retirement planning.

**Workforce Issues**

Comments on and suggestions for manpower problems in Hong Kong rank number three in terms of frequency count in the qualitative data. In the responses from the questionnaire survey, there is strong support for Government to nurture local talent, and only a small minority support for attracting talent from non-local sources. More diverse education and development opportunities and more attractive living environment are considered by questionnaire survey respondents as the more important factors in promoting Hong Kong as a hub for talent. This is also corroborated by comments in the qualitative data. From the qualitative data, there is also general support for discouraging "low-end" immigration and some support for attracting "high-end" immigration.  A related issue, pointed out by many at the forums and in their written submissions, is the problem of skills mismatch, which many believe is caused, at least partially, by immigration from the Mainland.

There is overwhelming support, from both the qualitative and quantitative data sets, for implementing more family-friendly policies and having a more balanced work-life lifestyle in Hong Kong. The majority also feel that it will not impair the competitiveness of Hong Kong.

The responses from the questionnaire survey show that the majority tend to support raising the retirement age or having no pre-set retirement age. Freelance work after retirement is the most popular preference of the respondents.

A large body of opinion from the qualitative data set considers that the existing education and training systems need to be enhanced. This is corroborated indirectly by the responses to the questionnaire survey regarding parenthood and Hong Kong as a talent hub.

**Subgroups Issues**

There is great concern, in the qualitative data set, over the needs of the elderly residing alone. This is corroborated by the responses to the questionnaire survey regarding the needs of singleton/elderly households. There is consensus that more financial, housing and health care assistance should be provided. Greater community support is also advocated. Respondents appear to be less concerned over the needs of younger singleton households. It is suggested that a survey be conducted to assess the needs of singleton/elderly households.

The needs of women are prominently raised in forums and written submissions. The respondents feel that society places too much burden on women, whereas their contribution to family is not adequately recognized, and discrimination by employers is still not uncommon.

While the special needs of other subgroups such as ethnic minorities, children, young persons, the chronically ill and the disabled are also raised, the frequency count is relatively low. This is probably due to the fact that these groups do not participate in large numbers in this engagement process.

**Living and Lifestyle Issues**

Quality of life issues rank number one in terms of frequency count in the qualitative data. Almost half of the Comment Card respondents are not satisfied with the quality of life in Hong Kong. From the qualitative data, the deduced reasons are poor air quality, work stress and high property prices. The other half of the Comment Card respondents are, however, satisfied with the quality of life in Hong Kong. This division of opinion is also evident in the qualitative data.

Better urban planning and more effective environmental protection measures feature prominently in the qualitative data set.

A large majority of the Comment Card respondents favour promoting the concepts of family and parenthood. Financial incentives, better education, and childcare assistance are the top three choices in terms of ways to promote parenthood. There is also overwhelming support for family-friendly policies to be implemented. This is

corroborated by the written comments in submissions and forums. It has been suggested that Government and major business groups should take the lead.

From the questionnaire survey, spending more time with family, exploring new interests, and doing voluntary work are the three most popular choices for activities during elderly life.

There is strong support for the "flexible life horizon" concept from both the qualitative and quantitative data sets. However, there is a dearth of suggestions as to how that can be comprehensively and effectively implemented in Hong Kong. Some regard that this notion is applicable only to the high-income earners and is irrelevant to the majority of the working population.

**Political and Other Issues**

There is some concern expressed, in the qualitative data, over immigration policies, governance in general, and the role of the SDC. There is also a suggestion that experiences in other countries can be used as reference.

# The Way Forward

The Consultancy Team noted the specific nature of the SDC's Engagement Process, as opposed to other surveys using randomized sampling procedures, and considered it a worthwhile effort to involve the community during the strategy formulation stage. The Council had also effectively utilised the stakeholder network in its partner organisations in reaching out to different sectors and subgroups in the community.

Based on the findings of this Public Engagement Exercise, this final Chapter presents a series of recommended actions and suggestions for further investigations and engagements.

**Recommended Actions**

The results of this public engagement exercise suggest that actions are warranted in the following areas which command the greatest enthusiasm and consensus among respondents:

|      |                                                                                                      |
|------|------------------------------------------------------------------------------------------------------|
| i.   | More can be done to improve the quality of life through improvement of the physical environment, air quality in particular. |
| ii.  | Family-friendly policies need to be more widely adopted, and a more work-life balanced lifestyle should be promoted. |
| iii. | The education system needs to be enhanced.                                                           |
| iv.  | The needs of the elderly should be addressed.                                                       |
| v.   | The concepts of family and parenthood should be promoted.                                           |
| vi.  | Some concrete measures should be proposed to support the notion of flexible life horizon.           |
| vii. | Policies aiming at attracting talent from non-local sources must proceed with great caution.        |

**Possible Further Engagements**

This is not to suggest that the other issues are not of high priority. There are issues in which respondents in this particular exercise have no consensus, but are generally regarded by demographers as critical. An example is the declining fertility rate. More evidence-based communication with the public on some of these issues can be considered.

**Possible Further Investigations**

It is noted that the objective of the Engagement Process is to involve the public in an interactive dialogue to promote awareness of sustainability issues and build consensus on the way forward, as opposed to randomized polls or surveys seeking a representative view of the Hong Kong general population. It is recognised that engagement process of this nature may not be able to gauge the views of the silent majority. When specific measures are to be considered and thrashed out for selected issues, such as retirement age, they can be posed to the general public through telephone polls or face-to-face questionnaire surveys using randomized sampling procedures.

# CONTENTS

# 1. INTRODUCTION

In June 2006, the Council for Sustainable Development (SDC) of the Hong Kong Special Administrative Region (SAR) Government commissioned the Public Policy Research Institute (PPRI) of The Hong Kong Polytechnic University to carry out a consultancy on "Enhancing Population Potential for a Sustainable Future – Independent Analysis and Reporting for the Second Engagement Process". This Report summarizes the findings of the public engagement exercise.

## 1.1    Background

Hong Kong has witnessed significant economic development and population growth in the past decades. Hong Kong's population will however grow at a much slower rate than before, and will undergo important changes due to a combination of factors such as declining fertility rate, longer life expectancy, and population movements. Without an effective population policy, Hong Kong may face situations such as a shrinking labour force, over-dependency on the working population, and a possible loss of talent.

## 1.2    The Principles of Sustainable Development

The SDC has, therefore, decided to engage the community in discussion on an appropriate population policy for Hong Kong. Sustainable development is an accepted approach worldwide in tackling the challenges people face in pursuit of development and progress. The principles entrenched within this concept aim to seek common ground among competing social, economic and environmental values.

## 1.3    The First Engagement Process

The SDC regularly solicits the opinions of various stakeholders. The first stakeholder engagement process took place during 2004 and 2005, in which three pilot areas were discussed: solid waste management, renewable energy and urban living space.

## 1.4    The Second Engagement Process

The Second Engagement Process focused on enhancing Hong Kong's population potential for a sustainable future. The Engagement Process took place during the period June – October 2006, lasting for a total of five months. It began with the publication of an Invitation and Response Document and a pamphlet to kick off public discussions.

**1.5    Exhibitions, Forums, Written Submissions, Media Commentaries, and Press Reports**

During the Second Engagement Process, 10 exhibitions were held at Kowloon Tong, Queensway, Central, Tai Kok Tsui, Tseung Kwan O, Tuen Mun, Wong Tai Sin, Tin Shui Wai, Ma On Shan, and Quarry Bay, during the period July to October 2006. Relevant information was accessible from the SDC website. The public was invited to provide feedback by completing a specially designed Comment Card. The SDC also organized three regional discussion forums, held at Hong Kong Central Library, Hong Kong Science Museum and Sha Tin Town Hall. Five regional workshops were also organized. There were 15 other engagement events co-organized by partner organizations. In addition, there were three meetings with individual organizations (see Appendix 2). The public has also sent in 84 written submissions to Government. A total of 364 relevant press reports and commentaries have been collected. The Population Policy Strategy Summit was held on 20 December 2006.

**1.6    This Consultancy**

In March 2006, the SDC invited proposals for consultancy services to conduct an independent analysis and reporting for the Second Engagement Process of the Council.

The PPRI was appointed by the SDC. This Consultancy was led by Professor Lee Ngok, Coordinator of PPRI, and Professor Peter Yuen, Professor of the Department of Management & Marketing. Other members included Professor Howard Cheng Chi-ho, Dr. Yuen Kwok Keung, Mr. Derek Gould, Ms. Joan Li, and Ms. Edith Choy. (For the composition and organization structure of the PPRI consultancy team, see Appendix 1).

**1.7    Modus Operandi**

The PPRI operates with total academic independence. On completing the Consultancy, the PPRI submitted its report directly to the SDC.

All members of the PPRI declared that they had no conflict of interests in performing this Consultancy service. The analyses, findings, and interpretation of the findings contained in this Report are the views of the PPRI, and are not necessarily those of the University or the SDC.

**1.8    Scope of Services**

Under this Consultancy, the PPRI was required to conduct an analysis of public views contained in the Comment Cards collected from the Second Engagement Process, all records of discussion forums, written submissions, letters, faxes and emails sent to the SDC during the consultation period and in the media reports and commentaries collected by the Sustainable Development Unit (SDU) of SDC and sent to the PPRI.

**1.9     Objectives of the Consultancy**

This Consultancy aims to provide an independent analysis of public views expressed during the consultation period.

The Consultancy can be divided into two major parts:

**1.9.1**   Part 1: Qualitative Data Analysis — Analysis of views received during the Second Engagement Process from the following sources:

- Written submissions to the SDC or to the SDU;
- Records of relevant discussion forums and workshops;
- Electronic posting on web-based discussion forums;
- Reports and commentaries recorded or reproduced in the print or broadcast media; and
- Answers to the open-ended questions on the Comment Cards.

**1.9.2**   Part 2: Quantitative Data Analysis — Analysis of responses to the close-ended questions on the Comment Cards.

**1.9.3**   A Schematic Representation of the Study is shown in Figure 1.1

Figure 1.1 Schematic Representation of the Study

Qualitative Data Analysis

Submissions, Forums/Workshops, Media Commentaries, News Reports, and Responses to Open-ended Questions on Comment Cards

Summary of Public Views

Quantitative Data Analysis

Responses to Close-ended Questions on Comment Cards
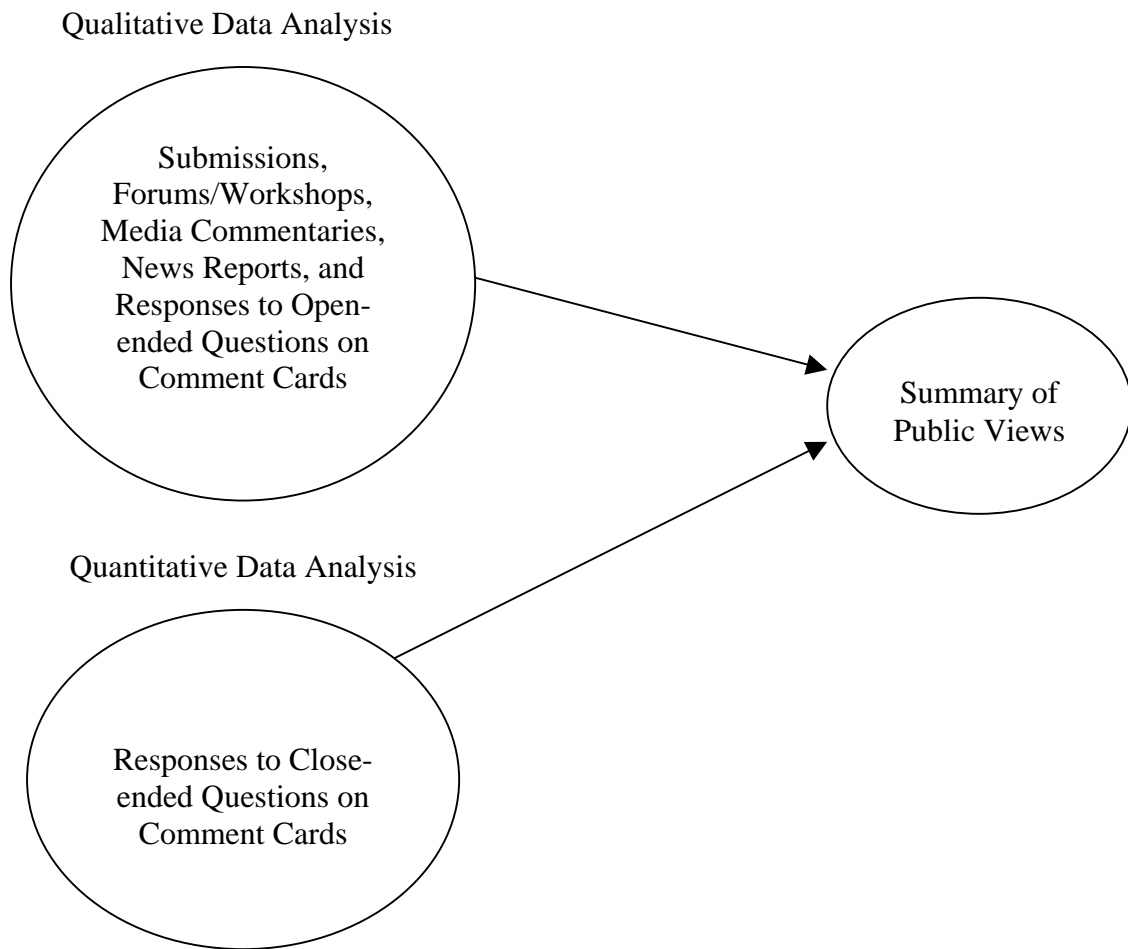
**1.10**    Organization of this Report

This Report contains five Chapters:

- Chapter 1 comprises the Introduction.
- Chapter 2 presents the qualitative data analysis of the written submissions, records of forums and workshops, electronic postings on web-based discussion forums, media reports and commentaries, and answers to the open-ended questions on Comment Cards.
- Chapter 3 presents the quantitative data analysis of public opinion from the close-ended questions on Comment Cards.
- Chapter 4 integrates findings from Chapters 2 and 3, and summarizes public opinion on key issues.
- The final Chapter, Chapter 5, presents a series of recommended actions and suggestions for further investigations and engagements.
- The Appendices include:
    1. Composition and Organization Structure of the Consultancy Team
    2. List of Forums and Workshops by SDC and/or its Partner Organizations
    3. List of Individuals and Organizations Who Sent in Submissions
    4. Analytical Framework
    5. Frequency Counts of Comments
    6. Population Policy Strategy Summit Meeting Record and Analysis
    7. Sample of a Blank Comment Card.

# 2. QUALITATIVE DATA ANALYSIS

**2.1** A Grounded Theory approach[*] is adopted for the analyses of qualitative data. The data comes from the following sources:

**2.1.1** Comment Cards:
- 1691 Comment Cards with written comments received up to 20 December 2006. (633 Comment Cards do not contain any written comments).

**2.1.2** Forums and Workshops:
- 24 reports of forums and workshops (including the Population Policy Strategy Summit) organised by the SDC and/or its partner organizations during the period 29 June to 20 December 2006;
- views (242 messages and 107 responses) expressed in the Home Affairs Bureau (HAB) public affairs online forum up to 31 October 2006; and
- views (214 messages) expressed in the SDC online forum up to 14 November 2006.

**2.1.3** Commentaries from the Media:
- seven transcripts of relevant radio and TV programmes; and
- 125 press columns specifically commenting on issues identified in the Invitation and Response Document.

**2.1.4** News Reports:
- 232 press columns specifically reporting on issues identified in the Invitation and Response Document.

**2.1.5** Written Submissions:
- 84 written submissions from organizations and individuals up to 27 December 2006 (see Appendix 3), including:
  - three Research Reports submitted, namely, by the Hon. James To of the Democratic Party, the Civic Exchange, and the Elderly Commission (see 2.14); and
  - three surveys conducted by various organizations, namely,《Baby 親子雜誌》, Avant-garde Consultancy of the Roundtable Enterprise Limited, and the Youth Affairs Committee of the Kowloon Federation of Associations (for details, see 2.14).

**2.2** Based on the views expressed in the above-mentioned sources, an Analytical Framework, comprising a hierarchy of themes and categories, is constructed. The framework is revised several times to ensure comprehensive coverage of all the views collected (see Figure 2.1). All views are cross-referenced by category and source group.

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[*] A method of inquiry in which the observed data are allowed to influence the structure and process of the study

**2.3**      **Population Policy Strategy Summit:**

On 20 December 2006, the SDC invited individuals who had participated in the various workshops and forums organized under this Engagement Process in a special "Population Policy Strategy Summit" meeting. Views and recommendations made at the meeting are listed in Appendix 6

Figure 2.1 Analytical Framework
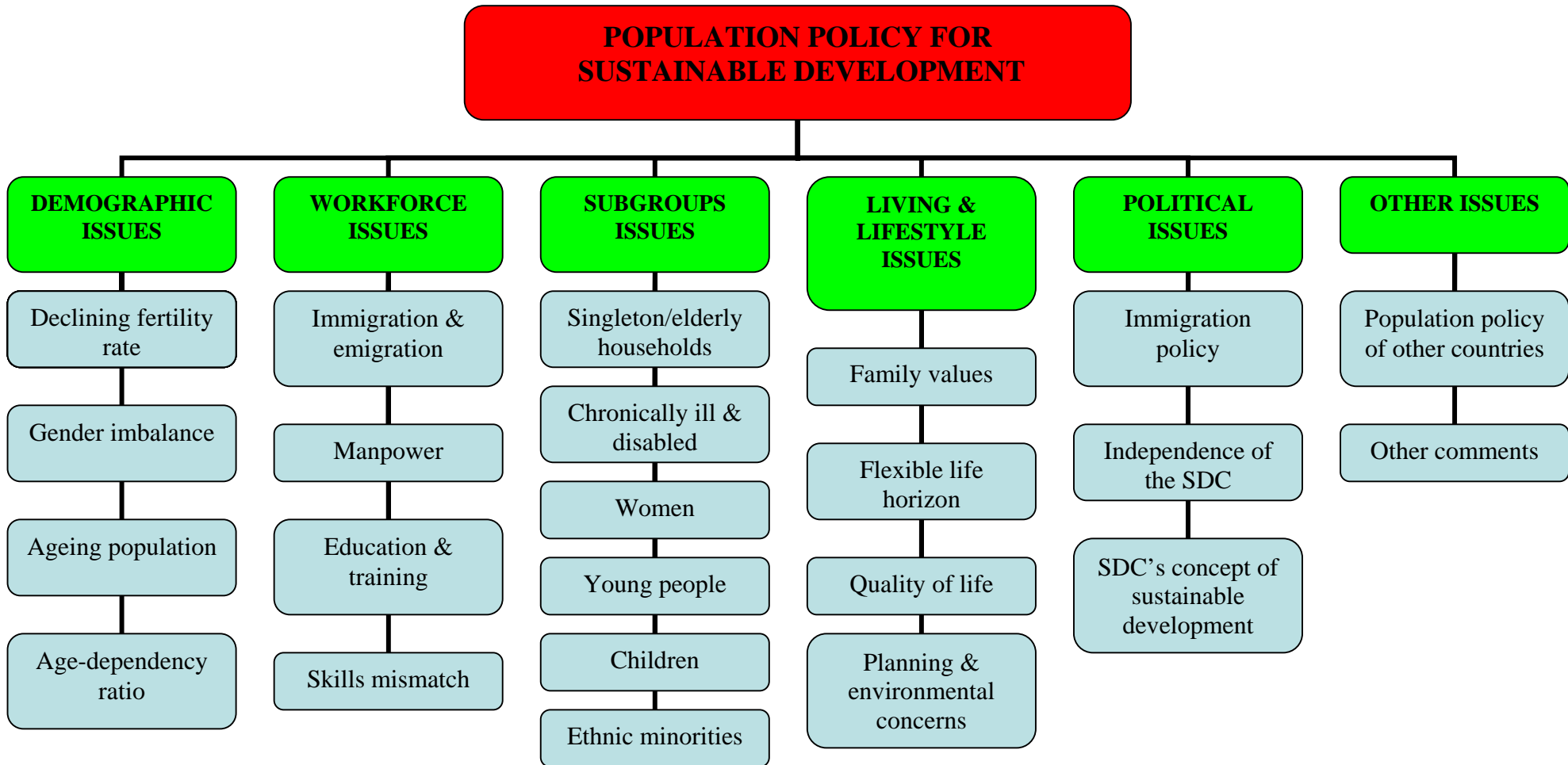
**2.4**     **Data Analysis**

NUDIST (Non-numerical Unstructured Data Indexing Searching and Theorizing), a qualitative data analysis computer software, is employed to analyze, organize and summarize the written submissions and verbal comments collected according to specific categories within the Analytical Framework (Themes, Categories and Sub-Categories) (see Appendix 4). NUDIST treats each sentence expressing a particular view as one "text unit".

**2.5**     Figure 2.2 shows, in descending order, the number of responses (in text units) for each of the categories in the Analytical Framework.

Figure 2.2  Distribution of Views on Population Policy for Sustainable Development
Based on Frequency Count
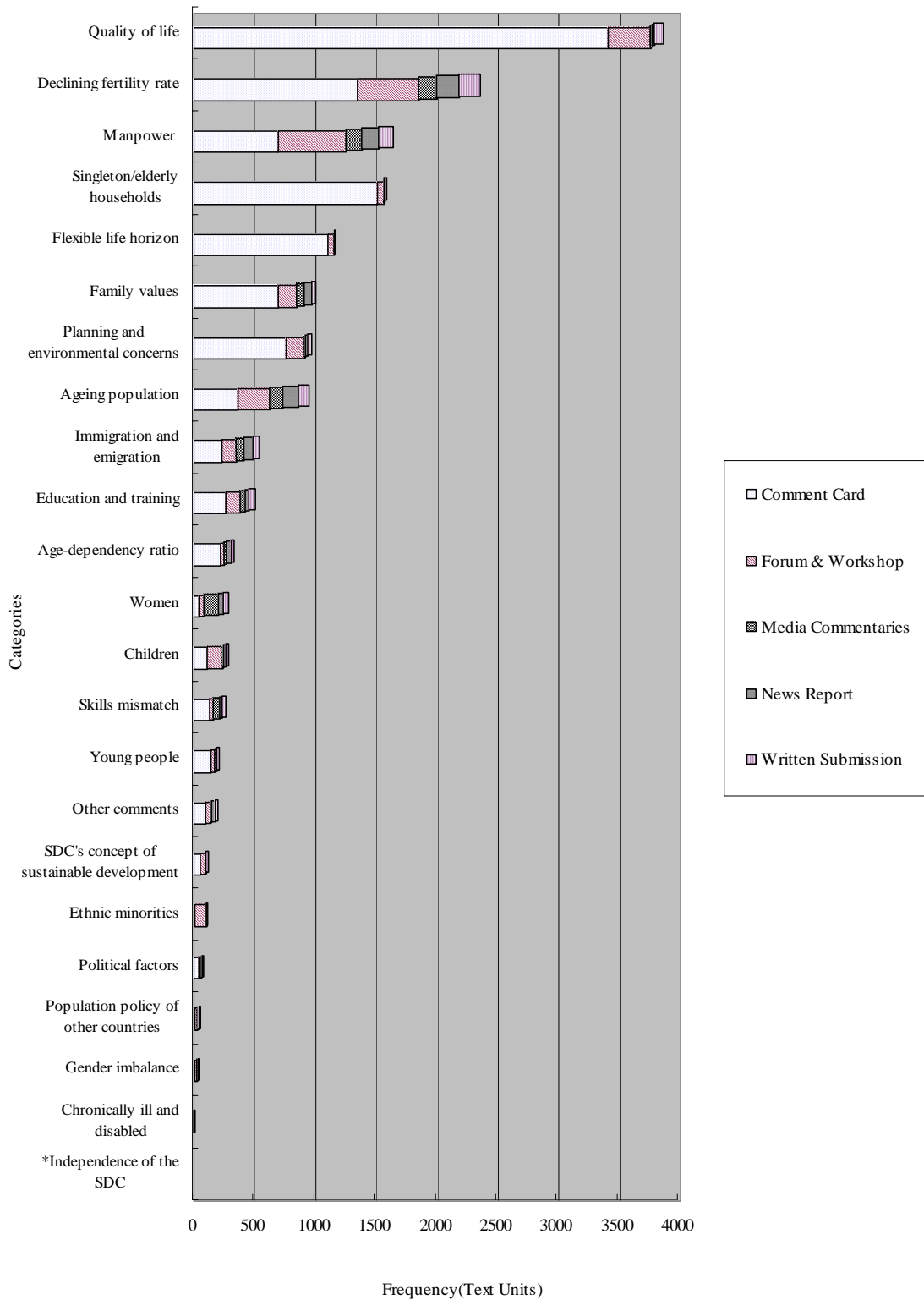


*The frequency count for "Independence of the SDC" is 12.

**2.6**     A summary of the salient points in the responses made under the hierarchy of themes, categories and sub-categories is given below. For presentation purposes, counts by text units are shown in brackets. Within each category, a common format has been adopted, whereby "mentioning" refers to a response which mentions an issue without further elaboration. Salient points are then given for responses which agree/disagree that the issue constitutes a problem or which identify other positive/negative aspects of the issue, identify the causes of the problem or make suggestions on how to address the problem. Full frequency counts and percentages are shown in Tables 5.1.1 – 5.6.2 in Appendix 5.

**2.7**     **Demographic Issues**

**2.7.1**     Declining fertility rate [2371 counts]

Mentioning: [41 counts]

Agree it is a problem: [114 counts]

(a)     Declining fertility rate can lead to a shrinking workforce which is a problem.
(b)     Declining fertility rate means fewer people paying taxes.

Disagree it is a problem: [272 counts]

(a)     Declining fertility rate means fewer people requiring education, social services, housing and healthcare.
(b)     There are already too many people in Hong Kong.
(c)     Giving birth is a personal choice.
(d)     The carrying capacity of HK appears to have a limit.
(e)     Fewer people means everyone will have a job.

Other positive/negative aspects: [139 counts]

(a)     Pushing women back to work is counter-productive to encouraging reproduction.
(b)     Family income is not enough if mothers are to stay home.
(c)     Fertility problem is related to the Earth's resources.
(d)     Improving quality of life and increasing population are two different things and should not be confused.

Identifying causes of the problem: [641 counts]

(a)     People cannot afford to give birth.
(b)     People are too busy at work to give birth.
(c)     There is a lack of childcare support.
(d)     The education system in Hong Kong is poor.
(e)     There is concern about income/job security.

(f)     People have many other worries including healthcare, failure in marriage, lack of government support, poor environment and the future of their children.

(g)     Young people do not want to take care of children.

Making suggestions on how to address the problem: [1164 counts]

(a)     Government should provide more tax and financial incentives to raise the fertility rate.

(b)     Government should provide more childcare facilities to help working families.

(c)     Government and businesses should provide a more family-friendly workplace for employees.

(d)     Government should provide more diverse education and development support for children including an increase in pre-school funding.

(e)     Government and businesses should provide paternity leave as support for women.

(f)     Improvements should be made for maternity leave, social security, quality of life for children and the stability of society.

(g)     Gender equality at work and home is a solution.

(h)     There should be more nursing facilities to facilitate breast-feeding.

(i)     Pregnant women should not be asked to work overtime.

**2.7.2**   Gender imbalance [50 counts]

Mentioning: [11 counts]

Agree it is a problem: [17 counts]

(a)     The demographic trend is creating a gender imbalance.

Disagree it is a problem: [2 counts]

(a)     There are doubts about the predicted decrease in the overall sex ratio in Hong Kong in the coming decades.

Other positive/negative aspects: [3 counts]

Identifying causes of the problem: [3 counts]

Making suggestions on how to address the problem: [14 counts]

(a)     Diverse solutions are suggested (including the building of more female toilets).

**2.7.3**   Ageing population [963 counts]

Mentioning: [35 counts]

Agree it is a problem: [161 counts]

(a)      Ageing means greater health needs and public expenditure.

(b)      Ageing creates financial problems for the poorer sector of the elderly.

(c)      Ageing is a problem because of the lack of family and community support for the elderly.

Disagree it is a problem: [55 counts]

(a)      Ageing is not to be feared. There is a niche market to cater for the more affluent and active senior citizens.

Other positive/negative aspects: [26 counts]

(a)      Ageing may or may not be a problem. For example, some people believe that when they foresee the problem they can always find ways to get round it.

Identifying causes of the problem: [26 counts]

(a)      The problem is caused by the lack of good healthcare and living conditions for the elderly.

(b)      Other causes such as the declining fertility rate are also identified.

Making suggestions on how to address the problem: [660 counts]

(a)      Housing and urban design should be more elderly-friendly.

(b)      Housing arrangements should be available to allow the elderly to live near their children.

(c)      More activities aiming at "active ageing" should be arranged for the elderly.

(d)      The elderly should move to live in Mainland China.

(e)      Government should teach the elderly about retirement planning.

(f)      Other suggestions including the provision of better healthcare benefits are also listed.

(g)      Should establish more fully-equipped elderly villages.

(h)      Should create an atmosphere in favour of respecting the elderly.

(i)      Should set up "senior citizen productivity centre" to run all support services.

**2.7.4**   Age-dependency ratio [342 counts]

Mentioning: [22 counts]

Agree it is a problem: [38 counts]

(a)      It is a problem because there will be fewer economically active workers supporting more children and the elderly.

Disagree it is a problem: [6 counts]

(a)      Some citizen disagree that it is a problem.

Other positive/negative aspects: [8 counts]

Identifying causes of the problem: [3 counts]

Making suggestions on how to address the problem: [265 counts]

(a)     Measures should be made to increase the size of the workforce.
(b)     Government should take some measures to increase the fertility rate.
(c)     Measures should be taken to increase the workforce's added value.
(d)     The retirement age should be raised to create a bigger workforce.
(e)     Young people should start saving for the future.

## 2.8     Workforce Issues

**2.8.1**   Immigration and emigration [547 counts]

Mentioning: [13 counts]

Agree it is a problem: [212 counts]

(a)     It can be a problem when it becomes a trend for the working population to move back to Mainland China.
(b)     The trend is particularly marked among "managerial and administration staff" and the "professionals".
(c)     People move back to China because of the growing attractions of the Mainland.
(d)     The issues surrounding the right of abode are creating problems for Hong Kong.
(e)     The influx of "tourist" mothers seeking right of abode for their children and avoiding the Mainland's one-child policy is a major concern.

Disagree it is a problem: [20 counts]

(a)     There is disagreement over the population figures: Hong Kong children born in the Mainland are not counted.
(b)     Immigration measures are not effective or necessary.

Other positive/negative aspects: [59 counts]

(a)     There are different (positive/negative) perceptions of the demographic effects of migration.
(b)     The economy of Pearl River Delta and HK is showing increased convergence.

Identifying causes of the problem: [12 counts]

(a)     Upper-end immigrants may not stay permanently in Hong Kong and this can create problems for planning.
(b)     "Tourist" mothers leaving their children in Hong Kong or in the Mainland may give rise to pseudo-single parents and split families.

Making suggestions on how to address the problem: [231 counts]

(a) There is need to control the mix of immigrants to meet local needs.
(b) The right of abode should be given to Hong Kong children born in the Mainland.
(c) There should be restrictions on "Mainland visitors under the Individual Visit Scheme" giving birth in Hong Kong.
(d) Social benefits should not be granted to immigrants before they satisfy residential requirements.
(e) Other suggestions such as reviewing the quality and financial status of the immigrants are listed.

**2.8.2** Manpower [1648 counts]

Mentioning: [7 counts]

Agree it is a problem: [15 counts]

(a) The existing workforce mix is not desirable.

Disagree it is a problem: [2 counts]

(a) Two counts disagree that it is a problem.

Other positive/negative aspects: [106 counts]

(a) Concerns are raised whether a family-friendly working environment and work-life balance culture enhance or impair the economic competitiveness of Hong Kong.
(b) The advantages of raising the retirement age are discussed.
(c) The disadvantages of raising the retirement age are also discussed.

Identifying causes of the problem: [85 counts]

(a) The undesirable workforce mix is caused by a lack of local talent.
(b) There is an inability to attract enough Mainland and overseas talent. Hong Kong is not regarded as a good place to live and work.
(c) Job mismatch is also caused by an over-supply of low-skilled/unskilled workers.
(d) The presence of illegal workers affects local employment.

Making suggestions on how to address the problem: [1433 counts]

(a) The causes of the problems should be addressed.
(b) There should be measures to assist or to attract mothers to return to the workforce.
(c) Measures such as introducing alternative work modes should be enhanced to create job opportunities.
(d) The retirement age should be reviewed or raised to boost the workforce.
(e) The education system should be changed from an academic to a more work-oriented focus.

(f)     Hong Kong should be made more cosmopolitan to attract overseas talent.
(g)     Hong Kong should discourage low-end immigration.
(h)     Hong Kong should encourage high-end immigration.
(i)     Active policy should be implemented against age and sex discriminations which are a barrier to employment.
(j)     Should encourage home office.
(k)     A quantitative assessment method should be established to nurture local talent.
(l)     Students should be trained to have an international perspective.
(m)     Raising the retirement age can be a solution for manpower.
(n)     Liberal studies should be encouraged to make students more adaptable.

**2.8.3**   Education and training [515 counts]

Mentioning: [4 counts]

Agree it is a problem: [41 counts]

(a)     It is a major problem because of the lack of suitable training for the employees and workers.
(b)     There are major problems regarding Hong Kong's education system.
(c)     The Education Department has used commercial principles to run education.

Disagree it is a problem: [6 counts]

(a)     Hong Kong people are self-motivated. It is not necessary to do anything to provide more education and training.
(b)     It is counter-productive to have too much training which will only put pressure on employees.

Other positive/negative aspects: [31 counts]

(a)     There will be an over-supply of school places in future.
(b)     There are concerns about the efficacy of educational polices.

Identifying causes of the problem: [75 counts]

(a)     There is a lack of civic education on "caring for others" and "reproduction".
(b)     The education system is creating problems because of constant change and confusion.
(c)     Education problems are caused by a lack of diversity and opportunity.

Making suggestions on how to address the problem: [358 counts]

(a)     Measures should be introduced to make the education system more work-oriented.
(b)     Measures should be introduced to promote a sense of belonging so as to retain and attract local talent.

(c)     Should liberalize the use of the name "university" or "college" for the elderly education institutions.

**2.8.4**   Skills mismatch [272 counts]

Mentioning: [22 counts]

Agree it is a problem: [16 counts]

(a)     The problem of job-mismatch/job-market polarization is very serious.

Disagree it is a problem: [0 count]

(a)     No views are recorded.

Other positive/negative aspects: [62 counts]

(a)     There is a widening of income disparity.
(b)     There is a growing trend towards class exclusion.
(c)     There is a threat of social conflicts in Hong Kong.
(d)     Hong Kong is already a mature city and job needs are changing.

Identifying causes of the problem: [60 counts]

(a)     The problem is caused by an over-supply of low-skilled/unskilled workers.
(b)     The problem is caused by a lack of high-skilled talent.

Making suggestions on how to address the problem: [112 counts]

(a)     There is a need to control the quality of the Chinese immigrants.
(b)     There is a need to provide more suitable training for the workers.
(c)     There is a need to create more job opportunities and job diversities.
(d)     There should be a job-protection scheme so that people can live with honour.
(e)     Should stop all immigration from Mainland China.

**2.9     Subgroups Issues**

**2.9.1**   Singleton/elderly households [1594 counts]

Mentioning: [1 count]

Agree it is a problem: [8 counts]

(a)     Singleton households without support are creating problems for society.
(b)     Singleton households can be withdrawing from society, weakening their ties with other people.
(c)     More attention should be given to elderly singleton households.
(d)     MPF without a medical savings component can cause problems for the singleton elderly.

Disagree it is a problem: [3 counts]

(a)     Choosing to live singly is a personal choice, not a problem.
(b)     Living singly is not a problem provided that the elderly have their peace of mind.

Other positive/negative aspects: [11 counts]

Identifying causes of the problem: [12 counts]

(a)     The problems are caused by a lack of social and community support for singleton households.
(b)     People are pessimistic about the future, and are unwillingly to start a family.
(c)     It is difficult for highly educated women to find a suitable partner.
(d)     Most children do not like to live with their parents.
(e)     There is a lack of caring and understanding between the two generations.

Is there a need to address their social needs? [556 counts]

(a)     Yes [530 counts]
(b)     No [26 counts]

Making suggestions on how to address the problem: [1003 counts]

(a)     Home visits and questionnaires should be conducted to survey the needs of the singleton households.
(b)     A better social or community support network should be established.
(c)     A better welfare system for singleton households should be established.
(d)     Civic education on "caring for others" should be enhanced.
(e)     More training and re-training programs should be implemented.
(f)     Meal services and day care centres should be made more available for the elderly.
(g)     Policies aiming at helping the elderly to stay in their own home should be promoted.
(h)     A government unit to coordinate the services for singleton households should be established.
(i)     Increase the number of public flats earmarked for the singletons and elderly, including the use of private partnership.
(j)     A comprehensive social security system should be established
(k)     Pets should be allowed in housing estates.
(l)     Other ideas such as dating services for single persons are also suggested.
(m)     The idea of "co-housing" for the elderly should be adopted.
(n)     Military training should be made mandatory for all young people to learn life skill.

**2.9.2**   Chronically ill and disabled [20 counts]

Mentioning: [0 count]

(a)      No views are recorded.

Agree it is a problem: [0 count]

(a)      No views are recorded.

Disagree it is a problem: [0 count]

(a)      No views are recorded.

Other positive/negative aspects: [0 count]

(a)      No views are recorded.

Identifying causes of the problem: [1 count]

(a)      Job discrimination against the disabled is still very serious.

Is there a need to address their social needs? [10 counts]

(a)      Yes [10 counts]
(b)      No [0 count]

Making suggestions on how to address the problem: [9 counts]

(a)      Measures should be introduced to address the social needs of the
         chronically ill and disabled people.
(b)      There should be a better accommodation and healthcare suitable for the
         chronically ill and disabled people.
(c)      Hong Kong should strive to become a barrier-free city for the disabled.

**2.9.3**   Women [298 counts]

Mentioning: [20 counts]

(a)      More women are educated and have their own careers.

Agree it is a problem: [75 counts]

(a)      Society expects women to take care of the family but this can hinder a
         women's career. It is difficult to balance work and family.
(b)      Women, especially highly educated ones, have difficulty finding
         partners.
(c)      Childbearing/rearing is identified as women's responsibility. This is a
         large burden.
(d)      Employment rate for women is lower than that for men, and the rate
         for Hong Kong is low as compared to other industrialized countries.

(e)     Many schools do not have sufficient female toilets.
(f)     Child rearing is not considered as work experience.
(g)     Women residing in remote districts often suffer from social exclusions.

Disagree it is a problem: [6 counts]

(a)     The job of taking care of children is enjoyable and is not a problem.
(b)     Hong Kong is a "gender-equal" society.
(c)     There are already sufficient channels to support women.
(d)     Some occupations favour females rather than males.
(e)     There are more female students entering Band 1 schools than male students.

Other positive/negative aspects: [8 counts]

(a)     Encouraging women's work participation and having children are contradictory.
(b)     Need to change people's expectation of life.

Identifying causes of the problem: [43 counts]

(a)     Society and traditional values have placed too much burden on women.
(b)     The problem is caused by employers' discrimination against women.
(c)     The problem arises because women's rights are ignored.
(d)     The problem arises because of the lack of support from society and government.
(e)     Working women are very tired and associated illnesses developed.
(f)     Local pregnant women do not get enough support from Government.

Is there a need to address their social needs? [4 counts]

(a)     Yes [4 counts]
(b)     No [0 count]

Making suggestions on how to address the problem: [142 counts]

(a)     Everyone should share the family burden.
(b)     Women's household chores should be duly recognized as an economic contribution.
(c)     More government assistance and funding should be provided for women.
(d)     There should be a more flexible work environment for women.
(e)     Paternity leave should be granted to support women giving birth to children.
(f)     Maternity leave should be extended.
(g)     Direct subsidy should be provided for child rearing.
(h)     Maximum working hours should be legislated covering all employees including office ladies.
(i)     Should abolish traditional gender-role concept.

**2.9.4**   Young people [220 counts]

Mentioning: [4 counts]

Agree it is a problem: [17 counts]

(a)     Young people fear their jobs could be displaced by outside talent.
(b)     Young people fear their jobs could be affected if the retirement age is extended.
(c)     Young people have to carry a large burden as they become the "debt generation".
(d)     The education system imposes great pressures.
(e)     Young people's rights are being ignored.
(f)     Social stratification leads to social exclusion of the disadvantaged youth.
(g)     The attitude of young people towards work and responsibilities is not the same as that of the baby-boomer generation.
(h)     The worsening of income inequality in society affects young peoples' values and attitudes.

Disagree it is a problem: [5 counts]

(a)     Young people need to be independent and responsible for their own lives.

Other positive/negative aspects: [3 counts]

Identifying causes of the problem: [36 counts]

(a)     The school-to-work transition has changed and this has created job insecurity among young people.
(b)     Society's exclusion of youth is causing a problem.
(c)     There are too many social problems in Hong Kong.
(d)     Young people have too many worries about the future.
(e)     High divorce rates among Hong Kong families are considered as a major cause.
(f)     The voting power of the elderly can cause the needs of young people to be neglected.

Is there a need to address their social needs? [51 counts]

(a)     Yes [40 counts]
(b)     No [11 counts]

Making suggestions on how to address the problem: [104 counts]

(a)     More jobs should be provided to young people.
(b)     Government should adopt overseas youth development strategies.
(c)     There is a need to change social norms.
(d)     Government should provide more social welfare to address the needs of the youth.

(e)      Employment service for university graduates should be established.
(f)      Government should try to bring down the price of property.
(g)      Government should issue vouchers for education programmes.
(h)      Retirement age should not be extended.

**2.9.5**   Children [298 counts]

Mentioning: [6 counts]

Agree it is a problem: [62 counts]

(a)      Bad social influences can be a serious problem.
(b)      Single-parent families are causing problems for the children.
(c)      The poor education system is causing problems for the children.
(d)      The needs of children are often overlooked.
(e)      There is need to pay more attention to children from the Mainland.

Disagree it is a problem: [0 count]

(a)      No views are recorded.

Other positive/negative aspects: [22 counts]

(a)      Too much care for children can hinder their development.

Identifying causes of the problem: [31 counts]

(a)      Children's problems can be caused by lack of education on the part of their parents.
(b)      Parents have too many expectations for their children.
(c)      The problem arises because of complications in the children's own family.
(d)      There is a lack of support for children with special needs.
(e)      Children are self-centered or being spoiled.
(f)      Mainland women giving birth in Hong Kong and Hong Kong men marrying in the Mainland can cause many children-related problems.
(g)      There should be quality parenting education for the people.
(h)      Should support the Children Development Fund.

Is there a need to address their social needs? [17 counts]

(a)      Yes [17 counts]
(b)      No [0 count]

Making suggestions on how to address the problem: [160 counts]

(a)      There should be more diverse education and development support for children.
(b)      City designs should cater for children's needs.
(c)      Parents should spend more time with their children.
(d)      Parents should lower their expectations of their children.

     (e)      There should be free education for children from kindergarten up.

     (f)      There should be direct provision of food, computer, education programmes etc to children, rather than giving money to parents through CSSA.

     (g)      Government should provide quality parenting education.

     (h)      Should support Children Development Fund.

**2.9.6**   Ethnic minorities [125 counts]

Mentioning: [2 counts]

Agree it is a problem: [16 counts]

     (a)      There is a lack of cultural diversity and ethnic inclusiveness in Hong Kong.

     (b)      Discrimination is still common in Hong Kong.

Disagree it is a problem: [3 counts]

Other positive/negative aspects: [8 counts]

     (a)      Many racial issues cannot be dealt with by the law.

     (b)      One arm of government works for harmony but the other arm is moving backwards.

Identifying causes of the problem: [28 counts]

     (a)      Language is often a problem for ethnic minorities.

     (b)      It is often difficult for ethnic minorities to get jobs or enter universities.

     (c)      Asking ethnic minorities to take local language exams is an unfulfillable dream.

     (d)      The "native English speaker" criterion is unclear and disadvantageous to local ethnic minorities who speak English.

Is there a need to address their social needs? [18 counts]

     (a)      Yes [17 counts]

     (b)      No [1 count]

Making suggestions on how to address the problem: [50 counts]

     (a)      There should be more support from the government to assist the ethnic minorities.

     (b)      There is a need to promote racial harmony and ethnic inclusiveness.

     (c)      Racial discrimination ordinance should be enacted.

     (d)      Government should appoint more ethnic minorities to advisory and statutory bodies.

     (e)      Should educate the public of the importance to support the ethnic minorities.

     (f)      Need to push Donald Tsang to set a deadline for anti-discrimination legislation.

### 2.10    Living & Lifestyle Issues

**2.10.1** Family values [1019 counts]

Mentioning: [25 counts]

Agree it is a problem: [64 counts]

(a)     Family values are not strong in Hong Kong.
(b)     People do not have time to spend with their families.
(c)     Overworked people do not know how to communicate with others.

Disagree it is a problem: [3 counts]

(a)     The problem should follow its natural path and there is no need to over-emphasize it.

Other positive/negative aspects: [16 counts]

(a)     A family without children is incomplete.

Identifying causes of the problem: [21 counts]

(a)     People are too busy at work and do not have time to enjoy family life.
(b)     There is a lack of parenting skills.
(c)     Modern families are too independent and therefore too isolated.

Making suggestions to address the problem: [890 counts]

(a)     There is a need to promote family-friendly policies including tax incentives for companies willing to implement those measures.
(b)     There is a need to promote the importance of family and intangible benefits associated with parenthood.
(c)     More moral/civic education is needed.
(d)     There is a call to promote community/social responsibility in favour of reproduction.
(e)     Business corporations should cooperate to promote the importance of family values.
(f)     There should be an employer's charter to promote family values.
(g)     The Education Department and Family Planning Association should do more to promote parenthood.

**2.10.2** Flexible life horizon [1177 counts]

Mentioning: [8 counts]

Agree with the notion: [956 counts]

(a)     It is a preferred kind of life pattern.
(b)     There should be a balance between study, work and leisure.

(c)     A balanced work-life is not equivalent to laziness.
(d)     Greater individual choice of lifestyle can lead to greater social harmony, and less pressure on the labour market.
(e)     Doing things which you have a passion for.
(f)     Five-day working week.
(g)     Life is dull without leisure.

Disagree with the notion: [20 counts]

(a)     A flexible life horizon applies to high-income earners only and it is not relevant to the poor.
(b)     Promoting a flexible life horizon concept is easier said than done.

Other opinions: [44 counts]

(a)     It would be difficult for many to re-enter the labour market.
(b)     The current MPF is not enough to support this kind of life style.

Identifying causes of the problem: [1 count]

(a)     The concept is limited by market factors and corporate monopolization which affect people's autonomy in choosing jobs.

Suggestions on achieving flexible life horizon: [149 counts]

(a)     There should be more opportunities to resume education after working.
(b)     There should be a better arrangement for flexible entry into and exit from the job market.
(c)     Legislation regarding flexible working hours is needed.
(d)     There is a call for a greater variety of leisure activities, apart from shopping and dining.
(e)     The entire concept of employment needs to be redefined.
(f)     Government should formulate policies to support the flexible life horizon idea.

**2.10.3** Quality of life [3881 counts]

Mentioning: [13 counts]

Agree it is a problem: [261 counts]

(a)     People are not satisfied with the quality of life in Hong Kong.
(b)     Working overtime is a norm and culture in most workplace in Hong Kong.
(c)     Hong Kong society is too materialistic.

Disagree it is a problem: [360 counts]

(a)     People are satisfied with the quality of life in Hong Kong.
(b)     Compared to other countries, Hong Kong is a very convenient city to live.

Other positive/negative aspects: [89 counts]

(a)     The Women Commission's "Mileage Programme" helps many housewives to enhance their self-esteem and develop a positive attitude towards life.

(b)     "World Happiness Index" shows that HK people are not very happy and environmentally conscious.

Identifying causes of the problem: [1503 counts]

(a)     People are being too greedy and expect too much.
(b)     Hong Kong is really not a good place to live and work.
(c)     The cost of living (especially housing) in Hong Kong is too high.
(d)     The problem is caused by the poor environment: air quality, urban planning, education system, overcrowding, housing, healthcare, and pressure of work etc.
(e)     People lack time to spend with their family.
(f)     The cause is due to the poor social conditions in Hong Kong.
(g)     Pressure of work is a definite cause of this problem.
(h)     Retirement benefits are inadequate.
(i)     There is no democracy and political participation is limited.
(j)     Good quality education is costly.
(k)     The flats are too small.
(l)     Some job vacancies are left unfilled for a long time.

Making suggestions on how to address the problem: [1655 counts]

(a)     There should be measures to solve the causes of the problems above.
(b)     A healthier lifestyle should be promoted.
(c)     There should be an emphasis on a balance of work, family and leisure.
(d)     Hong Kong should enhance the quality of life amidst a slower population growth rate.
(e)     More emphasis should be placed on environmental protection.
(f)     There should be better urban planning.
(g)     Measures should be taken to help young couples to purchase their own homes.
(h)     Minimum wage and maximum working hours legislation is required.
(i)     There should be more public holidays so that people have more leisure time.
(j)     Legislation on healthier work patterns is needed.
(k)     Should work with Pearl River Delta to limit pollutants.
(l)     Should not have any more reclamation.

**2.10.4** Planning and environmental concerns [981 counts]

Mentioning: [3 counts]

Agree it is a problem: [595 counts]

(a)     Poor city planning is a problem.

(b)     Poor environmental control is a problem.
(c)     Poor air quality is a problem.
(d)     Traffic jam is a problem.
(e)     Noise is a problem.

Disagree it is a problem: [9 counts]

(a)     Hong Kong is already a good city.
(b)     Hong Kong has a very good public transport system.
(c)     Hong Kong has very good health care.
(d)     Hong Kong has many good cultural activities.

Other positive/negative aspects: [17 counts]

(a)     A good environment will naturally attract talent.

Identifying causes of the problem: [33 counts]

(a)     The problem is caused by the lack of overall planning.
(b)     Developers care for money/profit only.
(c)     The problem is caused by Mainland manufacturing industries in Guangdong.
(d)     Lack of environmental consciousness.
(e)     Government's lack of environmental policies.
(f)     There is a lack of community space.

Making suggestions on how to address the problem: [324 counts]

(a)     There is need for better city/urban planning.
(b)     There should be height restrictions on buildings around the Victoria Harbour.
(c)     Environmental protection should be enhanced.
(d)     There should be cooperation with the Mainland to resolve the pollution problems.
(e)     Government should encourage the power companies to lower their emissions.
(f)     Government should survey residents to improve the design of public housing estates.
(g)     There should be a total ban on smoking in public places.
(h)     Should revise the present air-quality index system and fix targets for "blue sky" days.

## 2.11   Political Issues

**2.11.1** SDC's concept of sustainable development [134 counts]

Mentioning: [14 counts]

(a)     The concept of sustainable development is explained by the members of the SDC in the population forums and news commentaries.

Agree it is a problem: [5 counts]

(a)     Demolition of historic sites is just too easy in Hong Kong.

Disagree it is a problem: [3 counts]

(a)     Some people dispute the idea that population growth is the cause of environmental degradation.

Other positive/negative aspects: [15 counts]

(a)     There is one comment that there is a need to include discussion of cultural issues in the engagement process.
(b)     The SDC has taken on too many duties than it can handle.

Agree that economic/social/environmental are the three perspectives: [19 counts]

(a)     Some people believe that the perspectives are the right approaches.

Disagree that economic/social/environmental are the three perspectives: [11 counts]

(a)     Some people don't believe that the perspectives are the only approaches. They suggest the adding of the moral and cultural aspects.

Identifying causes of the problem: [16 counts]

(a)     The problem arises from failure to identify the optimal population size.
(b)     Population policy is still dictated by cost-benefit considerations and commercial factors.

Making suggestions on how to address the problem: [51 counts]

(a)     People criticize the use of environment-unfriendly paper for printing the comment cards.
(b)     The solution has to involve participation by Mainland authorities.
(c)     Should set an optimal population figure.

**2.11.2** Political factors [93 counts]

Mentioning: [3 counts]

Agree it is a problem: [24 counts]

(a)     The lack of an independent population policy is considered to be a problem.
(b)     Government policy is often too short-sighted.

Disagree it is a problem: [0 count]

(a)      No views are recorded.

Other positive/negative aspects: [6 counts]

Identifying causes of the problem: [30 counts]

(a)      The fact that Hong Kong cannot dictate its own population policy is regarded as the cause of the problem.
(b)      World instability discourages reproduction.
(c)      Lack of confidence in Hong Kong's political future discourages reproduction.
(d)      The problem is caused by bureaucratic "commandism".

Making suggestions on how to address the problem: [30 counts]

(a)      The Mainland government should be lobbied to let Hong Kong have its own population/immigration policy.
(b)      Mainland authorities will accept Hong Kong's suggestions which are reasonable.
(c)      Government should not exert too much in governing Hong Kong.

**2.11.3**  Independence of the SDC [12 counts]

Mentioning: [2 counts]

(a)      The SDC declares that it does not have a pre-conceived population policy.

Agree it is a problem: [1 count]

(a)      People believe it a problem that the SDC does not provide population policy directions.

Disagree it is a problem: [1 count]

Other positive/negative aspects: [1 count]

(a)      No cities in the world could have their own population policy. It is not necessary for HK to have one.

Identifying causes of the problem: [1 count]

(a)      The problem is caused by people's expectation that the SDC should give policy directions. Some people suspect that the SDC may have a hidden agenda.

Making suggestions on how to address the problem: [6 counts]

(a)      It is suggested that the Government should not get involved except in the provision of funding.

## 2.12. Other Issues

**2.12.1** Population policy of other countries [68 counts]

Mentioning: [47 counts]

(a)    The population policies of other countries (Japan, Singapore, Sweden, USA, Australia etc) are mentioned. The retirement age in various foreign countries has been amended to suit changing needs.

Agree it is a problem: [3 counts]

Disagree it is a problem: [0 count]

(a)    No views are recorded.

Other positive/negative aspects: [4 counts]

(a)    Pro-reproduction policies in foreign countries are usually unsuccessful.

Identifying causes of the problem: [8 counts]

(a)    The problem is caused by declining fertility rate in foreign countries.

Making suggestions on how to address the problem: [6 counts]

(a)    In Singapore, qualified immigrants are given priority in getting employment.

**2.12.2** Other comments [206 counts]

(a)    People are pessimistic about life. [1 count]
(b)    Donald Tsang's three-child advocacy is considered backward and uneducated. [4 counts]
(c)    Criticisms on the abuse of the Comprehensive Social Security Assistance System (CSSA) [97 counts]
(d)    Concerns on Goods and Services Tax (GST) and current tax system [63 counts]
(e)    Other miscellaneous (some unrelated) items are mentioned. [41 counts]

## 2.13   SUMMARY

**2.13.1** Demographic Issues

Issues cover declining fertility rate, gender imbalance, ageing population, and age-dependency ratio.

On declining fertility rate (ranked 2 in public attention), many people believe that it could lead to a shrinking workforce and fewer people paying taxes. However, the majority disagree and believe that there are too many people in

Hong Kong and that economic burdens, work pressure and childcare support will have to be considered before deciding on child-bearing.

Not many people consider gender imbalance (ranked 21) important, whereas many consider Hong Kong's ageing population (ranked 8) a major problem as it would entail greater health care expenditure.

Age-dependency ratio receives considerable attention (ranked 11) where people point out that greater support for the elderly and children is required.

**2.13.2** Workforce Issues

Issues cover immigration and emigration, manpower, education and training, and skills mismatch.

On immigration and emigration (ranked 9) people agree that there is a trend for the working population to move back to the Chinese Mainland. The right of abode by Mainland residents in Hong Kong is also considered problematic as it entails additional economic burdens.

Manpower problems (ranked 3) are widely discussed and people believe that the existing workforce mix is not desirable. Other people are concerned that a family-friendly workplace and a better work-life balance may affect Hong Kong's competitiveness. Most people believe that there is a lack of local talent and that Hong Kong is unable to attract enough Mainland and overseas talent.

On education and training (ranked 10), many people criticize the existing education system as confusing. On skills mismatch (ranked 14), people attribute the cause to an over-supply of low-skilled workers. They believe that greater control over the quality of Mainland immigrants is needed.

**2.13.3** Subgroups Issues

Issues include singleton/elderly households, the chronically ill and disabled, women, young people, children, and ethnic minorities.

Many agree that singleton/elderly households (ranked 4) without social support are a very serious problem as these people tend to withdraw from society. Only a few do not consider it a problem, believing that living singly is a personal choice. Some suggest home visits and surveys be conducted to assess their needs. The issue about the chronically ill and disabled (ranked 22) receives rather scanty attention.

On women as a subgroup (ranked 12), many believe that society has expected too much from women, creating difficulties in balancing their work, family and child-bearing responsibilities. It is suggested that a gender-equal society should be created.

On young people (ranked 15), some believe that jobs may be threatened by an influx of outside talent and an extension of the retirement age. There is also concern over disadvantaged youth. Many point out that children (ranked 13)

often have to face harmful social influences, single-parent-family situations and excessive parental expectation.

The problems facing ethnic minorities (ranked 18) also receive some attention.

**2.13.4** Living and Lifestyle Issues

Issues cover family values, flexible life horizon, quality of life, and planning and environmental concerns.

The issue of family values (ranked 6) is widely discussed and many believe that family values are not strong in Hong Kong because many people do not spend enough time with their families. Most people want Government to promote a family-first policy.

Flexible life horizon (ranked 5) is a much preferred notion which strikes a balance between study, work and leisure. It is suggested that a greater individual choice of lifestyle can lead to greater social harmony.

Quality of life (ranked 1) is the most widely debated issue. Many people do not consider Hong Kong a good place to live and work because they have to face high living costs, poor environment, and heavy work pressure. Many, however, are quite happy with the quality of life in Hong Kong.

Planning and environment concerns (ranked 7) also receive considerable attention. The focus is on city planning, environmental control and air quality.

**2.13.5** Political and Other Issues

Political issues include SDC's concept of sustainable development, the independence of the SDC and other political factors. Other issues include discussions on the population policies of other countries and other miscellaneous comments.

The concept of sustainable development (ranked 17) is widely debated. Some query whether the SDC has a pre-conceived stand or not. Some suggest that Government should consider the population policies of other countries (ranked 20) for reference. On political factors (ranked 19), some consider Government's lack of an independent population policy as problematic. Many are concerned about (ranked 16) abuse of the Comprehensive Social Security Assistance (CSSA) System. A few question the independence of the SDC.

**2.14    Reports and Surveys by other Organizations on Sustainable Population Policy**

**2.14.1** Reports

**2.14.1.1** Hong Kong Democratic Party

In the Research Report on "Hong Kong's population and sustainable development strategies" (published by Legislative Councilor, the Hon. James

To, the Hong Kong Democratic Party, 2006), the following conclusions are made: the population trend in the next thirty years is characterized by an ageing population, a low fertility rate, a decrease in youth population, a population increase due to an influx of Mainlanders and a large scale population movement. The immigration policy is not necessarily a part of the population policy. An increase in population can have both advantages and disadvantages. Hong Kong should therefore adopt a neutral stand in this regard and the authorities should, instead, monitor closely the number and quality of recent immigrants. Since it is almost impossible to change the trend of an ageing population, it would be more practicable to set up savings funds to meet the rising expenses of an ageing population. Senior citizens should also be assisted so that they can be more self-reliant. Foreign experiences have shown that governments usually fail in promoting the fertility rate. Government should therefore take a neutral stand, limited to removing disincentives. Government should treasure our own young people and should improve their quality.

**2.14.1.2** Civic Exchange

Civic Exchange submitted a Report to the SDC titled "Hong Kong's Demographic Challenge: Ageing Issues, Population Change, Public Health, Transport Needs, Global Talent, Alternative Policies" (2005) . Christine Loh (CEO of Civic Exchange) states in the Foreword that "Hong Kong has a history of over-estimating population… In looking at population and policy-making in the future, we strongly urge policy-makers to pay more attention to population estimates. The government must also be more explicit about its projected assumptions on needs." The Report examines the consequences of population changes – ageing, fertility rate decline, diet, life-style and health status changes and transport spending. Hong Kong as a world city and its attractiveness to global talents are also examined.

**2.14.1.3** Elderly Commission

The Elderly Commission submitted a Report titled "Population Ageing – Problem or Opportunity?" (December 2006). The Report challenges the common assumption that old age necessarily entails dependency, and that societal wealth can only be generated by those of an arbitrary age. The Commission believes that arbitrary retirement has created the problem of old age dependency. The Commission quotes a recent research showing that older workers possess much value in terms of loyalty, reliability, productivity, motivation, experience and wisdom. The Commission advocates active ageing.

**2.14.2** Surveys Conducted by Other Organizations

**2.14.2.1** 《Baby 親子雜誌》

A Questionnaire Survey "Hong Kong people's opinions on the falling fertility rate" was conducted by 《Baby 親子雜誌》during 7-12 September 2006. 1,582 successful replies were received. On the question: "What do you think are the reasons for the falling fertility rate in Hong Kong?", the top five answers are (1) worries about additional economic burden (91.3%), (2) no

time to take care of children (72.2%), (3) worries about children's education problems (65.6%), (4) lack of government support policies (62.6%), and (5) freedom to enjoy a no-kids husband-and-wife-only [二人世界] lifestyle (56.1%). On the question: "What do you think will be changed in citizens' life after giving birth to children?" the top five answers are (1) a big increase in expenses (92.9%), (2) an increase in the sense of responsibility (84.7%), (3) an increase in burdens (77.5%), (4) a decrease in entertainment (75.0%) and (5) a decrease in husband-and-wife-only [二人世界] lifestyle (70.5%). On the question "What do you think the Government can do in terms of policy to enhance fertility rate?", the top five answers are (1) an increase in education subsidies (85.6%), (2) an increase in children's tax allowance (80.8%), (3) introduction and/or extension of paternal/maternal leaves (67.7%), (4) establishment of a child-birth bonus (64.8%) and (5) promotion of a family-friendly work environment (60.2%).

**2.14.2.2** Roundtable Enterprise Limited

Avant-garde Consultancy was commissioned by Roundtable Enterprise to conduct an online survey. The survey was conducted during 1 August to 30 September 2006, targeting young people aged between 15 and 30. A total of 171 person responded. On the quality of life, 41% of the respondents are satisfied with their psychological health; 42% are satisfied with their personal relations with family members and 56% of the respondents have positive life values. Respondents are less satisfied with the physical environment. Regarding areas for improvement, environmental protection, the economic environment and civic education are the respondents' top three choices. Economics is the most important factor in deciding whether or not to get married and/or have children. Respondents believe that raising the tax allowance could promote child-birth. Respondents generally feel optimistic about the problems of an ageing population and retirement. On nurturing local talent, respondents generally feel that the Government has not done enough.

**2.14.2.3** Youth Affairs Committee of the Kowloon Federation of Associations

During the period 21 October to 6 November 2006, the Youth Affairs Committee of the Kowloon Federation of Associations conducted a telephone poll on "Young People's Attitude towards Child-birth". A total of 1,131 successful responses were received (response rate: 11.5%). Their target subjects were young people aged between 16 and 35. The results show: young people's attitude towards child-birth is divided. Those in favour (32.9%) and not in favour (35.3%) of having children are roughly the same; unmarried (42.3%) rather than married youths (12.8%) are more inclined to favour giving births; the most important pro-child-birth factor is the enjoyment of family life (39.5%); the economic factor is most important for considering having children (33.8%); respondents are generally in favour of Government's pro-reproduction policies (52.8%). Suggestions include: Government needs to provide a favourable employment environment; Government should implement family-friendly policies and policies promoting harmonious families; Government should provide free education for children aged 3 to 6; and Government should provide economic incentives for parents giving birth.

**2.15    Population Policy Strategy Summit (20 December 2006)**

**2.15.1** On 20 December 2006, the SDC invited individuals who had participated in the various workshops and forums organized under this Engagement Process to a special Population Policy Strategy Summit meeting. The results of the Engagement Process were presented to the 101 participants. Participants were asked to further discuss the top issues identified in the Engagement Process – quality of life, declining fertility rate, manpower and ageing population – and to provide suggestions.

**2.15.2** A detailed summary of the discussions and recommendations are shown in Appendix 6. The salient points are listed below:

On "quality of life", most participants are in favour of the promotion of a better balance of work, family and leisure, better environmental protection, better urban planning and a healthier lifestyle.

On "declining fertility rate", participants urge Government to provide tax/financial incentives for children, childcare assistance and policies promoting a family-friendly workplace. Participants are also in favour of Government providing more diverse education and development support for children.

On "manpower", participants favour nurturing local talent, creating new job opportunities, creating more part-time jobs and encouraging upper-end immigrants. They also believe that there should not be a preset retirement age.

On "ageing population", participants want to have more elderly-friendly housing and better urban design, with more activities, better healthcare and the provision of more educational opportunities for the elderly.

# 3. QUANTITATIVE DATA ANALYSIS

**3.1** The following quantitative analysis is based on responses to the close-ended questions on 1960 hard copies and 364 electronic copies of Comment Cards (a total of 2324 copies), which were collected from forums, workshops, and exhibitions or received by fax, mail or internet, up to 20 December 2006.

**3.2** The following tables and figures present the summary of the responses to the 13 close-ended questions in the Comment Card.

**3.3** The Questionnaire can be found in the blank comment card (Appendix 7).

Table 3.1: Are you satisfied with the quality of life in Hong Kong?

|  | Frequency | Percentage (%) |
|---|---|---|
| Yes | 1171 | 51.14 |
| No | 1119 | 48.86 |
| Total | 2290 | 100.00 |
|  |  | 98.54 |
| Missing/invalid answer | 34 | 1.46 |
| Grand Total | 2324 | 100.00 |

Figure 3.1 Are you satisfied with the quality of life in Hong Kong?
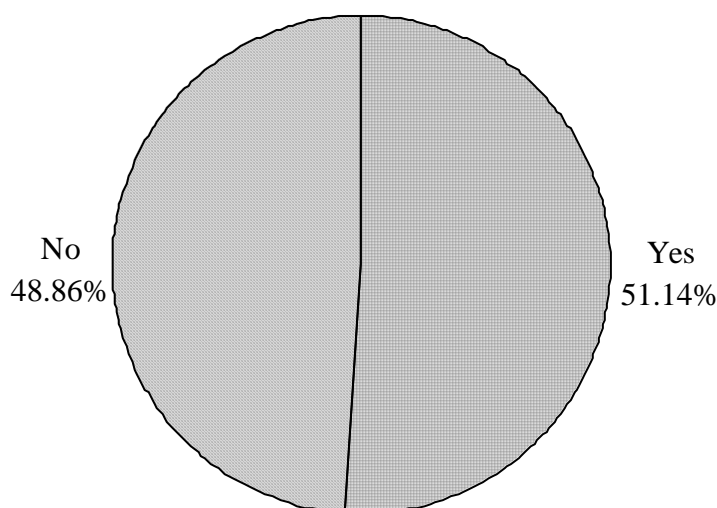
Table 3.2: What would affect your own decision on childbearing? (can choose more than one)

| | Frequency | Percentage (%) |
|---|---|---|
| Financial considerations | 1985 | 27.77 |
| Education and development support for children | 1408 | 19.70 |
| Availability of childcare support | 1248 | 17.46 |
| Your own age | 1117 | 15.62 |
| Your work pressure | 1022 | 14.30 |
| Others | 369 | 5.16 |
| Total Responses | 7149 | 100.00 |
| | | 99.55 |
| Missing/invalid answer | 32 | 0.45 |
| Grand Total | 7181 | 100.00 |

Figure 3.2 What would affect your own decision on childbearing? (can choose more than one)
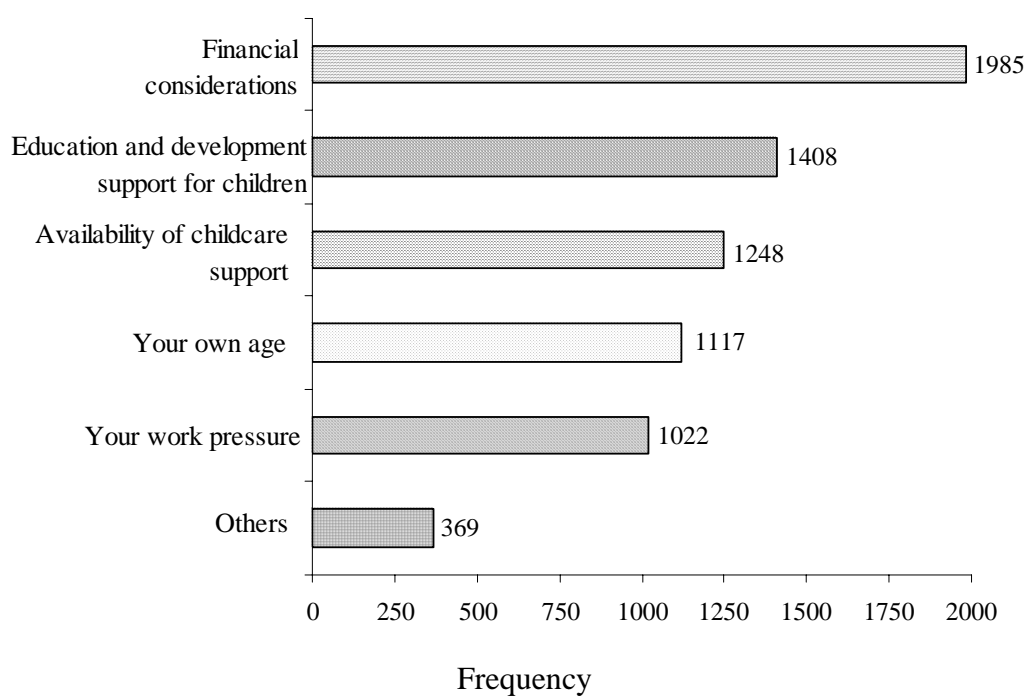
Table 3.3: What would be useful to promote parenthood? (can choose more than one)

|  | Frequency | Percentage (%) |
|---|---|---|
| Financial incentives | 1449 | 22.31 |
| More diverse education & development support for children | 1374 | 21.15 |
| Childcare assistance | 1286 | 19.80 |
| Family-friendly workplace | 1118 | 17.21 |
| Gender equality at work and at home | 1011 | 15.57 |
| Others | 257 | 3.96 |
| Total Responses | 6495 | 100.00 |
|  |  | 99.33 |
| Missing/invalid answer | 44 | 0.67 |
| Grand Total | 6539 | 100.00 |

Figure 3.3 What would be useful to promote parenthood? (can choose more than one)
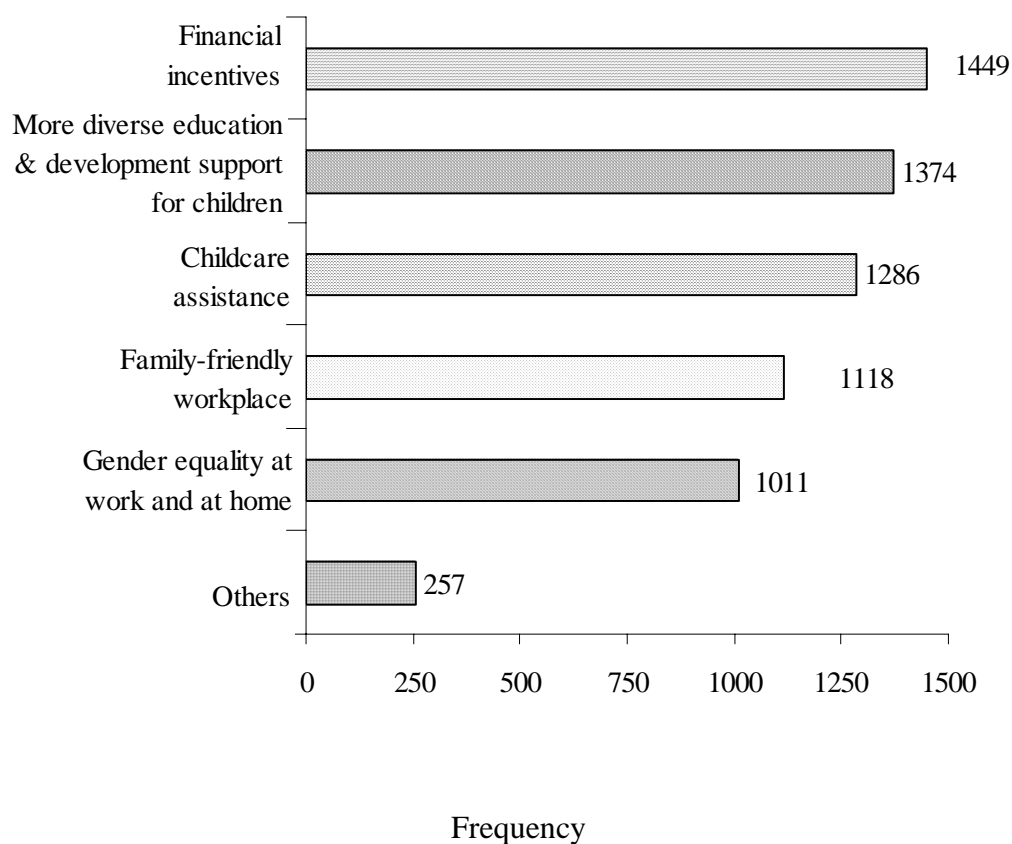


Frequency

Table 3.4: Do you think there is a need to promote the importance of family and the intangible benefits associated with parenthood?

|  | Frequency | Percentage (%) |
|---|---|---|
| Yes | 1847 | 81.91 |
| No | 408 | 18.09 |
| Total | 2255 | 100.00 |
|  |  | 97.03 |
| Missing/invalid answer | 69 | 2.97 |
| Grand Total | 2324 | 100.00 |

Figure 3.4  Do you think there is a need to promote the importance of family and the intangible benefits associated with parenthood?
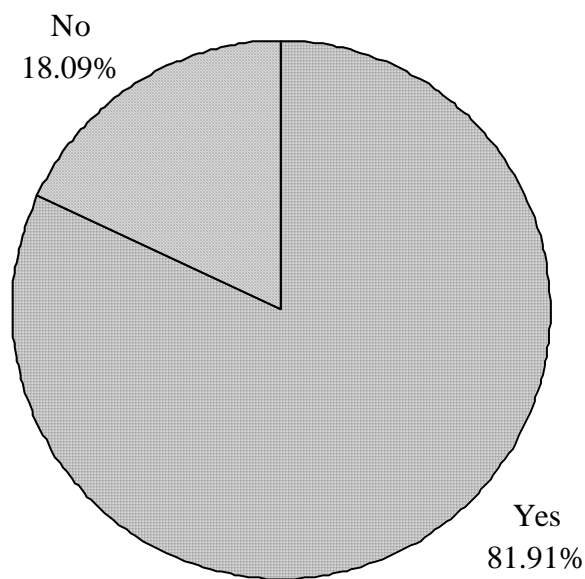
Table 3.5: Do you think a family-friendly working environment and work-life balance
culture would enhance or impair the economic competitiveness of Hong
Kong?

|  | Frequency | Percentage (%) |
|---|---|---|
| Would enhance | 1326 | 61.22 |
| No effect on the economic competitiveness of Hong Kong | 605 | 27.93 |
| Would impair | 235 | 10.85 |
| Total | 2166 | 100.00 |
|  |  | 93.20 |
| Missing/invalid answer | 158 | 6.80 |
| Grand Total | 2324 | 100.00 |

Figure 3.5 Do you think a family-friendly working environment and work-life balance
culture would enhance or impair the economic competitiveness of Hong
Kong?
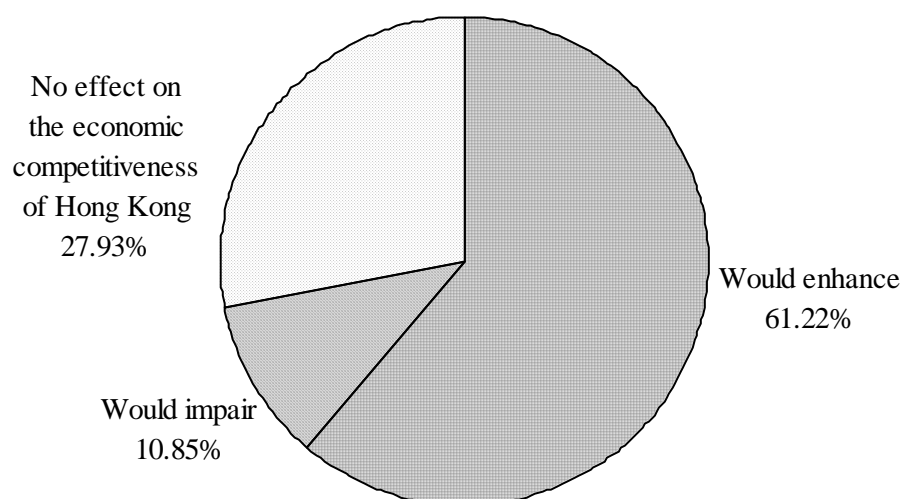
Table 3.6: In Hong Kong, there are more and more singleton households, including old people and young adults, who have minimal family network. Do you think there is a need to address their social needs?

|  | Frequency | Percentage (%) |
|---|---|---|
| Yes | 1808 | 81.40 |
| No | 413 | 18.60 |
| Total | 2221 | 100.00 |
|  |  | 95.57 |
| Missing/invalid answer | 103 | 4.43 |
| Grand Total | 2324 | 100.00 |

Figure 3.6 In Hong Kong, there are more and more singleton households, including old people and young adults, who have minimal family network. Do you think there is a need to address their social needs?



No
18.60%

Yes
81.40%
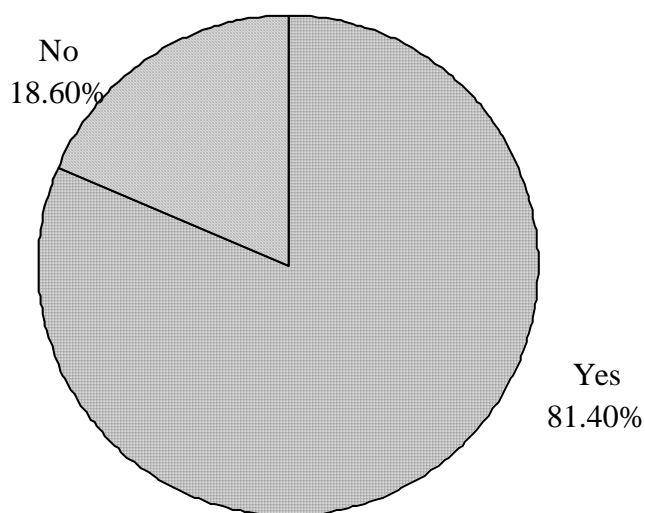
Table 3.7: How would you like to enjoy your elderly life? (can choose more than one)

|  | Frequency | Percentage (%) |
|---|---|---|
| Spend more time with family | 1640 | 30.24 |
| Explore new interests | 1544 | 28.47 |
| Join voluntary work | 1355 | 24.98 |
| Work for more years | 591 | 10.90 |
| Others | 294 | 5.42 |
| Total Responses | 5424 | 100.00 |
|  |  | 99.18 |
| Missing/invalid answer | 45 | 0.82 |
| Grand Total | 5469 | 100.00 |

Figure 3.7 How would you like to enjoy your elderly life? (can choose more than one)
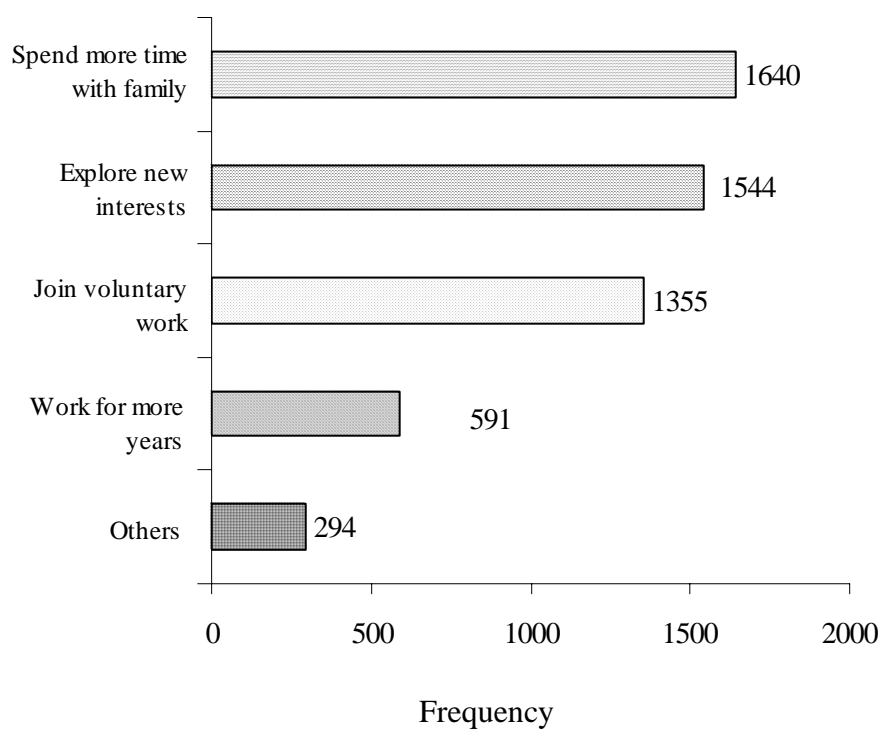


Frequency

Table 3.8: If you would like to stay in the labour market, would you prefer

|  | Frequency | Percentage (%) |
|---|---|---|
| Freelance work | 997 | 45.55 |
| Full-time job | 594 | 27.14 |
| Part-time job | 506 | 23.12 |
| Multiple responses[3] | 92 | 4.20 |
| Total | 2189 | 100.00 |
|  |  | 94.19 |
| Missing/invalid answer | 135 | 5.81 |
| Grand Total | 2324 | 100.00 |

Figure 3.8 If you would like to stay in the labour market, would you prefer



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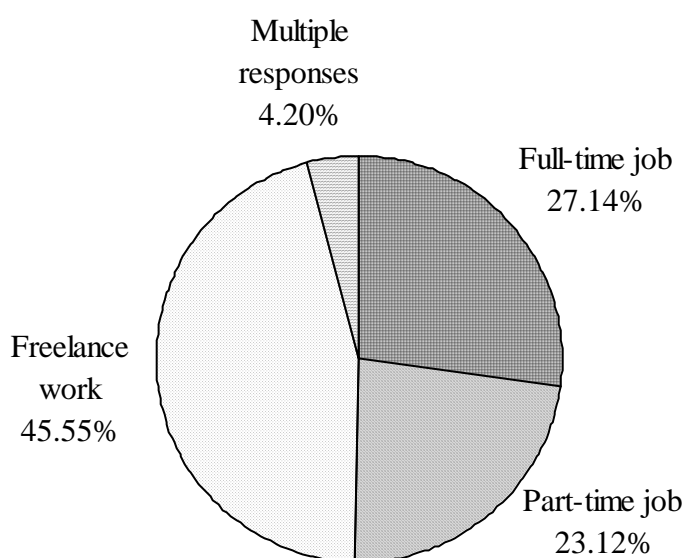
[3] Respondents who chose multiple answers on hard copies of the Comment Card are counted as "Multiple responses". Respondents could not choose more than one answer on the electronic version of the Comment Card.

Table 3.9: Do you think there is a need to advocate extending the working life of the population or raising the retirement age?

|  | Frequency | Percentage (%) |
|---|---|---|
| Yes | 1218 | 54.79 |
| No | 1005 | 45.21 |
| Total | 2223 | 100.00 |
|  |  | 95.65 |
| Missing/invalid answer | 101 | 4.35 |
| Grand Total | 2324 | 100.00 |

Figure 3.9 Do you think there is a need to advocate extending the working life of the population or raising the retirement age?
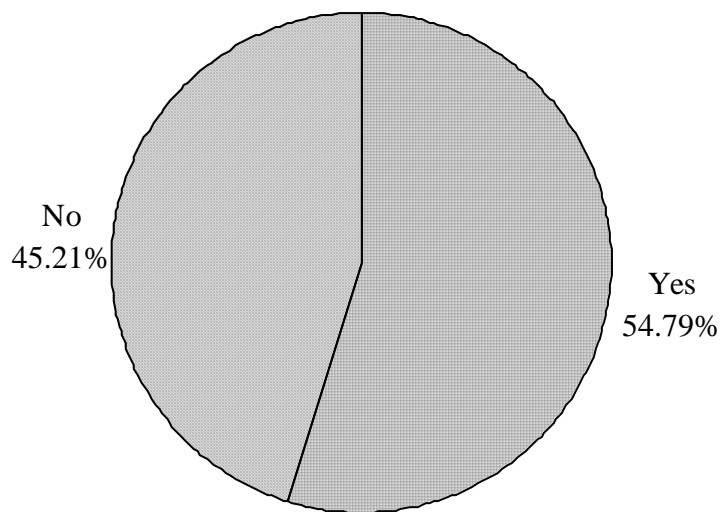
Table 3.10: What is the suitable age for retiring from work?

|  | Frequency | Percentage (%) |
|---|---|---|
| No pre-set retirement age | 1015 | 45.58 |
| 65 | 590 | 26.49 |
| 60 | 534 | 23.98 |
| Other | 88 | 3.95 |
| Total | 2227 | 100.00 |
|  |  | 95.83 |
| Missing/invalid answer | 97 | 4.17 |
| Grand Total | 2324 | 100.00 |

Figure 3.10 What is the suitable age for retiring from work?
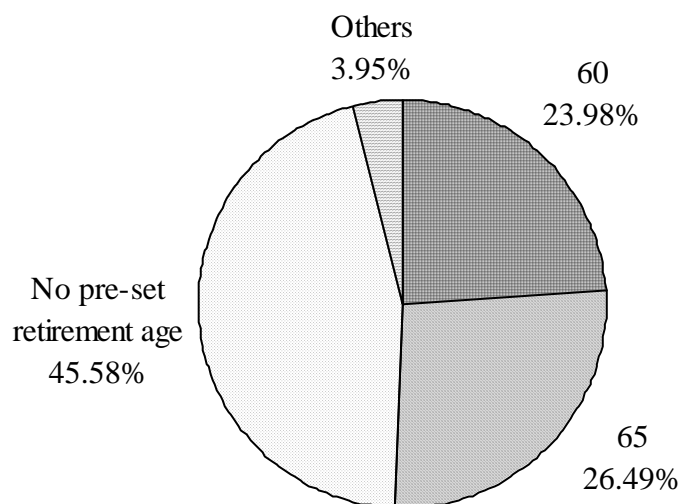
Table 3.11: Do you agree with the notion of a "flexible life horizon", so that each individual can choose his or her own life pattern?

|  | Frequency | Percentage (%) |
|---|---|---|
| Yes | 2030 | 93.08 |
| No | 151 | 6.92 |
| Total | 2181 | 100.00 |
|  |  | 93.85 |
| Missing/invalid answer | 143 | 6.15 |
| Grand Total | 2324 | 100.00 |

Figure 3.11 Do you agree with the notion of a "flexible life horizon", so that each individual can choose his or her own life pattern?



No
6.92%

Yes
93.08%
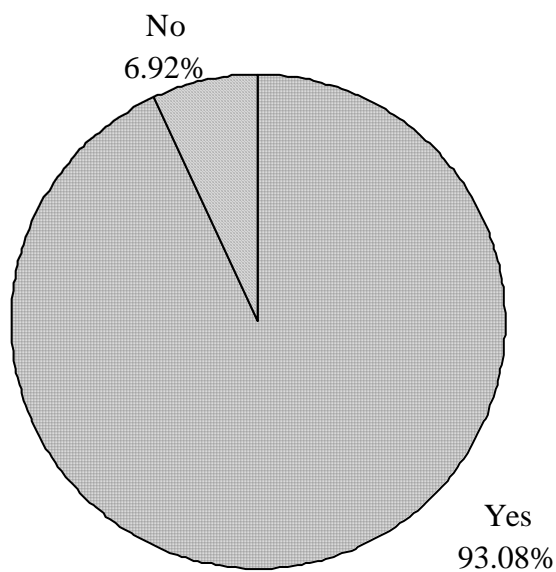
Table 3.12: What should be the more important emphasis?

|  | Frequency | Percentage (%) |
|---|---|---|
| Nurture local talent and attract overseas-trained Hong Kong students to return | 1921 | 88.65 |
| Attract talent from the Mainland and abroad | 194 | 8.95 |
| Both[4] | 52 | 2.40 |
| Total | 2167 | 100.00 |
|  |  | 93.24 |
| Missing/invalid answer | 157 | 6.76 |
| Grand Total | 2324 | 100.00 |

Figure 3.12 What should be the more important emphasis?



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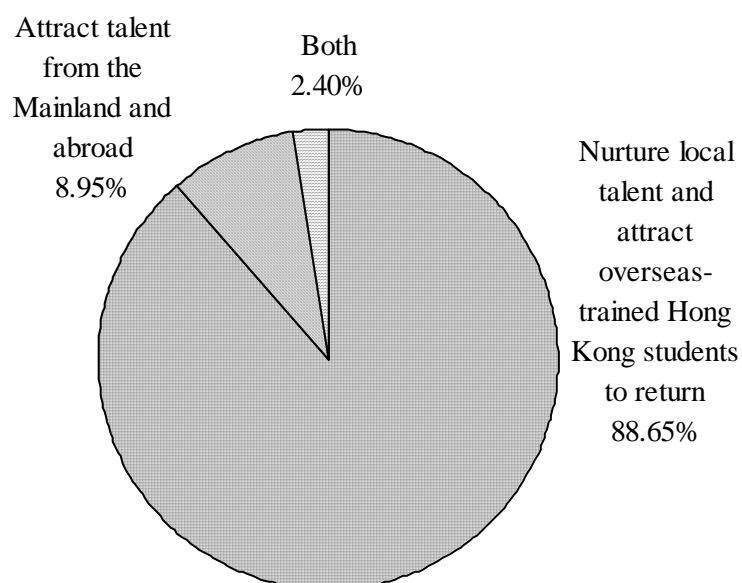
[4] Respondents who chose both answers on hard copies of the Comment Cards are counted as "Both".
Respondents could not choose more than one answer on the electronic version of the Comment Card.

Table 3.13:  How can we promote Hong Kong as a hub for talent? (can choose more than
          one)

|  | Frequency | Percentage (%) |
|---|---|---|
| More diverse education and development opportunities | 1830 | 37.62 |
| More attractive living environment | 1605 | 32.99 |
| More cultural diversity and ethnic inclusiveness | 1208 | 24.83 |
| Others | 222 | 4.56 |
| Total Responses | 4865 | 100.00 |
|  |  | 97.55 |
| Missing/invalid answer | 122 | 2.45 |
| Grand Total | 4987 | 100.00 |

Figure 3.13 How can we promote Hong Kong as a hub for talent? (can choose more than
          one)



Frequency
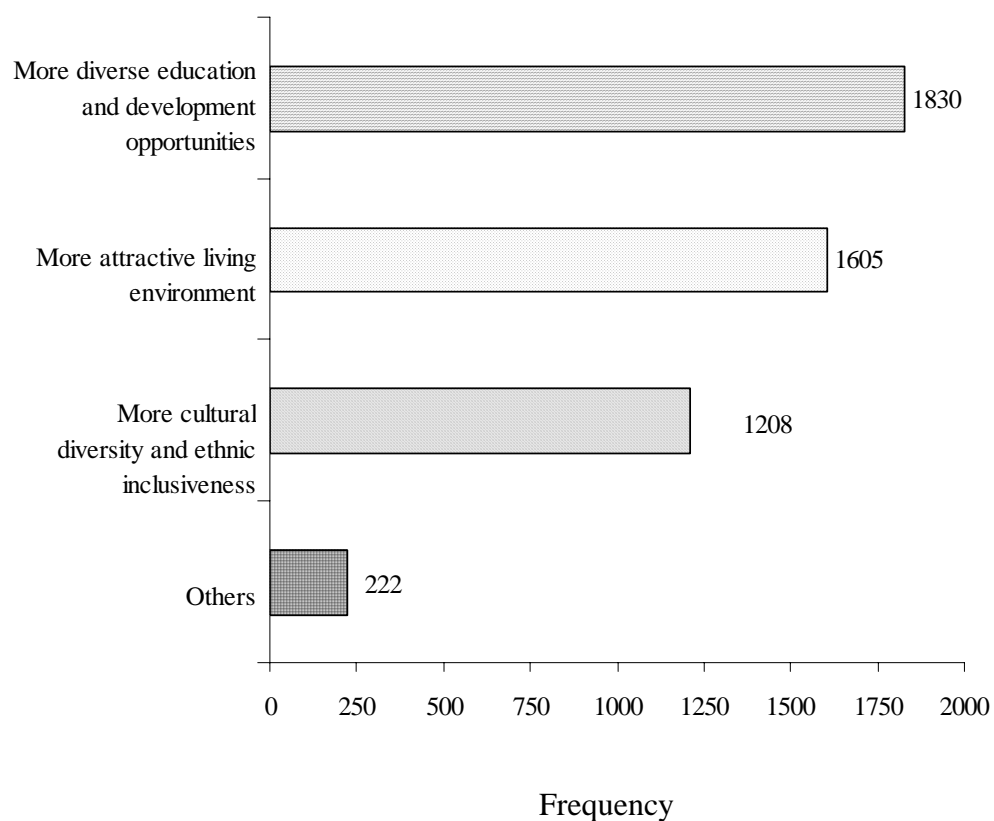
## 3.4　SUMMARY

**3.4.1**　On Living and Lifestyle Issues, around half of the respondents are satisfied with the quality of life in Hong Kong, while the other half are not quite satisfied.

An overwhelming majority agree with the notion of a "flexible life horizon."

A large majority think that there is a need to promote the importance of family and parenthood. They think that financial considerations, education and development support for children, and availability of childcare support are the most important consideration affecting childbearing and parenthood.

**3.4.2**　On Workforce Issues, the majority of the respondents think that a family-friendly working environment and a better work-life balance would enhance Hong Kong's competitiveness.

A majority also think that there is a need to advocate extending the retirement age. The most popular option is not to have any pre-set retirement age, Spending more time with family, exploring new interests and doing voluntary work are the three most popular ways to enjoy elderly life. Freelance work is the most popular choice for those who wish to continue working.

A large majority favour nurturing local talent and attracting overseas Hong Kong students to return, rather than attracting talent from the Mainland or abroad. More education and development opportunities and more attractive living environment are cited as the two most important factors in promoting Hong Kong as a hub for talent.

**3.4.3**　On Subgroup Issues, a large majority think that there is a need to address the social needs of singleton and elderly households.

# 4. ANALYSIS OF KEY ISSUES

This Chapter attempts to integrate the findings from the previous two chapters. Key issues that are prominent and about which great concerns are expressed are discussed with associated evidence. Some methodological considerations are also discussed.

## 4.1 Methodological Considerations

It is important to note how the results from the previous chapters are to be viewed. The Engagement Process aimed at involving the public in an interactive dialogue to promote awareness of sustainability issues and build consensus on the way forward. The process and hence this Consultancy do not attempt to assess the opinion of the general public using randomized sampling methods. Instead, it seeks to summarize the views of different parties, including members of the public, who were engaged in the process, were interested in the issues and expressed/submitted their views. Due to the nature of this exercise, the opinion collected may or may not be representative of the Hong Kong general population. While it is noted that the Council had made special efforts to reach out to different sectors, submissions and forum attendance by the elderly and other disadvantaged groups were comparatively low. Furthermore, exercise of this nature is susceptible to manipulation – returns can be orchestrated by interest groups. No irregularities, however, have been detected by the Consultancy Team in this exercise.

This Report highlights views with the following characteristics:

- A high percentage of responses from close-ended questions in the Comment Cards; and

- A high frequency count and high percentage in terms of number of text units in qualitative data from Comment Cards, submissions, forum/workshop records and the electronic/printed media.

It must be pointed out that, unlike randomized polls, in which a large number of subjects is selected in a randomized manner, frequency counts and percentages from the qualitative materials must be interpreted with great caution, since no statistical inferences can be made with this evidence. A high percentage of opinion in favour of, or against, a certain proposal from these sources does not necessarily suggest that a similar percentage in the general population holds that view.

The paragraphs below integrate the findings from both the quantitative and qualitative data, and are presented in the order of the categories as described in Chapter 2.

## 4.2    Demographic Issues

Declining fertility rate ranks number two in terms of text unit frequency in the qualitative data. However, the majority of responses do not consider that the declining fertility rate is a major problem. They are of the opinion that there are already too many people in Hong Kong, and a smaller population is not undesirable. Financial considerations and the rather unsatisfactory education system are two most frequently cited factors affecting childbearing decisions in both the qualitative and quantitative data. Other considerations include work pressure and the lack of childcare support.

Gender imbalance is not a major concern expressed in the written submissions and meeting records, despite the relative prominence it receives from the media.

The ageing population and the resulting increase in the age-dependency ratio is a major concern from the qualitative data. Promoting the concept of "active ageing" is recommended in the majority of responses in this category. There appears to be consensus that Government should address the financial, housing and health care needs of the elderly, and encourage proper retirement planning.

## 4.3    Workforce Issues

Comments on and suggestions for manpower problems in Hong Kong rank number three in terms of frequency count in the qualitative data. In the responses from the questionnaire survey, there is strong support for Government to nurture local talent, and only a small minority support for attracting talent from non-local sources. More diverse education and development opportunities and more attractive living environment are considered by questionnaire survey respondents as the more important factors in promoting Hong Kong as a hub for talent. This is also corroborated by comments in the qualitative data. From the qualitative data, there is also general support for discouraging "low-end" immigration and some support for attracting "high-end" immigration. A related issue, pointed out by many at the forums and in their written submissions, is the problem of skills mismatch, which many believe is caused, at least partially, by immigration from the Mainland.

There is overwhelming support, from both the qualitative and quantitative data sets, for implementing more family-friendly policies and having a more balanced work-life lifestyle in Hong Kong. The majority also feel that it will not impair the competitiveness of Hong Kong.

The responses from the questionnaire survey show that the majority tend to support raising the retirement age or having no pre-set retirement age. Freelance work after retirement is the most popular preference of the respondents.

A large body of opinion from the qualitative data set considers that the existing education and training systems need to be enhanced. This is

corroborated indirectly by the responses to the questionnaire survey regarding parenthood and Hong Kong as a talent hub.

**4.4     Subgroups Issues**

There is great concern, from the qualitative data set, over the needs of the elderly residing alone. This is corroborated by the responses to the questionnaire survey regarding the needs of singleton/elderly households. There is consensus that more financial, housing and health care assistance should be provided. Greater community support is also advocated. Respondents appear to be less concerned over the needs of younger singleton households. It is suggested that a survey be conducted to assess the needs of singleton/elderly households.

The needs of women are prominently raised in forums and written submissions. The respondents feel that society places too much burden on women, whereas their contribution to family is not adequately recognized, and discrimination by employers is still not uncommon.

While the special needs of other subgroups such as ethnic minorities, children, young persons, the chronically ill and the disabled are also raised, the frequency count is relatively low. This is probably due to the fact that these groups do not participate in large numbers in this engagement process, as pointed out earlier in the beginning of this Chapter.

**4.5     Living and Lifestyle Issues**

Quality of life issues rank number one in terms of frequency count in the qualitative data. Almost half of the Comment Card respondents are not satisfied with the quality of life in Hong Kong. From the qualitative data, the deduced reasons are poor air quality, work stress and high property prices. The other half of the Comment Card respondents are, however, satisfied with the quality of life in Hong Kong. This division of opinion is also evident in the qualitative data.

Better urban planning and more effective environmental protection measures feature prominently in the qualitative data set.

A large majority of the Comment Card respondents favour promoting the concepts of family and parenthood. Financial incentives, better education, and childcare assistance are the top three choices in terms of ways to promote parenthood. There is also overwhelming support for family-friendly policies to be implemented. This is corroborated by the written comments in submissions and forums. It has been suggested that Government and major business groups should take the lead.

From the questionnaire survey, spending more time with family, exploring new interests, and doing voluntary work are the three most popular choices for activities during elderly life.

There is strong support for the "flexible life horizon" concept from both the qualitative and quantitative data sets. However, there is a dearth of suggestions as to how this can be comprehensively and effectively implemented in Hong Kong. Some regard the notion is applicable only to high-income earners and is irrelevant to the majority of the working population.

## 4.6    Political and Other Issues

There is some concern expressed, in the qualitative data, over immigration policies, governance in general, and the role of the SDC. There is also a suggestion that experiences in other countries can be used as reference.

# 5. THE WAY FORWARD

The Consultancy Team noted the specific nature of the SDC's Engagement Process, as opposed to other surveys using randomized sampling procedures, and considered it a worthwhile effort to involve the community during the strategy formulation stage. The Council had also effectively utilised the stakeholder network in its partner organisations in reaching out to different sectors and subgroups in the community.

Based on the findings of this Public Engagement Exercise, this final Chapter presents a series of recommended actions and suggestions for further investigations and engagements.

## 5.1    Recommended Actions

The results of this public engagement exercise suggest that actions are warranted in the following areas which are of the highest priority in terms of enthusiasm of the respondents and consensus that these issues command:

  i.    More can be done to improve the quality of life through improvement of the physical environment, air quality in particular.
  ii.   Family-friendly policies need to be more widely adopted, and a more work-life balanced lifestyle should be promoted.
  iii.  The education system needs to be enhanced.
  iv.   The needs of the elderly should be addressed.
  v.    The concepts of family and parenthood should be promoted.
  vi.   Some concrete measures should be proposed to support the notion of flexible life horizon.
  vii.  Policies aiming at attracting talent from non-local sources must proceed with great caution.

## 5.2    Possible Further Engagements

5.2.1   This is not to suggest that the other issues are not of high priority. There are issues in which respondents from this particular exercise have no consensus, but are generally regarded by demographers as critical. An example is the declining fertility rate. More evidence-based communication with the public on some of these issues can be considered.

## 5.3    Possible Further Investigations

5.3.1   It is noted that the objective of the Engagement Process is to involve the public in an interactive dialogue to promote awareness of sustainability issues and build consensus on the way forward, as opposed to randomized polls or surveys seeking a representative view of the Hong Kong general population. It is recognised that engagement process of this nature may not be able to gauge the views of the silent majority. When specific measures are to be considered and thrashed out for

selected issues, such as retirement age, they can be posed to the general public through telephone polls or face-to-face questionnaire surveys using randomized sampling procedures.

# Appendices

# Appendix 1

# Composition and Organization Structure of the

# Consultancy Team

## **Appendix 1 Composition and Organization Structure of the Consultancy Team**
**The Consultancy Team**
Professor Lee Ngok (Leader): Co-ordinator, PPRI.
Professor Peter P.M. Yuen: Principal Investigator of Heath and Welfare, PPRI and Professor in Management.
Professor Howard Cheng Chi-ho: Associate Head and Professor in Applied Social Sciences.
Dr. Kwok Keung Yuen: Project Fellow, PPRI.
Mr. Derek Gould: Honorary Fellow, PPRI.
Miss Joan W.L. Li: Assistant Officer, PPRI.
Miss Edith S.Y. Choy: Assistant Officer, PPRI.

**Organisational Structure of Consultancy Team**
Professor Lee Ngok co-ordinates the work of the Quantitative and Qualitative Teams and ensures the smooth running of the Consultancy.
Professor Peter Yuen heads the Quantitative Team and is responsible for overseeing data collection and data analysis.
Dr. Kwok Keung Yuen heads the Qualitative Team and is responsible for overseeing qualitative analysis.
Professor Howard Cheng and Mr. Derek Gould provide advice on technical matters regarding social issues and on design of the Analytical Framework for qualitative data analysis.
Miss Joan Li and Miss Edith Choy are responsible for overseeing data entry, coding qualitative data by using NUDIST and assist Professor Lee in co-ordinating the work of the two Teams.

The Organisational Structure of the Consultancy Team is shown below:
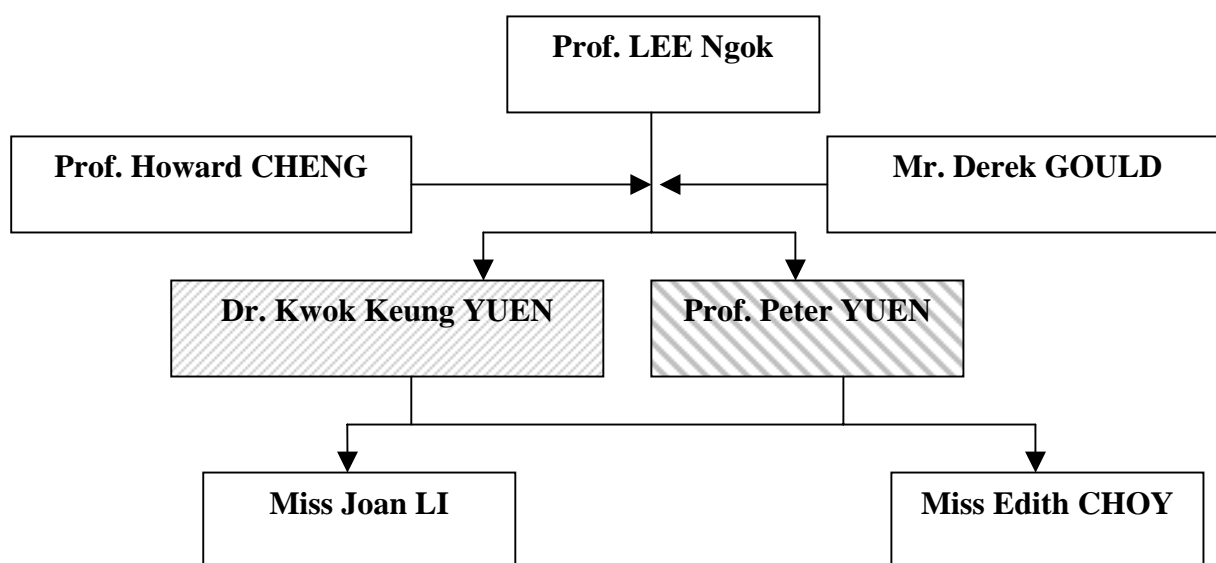
# Appendix 2

# List of Forums and Workshops Conducted by SDC and/or

# Co-organized with its Partner Organizations

**List of Forums and Workshops Conducted by SDC and/or
Co-organized with its Partner Organizations**

(1)     Engagement Events organized by Sustainable Development Council:

     (a) Regional Forums:                    29 June (HK Central Library)
                                              22 July (HK Science Museum)
                                            12 August (Sha Tin Town Hall)

     (b) Regional Workshops:                 16 August (Sha Tin Town Hall)
                                              30 August (City Hall)
                                          4 September (HK Cultural Centre)
                                          13 September (Kwai Tsing Theatre)
                                          3 October (Ngau Chi Wan Civic Centre)

     (c) Population Policy Strategy Summit     20 December

(2)     Engagement events co-organized by partners:

     (a)     5 August:          Workshop by the Hong Kong Institute of Architects

     (b)     26 August:         Workshop by The Family Planning Association

     (c)     9 September:       Workshop by Roundtable

     (d)     12 September:      Seminar by HK Council of Social Service

     (e)     14 September:      Roundtable Discussion by HK People's Council for Sustainable Development

     (f)     15 September:      Luncheon by HK General Chamber of Commerce

     (g)     25 September:      Forum by HK General Chamber of Commerce

     (h)     30 September:      Seminar by HK Council of Social Service

     (i)     30 September:      Forum by HK People's Council for Sustainable Development

     (j)     10 October:        Seminar by HK Council of Social Service

     (k)     13 October:        Forum by HK General Chamber of Commerce

     (l)     23 October:        HK Federation of Youth Groups

     (m)     24 October:        Seminar by HK Council of Social Service

     (n)     26 October:        Business Environment Council

     (o)     26 October:        Seminar by HK Council of Social Service

(3)    Meetings with individual organizations:

      (a)    4 July:                Environment Committee Meeting by HK General Chamber of Commerce

      (b)    4 October:           Joint Consultation with Social Welfare Advisory Committee and Elderly Commission

      (c)    27 October:         Meeting with regional residents (Tung Chung)

# Appendix 3

# List of Individuals and Organizations

# Who Sent in Submissions

## List of Individuals and Organizations Who Sent in Submissions

1. Alfred Yiu
2. Allen Y.L. Fung, Policy Group, Hong Kong University Graduates Association
3. Alsace Chu
4. blytheXX
5. Chan Candy
6. Chi Man Ng (梁渙琼、黃笑芳、馬玉蘭、、蔡英莎、黃美芝、羅麗萍、吳婉熔)
7. Christopher Tung (Joint Response Co-ordinator for and on behalf of Australian Chamber of Commerce, Canadian Chamber of Commerce, French Chamber of Commerce & Industry, Business Environment Council)
8. Civic Exchange – "Hong Kong's Demographic Challenge" (2005)
9. Claire
10. cloret_chaiwan@yahoo.com.hk
11. Derek
12. Dr Chan Chok Wan, Chairman, Child Advocacy Committee, The Hong Kong Paediatric Society
13. Dr. John F. Babson (The Hong Kong Polytechnic University, General Education Centre)
14. Elderly Commission: Population Ageing – Problem or Opportunity?
15. Eva Wong
16. Federation of Hong Kong Industries
17. Fong Man Ying (方旻煐: 香港婦女中心協會總幹事)
18. Ida Cheng
19. Jacqueline Cheuk (Long-Term Development Policy Group, Hong Kong Policy Research Institute)
20. Jianfa Shen, Professor, Department of Geography and Resource Management, Chinese University of Hong Kong
21. Judith Cheung
22. Katherine Cheng
23. Kenneth Ho
24. LAI Kam-tong, President, Hong Kong Institute of Human Resource Management
25. Lam Chi Ho
26. Lucy Lo
27. Mak Dickson
28. Mandy Lee
29. Maria Wong
30. Ming yuen ho
31. moon@kwongwing.biz.com.hk
32. Mr Pedro Chan 陳焜鏞
33. Mr. Tsui
34. Mr. Pedro Chan 陳焜鏞
35. Mr. Yim
36. Ms. WONG Yuk-yung (黃玉容女士)
37. One Citizen
38. Peggy Chan (民建聯研究部)
39. Policy Thinker
40. Prof Lok Sang Ho, Director of Centre for Public Policy Studies, Lingnan University
41. R Chung
42. Roundtable: Online Survey Analysis Report on Hong Kong's Population Policy (Avant-garde Consultancy, Roundtable Enterprise Limited)

43.    tony8325w
44.    Wai Man IP (葉偉文)
45.    Walter Cheuk
46.    Wing yan ip
47.    Winnie Wong
48.    Women's Commission
49.    Wong Chun Kow Peter (香港禽畜業及相關行業協會會長 黃振球)
50.    Wu, Siu Wai (教聯會副主席 胡少偉)
51.    文孔義 (香港聖公會福利協會: 機構發展總監)
52.    王志明
53.    王見好 (智樂兒童協會 Playright Children's Play Association: 總幹事)
54.    伍廸希
55.    何民章，張剛，陳子健，伍嘉享
56.    何顯輝
57.    呂敏青、馬筱群
58.    李勁松
59.    李綿發
60.    周楚玉
61.    招國偉 (九龍社團聯會青年事務委員會主席)：「九龍社團聯會青年事務委員會」進行「青年對生育意向的看法」意見調 (2006  11  11  公佈)
62.    施美璇 / 恒卓樓互助委員會主席 王開萬
63.    《香港人口可持續發展策略研究報告書》（民主黨公共政策研究報告：民主黨立法會議員涂謹申）
64.    香港天主教勞工事務委員會
65.    香港社會服務聯會、長者政策監察聯席: 聯席意見
66.    符樹雲 (香港社會及經濟事務研究所主席)
67.    許佩珊 (香港婦女發展聯會)
68.    「港人對生育率下降意見問卷調查報告」（《Baby 親子雜誌》總編輯 伍妙敏）
69.    馮德聰 Paul T.C.Fung (分析員及策略顧問、政府公共事務論壇成員)
70.    黃世傑
71.    新婦女協進會 (執行秘書張彩雲)
72.    落實子女居留權家長會周國輝會長
73.    落實子女居港權家長會 (香港)
74.    蔡海偉 (香港社會服務聯會: 業務總監 (政策倡議及國際事務) The Hong Kong Council of Social Service
75.    鄧勝誠
76.    鄧勝誠
77.    顏菁菁 (香港婦女中心協會麗閣中心，一群關注可持續發展人口政策的婦女會員聯絡人)
78.    靈實長者地區服務「在          小組
79.    鄺先生


*5 submissions are anonymous.*

There are a total of 84 written submissions.

# Appendix 4

# Analytical Framework:

# Themes, Categories and Sub-Categories

***Enhancing Population Potential for a Sustainable Future***


Analytical Framework for Qualitative Data


**1.      Demographic issues**

1.1     Declining fertility rate
     1.1.1   Mentioning
     1.1.2   Agree it is a problem
          1.1.2.1      Shrinking workforce
          1.1.2.2      Fewer people paying tax
          1.1.2.3      Others
     1.1.3   Disagree it is a problem
          1.1.3.1      Less people requiring education, social, housing, medical services
          1.1.3.2      Less competition for limited resources
          1.1.3.3      Too many people in HK already
               1.1.3.3.1      Quality is more important than quantity
          1.1.3.4      Giving birth is a personal choice
               1.1.3.4.1      Hong Kong and Singapore compared
               1.1.3.4.2      People are not commodities made to produce/reproduce
               1.1.3.4.3      Depending on the view of husband/wife/spouse/partners
               1.1.3.4.4      Government should not interfere, be small government
          1.1.3.5      Others
     1.1.4   Other positive/negative aspects
          1.1.4.1      Pushing women back to work is counter-productive to encouraging reproduction
          1.1.4.2      Disputing methods for computing TFR (total fertility rate)
               1.1.4.2.1      Year 2004 should be 0.754
          1.1.4.3      Others
     1.1.5   Identifying causes of problem
          1.1.5.1      Can't afford (economically)
          1.1.5.2      Too busy at work
          1.1.5.3      Own age (too young or too old to have children)
          1.1.5.4      Availability of childcare support
          1.1.5.5      "Selfishness" of young people
          1.1.5.6      Worry over the poor education system in HK
          1.1.5.7      Worry over the unstable income/work
          1.1.5.8      Other causes (healthcare, hard to get marry, lack of Government support, poor environment, worry of the future of the children)
     1.1.6   Making suggestions on how to address the problem
          1.1.6.1      Tax/financial incentives
          1.1.6.2      Childcare assistance
          1.1.6.3      Family-friendly workplace (flexible working hours, part-time job, suspend the salary but retain the post, set the maximum working hour)
          1.1.6.4      Gender-equality at work and home
          1.1.6.5      More diverse education and development support for children (pre-school funding)
          1.1.6.6      Encouraging adoption

1.1.6.7    Need to support "aged" pregnant women
1.1.6.8    Call for marriage and reproduction before university
1.1.6.9    Paternity leave as a support for the women
1.1.6.10  Other suggestions (extend maternity leave, social security, quality of life of children, stability of society)

1.2      Gender imbalance
    1.2.1   Mentioning
    1.2.2   Agree it is a problem
        1.2.2.1    Gender imbalance
            1.2.2.1.1    Problems of sex imbalance in schools
            1.2.2.1.2    Marginalization and feminization of male students
            1.2.2.1.3    More Hong Kong males marrying Mainland females
    1.2.3   Disagree it is a problem
    1.2.4   Other positive/negative aspects
    1.2.5   Identifying causes of problem
    1.2.6   Making suggestions on how to address the problem
        1.2.6.1    Polygamy as a solution
        1.2.6.2    Other suggestions
            1.2.6.2.1    Need to build more toilets for females
            1.2.6.2.2    Need of moral education to help male students to adapt

1.3      Ageing population
    1.3.1   Mentioning
    1.3.2   Agree it is a problem
        1.3.2.1    Increasing healthcare needs and expenditure
        1.3.2.2    Age discrimination
        1.3.2.3    Finance
        1.3.2.4    Self-image, depression, feeling of uselessness
        1.3.2.5    Lack of elderly-friendly housing and urban design
        1.3.2.6    Lack of family and community support
    1.3.3   Disagree it is a problem
        1.3.3.1    Ageing not to be feared
            1.3.3.1.1    Countries with ageing population are economically advanced
            1.3.3.1.2    Niche market for affluent and active senior citizens
        1.3.3.2    Population ageing is basically a future, not a current problem
            1.3.3.2.1    Immigration of young population may not help at all
        1.3.3.3    Others
    1.3.4   Other positive/negative aspects
    1.3.5   Identifying causes of problem
        1.3.5.1    Lack of good healthcare and living conditions
        1.3.5.2    Other causes (declining fertility rate)
    1.3.6   Making suggestions on how to address the problem
        1.3.6.1    Elderly-friendly housing and urban design
        1.3.6.2    Allowing elderly to live near their children
        1.3.6.3    Activities for the elderly
            1.3.6.3.1    Spending more time with family
            1.3.6.3.2    Active ageing

            1.3.6.3.3    Elderly centres
            1.3.6.3.4    Exploring new interests
            1.3.6.3.5    Educational opportunities
            1.3.6.3.6    Social activities
            1.3.6.3.7    Recreational facilities
            1.3.6.3.8    Working
               1.3.6.3.8.1   Full-time
               1.3.6.3.8.2   Part-time
               1.3.6.3.8.3   Freelance
               1.3.6.3.8.4   Working from home
               1.3.6.3.8.5   Volunteer
        1.3.6.4    Encouraging elderly to move to Mainland
        1.3.6.5    Need to teach retirement planning to elderly
        1.3.6.6    Other suggestions (better healthcare benefit)

1.4     Age-dependency ratio
     1.4.1   Mentioning
     1.4.2   Agree it is a problem
         1.4.2.1    Fewer workers supporting more elderly/children
     1.4.3   Disagree it is a problem
     1.4.4   Other positive/negative aspects
     1.4.5   Identifying causes of problem
     1.4.6   Making suggestions on how to address the problem
         1.4.6.1    Increasing workforce
         1.4.6.2    Increasing fertility rate
         1.4.6.3    Increasing workers' value (i.e. earning more, paying more tax)
         1.4.6.4    Raising retirement age
         1.4.6.5    Other suggestions

## 2.   Workforce issues

2.1     Immigration and emigration
     2.1.1   Mentioning
     2.1.2   Agree it is a problem
         2.1.2.1    Trend of migration to Mainland China
            2.1.2.1.1    Blurring of the border
            2.1.2.1.2    Job requirements
            2.1.2.1.3    Family reunion
         2.1.2.2    Attractions of living in the Mainland
            2.1.2.2.1    High cost of living in Hong Kong
            2.1.2.2.2    Poor air quality in Hong Kong
            2.1.2.2.3    Improvements in infrastructure and security in Mainland
         2.1.2.3    Issues of the right of abode (bring econ. problem/burden to HK)
            2.1.2.3.1    Influx of "tourist" pregnant women
            2.1.2.3.2    Seeking right of abode for children
            2.1.2.3.3    Escaping Mainland's one-child policy
            2.1.2.3.4    Possible problems

                            2.1.2.3.4.1    Leaving children behind in HK

                            2.1.2.3.4.2    Not knowing when they will come back

      2.1.2.4     Others

   2.1.3    Disagree it is a problem

      2.1.3.1     Critique: problem of population numbers

           2.1.3.1.1    HK children born in Mainland not counted

      2.1.3.2     Mainland immigrants not causing / worsening ageing problem

           2.1.3.2.1    New immigrants (aged 20-40) are active working population

      2.1.3.3     Immigration measures are not effective or necessary for solving ageing problems

           2.1.3.3.1    May exaggerate the ageing problem in future

           2.1.3.3.2    Immigration of talent for other needs is a different issue

   2.1.4    Other positive/negative aspects

      2.1.4.1     Too many Mainlanders already

      2.1.4.2     Positive/negative perceptions of demographic effects of migration

           2.1.4.2.1    Perception of impacts on fertility level is mixed

                2.1.4.2.1.1    Female Mainland immigrants perceived as reducing chances of marriage of local women

                2.1.4.2.1.2    Children born in HK by Mainland wives have right of abode and counted in total births

      2.1.4.3     Others

   2.1.5    Identifying causes of problem

      2.1.5.1     Upper-end immigrants may not stay permanently in Hong Kong

      2.1.5.2     Issues of pseudo-single parents

      2.1.5.3     Issues of discrimination and social ostracism of Mainlanders

      2.1.5.4     Other causes

   2.1.6    Making suggestions on how to address the problem

      2.1.6.1     Controlling mix of immigrants to meet local needs

      2.1.6.2     Giving abode to HK children born in Mainland

      2.1.6.3     Prohibiting "Mainland visitors under the Individual Visit Scheme" from giving births in HK

      2.1.6.4     No social benefits to immigrants before certain years

      2.1.6.5     Other suggestions (examine quality/financial status of the immigrants)

           2.1.6.5.1    Do not limit family reunion quota

                2.1.6.5.1.1    The sanctity of family reunion

           2.1.6.5.2    Selling of the right of abode

                2.1.6.5.2.1    As a means to increase revenue

                2.1.6.5.2.2    Buyers are generally richer

                2.1.6.5.2.3    Sellers (lower classes) get the money and leave HK

                2.1.6.5.2.4    Bringing money back to Mainland

           2.1.6.5.3    Making use of leftover quota to attract better migrants

           2.1.6.5.4    Cutting one-way permit quota


2.2     Manpower

   2.2.1    Mentioning

   2.2.2    Agree it is a problem

      2.2.2.1     Existing mix of workforce not desirable

   2.2.3    Disagree it is a problem

2.2.4    Other positive/negative aspects
    2.2.4.1    Would family-friendly working environment and work-life balance culture enhance or impair the economic competitiveness of HK?
        2.2.4.1.1    Would enhance
        2.2.4.1.2    Would impair
        2.2.4.1.3    No effect
    2.2.4.2    Advantages of raising retirement age
    2.2.4.3    Disadvantages of raising retirement age
    2.2.4.4    Others

2.2.5    Identifying causes of problem
    2.2.5.1    Lack of local talent
        2.2.5.1.1    Insufficient numbers
        2.2.5.1.2    Available jobs do not match available skills
        2.2.5.1.3    Inadequate education
        2.2.5.1.4    Inadequate training
        2.2.5.1.5    Inadequate value added (i.e. don't contribute enough to GDP)
        2.2.5.1.6    Lack of career development opportunities
        2.2.5.1.7    Can find better jobs/better life elsewhere (i.e. poor quality of life)
        2.2.5.1.8    Family-unfriendly working environment
    2.2.5.2    Unable to attract enough Mainland/overseas talent
        2.2.5.2.1    HK not a good place to live/work (i.e. poor quality of life)
    2.2.5.3    Job-mismatch/job-market polarization
        2.2.5.3.1    Over-supply of low-skilled/unskilled workers
        2.2.5.3.2    Widening of income disparity
        2.2.5.3.3    Growing tendency of class exclusion
        2.2.5.3.4    Threat of social conflicts
    2.2.5.4    Other causes

2.2.6    Making suggestions on how to address the problem
    2.2.6.1    Nurture local talents
    2.2.6.2    Assisting/attracting mothers to return to workforce
    2.2.6.3    Gender equality
        2.2.6.3.1    Support for working mothers
            2.2.6.3.1.1    In crèches
            2.2.6.3.1.2    In the workplace
            2.2.6.3.1.3    From relatives/babysitters
    2.2.6.4    Working from home
    2.2.6.5    Freelance work
    2.2.6.6    Creating new job opportunities
    2.2.6.7    Part-time jobs
    2.2.6.8    Flexible working hours
    2.2.6.9    Raising the retirement age
        2.2.6.9.1    No need to raise
        2.2.6.9.2    To 60
        2.2.6.9.3    To 65
        2.2.6.9.4    No preset retirement age
    2.2.6.10    Changing from academic to more work-oriented education
        2.2.6.10.1    Retraining
    2.2.6.11    More diverse education and development opportunities
    2.2.6.12    More attractive living environment
    2.2.6.13    More cultural diversity and ethnic inclusiveness

2.2.6.14 Making HK more cosmopolitan
2.2.6.15 Discourage coming of lower-end immigrants
2.2.6.16 Encourage coming of upper-end immigrants/attract talents from Mainland and abroad
2.2.6.17 Need to strengthen career education
2.2.6.18 Call for "all-people" body check-up
2.2.6.19 Other suggestions
    2.2.6.19.1 Extending retirement age is a future option
    2.2.6.19.2 Such policies not required currently

2.3 Education and training
  2.3.1 Mentioning
  2.3.2 Agree it is a problem
    2.3.2.1 Lack of suitable training for employees/workers
    2.3.2.2 Problems in HK's educational system
    2.3.2.3 Problems of civic education
    2.3.2.4 Others
  2.3.3 Disagree it is a problem
    2.3.3.1 HK people is self-motivated, unnecessary to do extra more education and training
    2.3.3.2 Too many training will bring pressure
    2.3.3.3 Others
  2.3.4 Other positive/negative aspects
  2.3.5 Identifying causes of problem
    2.3.5.1 Lack of civic education on "caring for others" and reproduction
    2.3.5.2 Confusions in HK's education system
    2.3.5.3 Employer do not support and favor too many training which might affect productivity
    2.3.5.4 Lack of education diversity and opportunities
    2.3.5.5 Others
  2.3.6 Making suggestions on how to address the problem
    2.3.6.1 Changing from academic to more work-oriented education
    2.3.6.2 Retraining
    2.3.6.3 More diverse education and development opportunities
    2.3.6.4 Promotion of sense of belonging to retain/attract local talents
    2.3.6.5 Promotion of life-long and continuing education
    2.3.6.6 Funding from Govt.
    2.3.6.7 Better education system
    2.3.6.8 Others

2.4 Skills mismatch
  2.4.1 Mentioning
    2.4.1.1 Job-mismatch/job-market polarization
  2.4.2 Agree it is a problem
    2.4.2.1 Job-mismatch/job-market polarization is very serious
  2.4.3 Disagree it is a problem
  2.4.4 Other positive/negative aspects
    2.4.4.1 Widening of income disparity

        2.4.4.2     Growing tendency of class exclusion
        2.4.4.3     Threat of social conflicts
    2.4.5   Identifying causes of problem
        2.4.5.1     Over-supply of low-skilled/unskilled workers
        2.4.5.2     Lack of high-skilled talents
    2.4.6   Making suggestions on how to address the problem
        2.4.6.1     Need to control the quality of Chinese immigrants
        2.4.6.2     Provide more training
        2.4.6.3     Create more job opportunities and diversity
        2.4.6.4     Others

## 3.     Subgroups issues

**3.1**    Singleton/elderly households
    3.1.1   Mentioning
    3.1.2   Agree it is a problem
    3.1.3   Disagree it is a problem
    3.1.4   Other positive/negative aspects
    3.1.5   Identifying causes of problem
    3.1.6   Is there a need to address their social needs?
        3.1.6.1     Yes
        3.1.6.2     No
    3.1.7   Making suggestions on how to address the problem
        3.1.7.1     Home visits and questionnaires to survey needs
        3.1.7.2     Social network
        3.1.7.3     Welfare
        3.1.7.4     Civic education
        3.1.7.5     Re-training
        3.1.7.6     Others

**3.2**    Chronically ill and disabled
    3.2.1   Mentioning
    3.2.2   Agree it is a problem
    3.2.3   Disagree it is a problem
    3.2.4   Other positive negative aspects
    3.2.5   Identifying causes of problem
    3.2.6   Is there a need to address their social needs?
        3.2.6.1     Yes
        3.2.6.2     No
    3.2.7   Making suggestions on how to address the problem
        3.2.7.1     Accommodation
        3.2.7.2     Support
        3.2.7.3     Healthcare
        3.2.7.4     Other suggestions

**3.3**    Women
    3.3.1   Mentioning

3.3.1.1    More women are educated and have careers
3.3.1.2    Society expect women to take care of family
3.3.2    Agree it is a problem
3.3.2.1    Family hinders women's career (difficult to balance work and family)
3.3.2.2    Women have difficulties finding partners
3.3.2.3    Childbearing/rearing identified as women's responsibility
3.3.2.4    Others
3.3.3    Disagree it is a problem
3.3.3.1    Taking care of children is enjoyable
3.3.3.2    HK is a gender-equal society
3.3.3.3    Sufficient channels support women
3.3.3.4    Some occupations favor female rather than male e.g. service-oriented jobs
3.3.4    Other positive/negative aspects
3.3.4.1    Encouraging women's work participation and having children are
            contradictory
3.3.5    Identifying causes of problem
3.3.5.1    Society places too much burden on women (traditional values)
3.3.5.2    Employers' discrimination against women
3.3.5.3    Women's rights ignored
3.3.5.4    Women's household chores not counted as economic contribution
3.3.5.5    Lack of support/resources from society/Govt.
3.3.5.6    Others
3.3.6    Is there a need to address their social needs?
3.3.6.1    Yes
3.3.6.2    No
3.3.7    Making suggestions on how to address the problem
3.3.7.1    Everyone should share the family burden
3.3.7.2    Government assistance e.g. funding
3.3.7.3    Flexible work environment for women
3.3.7.4    Other suggestions


3.4    Young people
3.4.1    Mentioning
3.4.2    Agree it is a problem
3.4.2.1    Fear of young people's job displacement by outside talent
3.4.2.2    Young people as a debt generation
3.4.2.3    Pressure from education e.g. public exam
3.4.2.4    Rights being ignored
3.4.2.5    Others
3.4.3    Disagree it is a problem
3.4.3.1    Youth need to be independent and responsible for their own life
3.4.4    Other positive/negative aspects
3.4.5    Identifying causes of problem
3.4.5.1    School-to-work transition changed
3.4.5.2    Social exclusion of the disadvantaged youth
3.4.5.3    Existence of too many social problems
3.4.5.4    Too many worries about the future
3.4.5.5    High divorce rate
3.4.5.6    "Selfishness" of young people

        3.4.5.7     Peer influence
        3.4.5.8     Inadequate education/training diversity
        3.4.5.9     Others
   3.4.6   Is there a need to address their social needs?
        3.4.6.1     Yes
        3.4.6.2     No
   3.4.7   Making suggestions on how to address the problem
        3.4.7.1     More jobs for young people (provide more choices other than academic-oriented)
        3.4.7.2     Adopt overseas youth development strategies
        3.4.7.3     Need to change social norms
        3.4.7.4     Provide more social welfare to address needs of youth (e.g. youth centre)
        3.4.7.5     Others


3.5      Children
   3.5.1   Mentioning
   3.5.2   Agree it is a problem
        3.5.2.1     Bad social influences
        3.5.2.2     Single-parent family
        3.5.2.3     Irresponsible parents e.g. Mainlanders left children behind in HK
        3.5.2.4     Poor education system
        3.5.2.5     Inadequate policy to address child's need
        3.5.2.6     Others
   3.5.3   Disagree it is a problem
   3.5.4   Other positive/negative aspects
        3.5.4.1     Too much care for children hinders their development
        3.5.4.2     Low educated parents
        3.5.4.3     Others
   3.5.5   Identifying causes of problem
        3.5.5.1     Too many expectations on children
        3.5.5.2     Family problem
        3.5.5.3     Lack of support for children with special needs (e.g. ADHD children)
        3.5.5.4     Self-centered/being overly spoiled
        3.5.5.5     Others
   3.5.6   Is there a need to address their social needs?
        3.5.6.1     Yes
        3.5.6.2     No
   3.5.7   Making suggestions on how to address the problem
        3.5.7.1     More diverse education and development support for children
        3.5.7.2     City designs for children's needs
        3.5.7.3     Parents spending more time with children
        3.5.7.4     Lowering people's expectations on children
        3.5.7.5     Provide free education from kindergartens up
        3.5.7.6     Promote whole day school in kindergartens
        3.5.7.7     Others


3.6      Ethnic minorities
   3.6.1   Mentioning

3.6.2 Agree it is a problem
    3.6.2.1    Lack of cultural diversity and ethnic inclusiveness
    3.6.2.2    Lack of support for new immigrants and ethnic minorities
    3.6.2.3    Others
3.6.3 Disagree it is a problem
3.6.4 Other positive/negative aspects
3.6.5 Identifying causes of problem
    3.6.5.1    Racial discrimination
    3.6.5.2    HK people's lack of acceptance
    3.6.5.3    Language problem
    3.6.5.4    Government do not care about the needs of the ethnic minorities
    3.6.5.5    Others
3.6.6 Is there a need to address their social needs?
    3.6.6.1    Yes
    3.6.6.2    No
3.6.7 Making suggestions on how to address the problem
    3.6.7.1    Government support
    3.6.7.2    Promote ethnic inclusiveness
    3.6.7.3    Legislation against racial discrimination
    3.6.7.4    Others

## 4.     Living & Lifestyle Issues

4.1    Family values
    4.1.1 Mentioning
    4.1.2 Agree it is a problem
        4.1.2.1    Too busy at work, not much time spent on family
    4.1.3 Disagree it is a problem
    4.1.4 Other positive/negative aspects
    4.1.5 Identifying causes of problem
        4.1.5.1    Parenting problem
        4.1.5.2    Others
    4.1.6 Making suggestions to address the problem
        4.1.6.1    Need to promote family-first policy
        4.1.6.2    Need to promote importance of family and intangible benefits associated with parenthood
        4.1.6.3    Call for more moral/civic education
        4.1.6.4    Penalty for non-performing/misbehaving parents
        4.1.6.5    Need to promote community/social responsibility to reproduce
        4.1.6.6    Commercial corporate cooperation
        4.1.6.7    Other suggestions (spend more time with family, promote family harmony)

4.2    Flexible life horizon
    4.2.1 Mentioning
    4.2.2 Agree with the notion
        4.2.2.1    Preferred kind of life pattern
        4.2.2.2    Distribution between study, work and leisure
        4.2.2.3    Balanced work-life not equivalent to laziness

4.2.2.4 Others
4.2.3 Disagree with the notion
  4.2.3.1 Flexi-life applies to high-income earners only, not relevant to the poor
  4.2.3.2 Others (needs of youth and child)
4.2.4 Other opinions
4.2.5 Identifying causes of problem
4.2.6 Suggestions on achieving flexible life horizon
  4.2.6.1 More opportunities to resume education after working
  4.2.6.2 Flexible working hours
  4.2.6.3 Flexible entry into and out of the workforce
  4.2.6.4 Other suggestions

4.3 Quality of life
 4.3.1 Mentioning
 4.3.2 Agree it is a problem
   4.3.2.1 Not satisfied with quality of life
 4.3.3 Disagree it is a problem
   4.3.3.1 Satisfied with quality of life
 4.3.4 Other positive/negative aspects
 4.3.5 Identifying causes of problem
   4.3.5.1 People being greedy
   4.3.5.2 HK not a good place to live/work
   4.3.5.3 High cost/standard of living
   4.3.5.4 Poor environmental quality
   4.3.5.5 Poor urban planning
   4.3.5.6 Inadequate education and development opportunities
   4.3.5.7 Unattractive living environment
   4.3.5.8 Lack of cultural diversity and ethnic inclusiveness
   4.3.5.9 Overpopulation/overcrowding
   4.3.5.10 Poor housing
   4.3.5.11 Poor social conditions
   4.3.5.12 Poor healthcare facilities
   4.3.5.13 Pressure of work
   4.3.5.14 Lack of time for self and family
   4.3.5.15 Lack of recreational opportunities
   4.3.5.16 Other causes
 4.3.6 Making suggestions on how to address the problem
   4.3.6.1 Solving the cause of the problems above
   4.3.6.2 Promotion of a healthier lifestyle
   4.3.6.3 Balance of work, family, leisure
   4.3.6.4 Should enhance quality of life amidst slower population growth rate
   4.3.6.5 Improving the environment/environmental protection
   4.3.6.6 Urban planning
   4.3.6.7 Other suggestions (tax reduction, education, human right, freedom and autonomy)

4.4 Planning and environmental concerns
    4.4.1   Mentioning
    4.4.2   Agree it is a problem
        4.4.2.1     Poor city planning
        4.4.2.2     Poor environmental control
        4.4.2.3     Poor air quality
        4.4.2.4     Problems of various pollutions
    4.4.3   Disagree it is a problem
        4.4.3.1     Hong Kong is already a good city
    4.4.4   Other positive/negative aspects
        4.4.4.1     Good environment will naturally attract talents
    4.4.5   Identifying causes of problem
        4.4.5.1     Lack of overall planning
        4.4.5.2     Developers caring for money/profits only
        4.4.5.3     Manufacturing industries in Mainland worsen the pollution problem
        4.4.5.4     Lack of environmental protection consciousness
        4.4.5.5     Inadequate policies concerning the environmental issues
        4.4.5.6     Others
    4.4.6   Making suggestions on how to address the problem
        4.4.6.1     More recreation facilities
        4.4.6.2     Height restrictions on buildings
        4.4.6.3     Improve environment protection
        4.4.6.4     Improve air quality
        4.4.6.5     Cooperation with Mainland to resolve the pollution problem
        4.4.6.6     Others

# 5.      Political issues

5.1    SDC's concept of sustainable development
    5.1.1   Mentioning
    5.1.2   Agree it is a problem
    5.1.3   Disagree it is a problem
    5.1.4   Other positive/negative aspects
    5.1.5   Agree that economic/social/environmental are the three perspectives
    5.1.6   Disagree that economic/social/environmental are the three perspectives
    5.1.7   Identifying causes of problem
    5.1.8   Making suggestions on how to address the problem
        5.1.8.1     Use of environmental friendly paper (comment card paper criticized)
        5.1.8.2     Other suggestions

5.2    Political Factors
    5.2.1   Mentioning
    5.2.2   Agree it is a problem
        5.2.2.1     Problem of governance
        5.2.2.2     Issue of independence for population policy
        5.2.2.3     Others
    5.2.3   Disagree it is a problem
    5.2.4   Other positive/negative aspects

5.2.5　Identifying causes of problem
　　　　5.2.5.1　HK could not control its own population policy
　　　　5.2.5.2　World instability discourages reproduction
　　　　5.2.5.3　Lack of confidence in HK's political future discourages reproduction
　　　　5.2.5.4　Others
5.2.6　Making suggestions on how to address the problem
　　　　5.2.6.1　Need to lobby Mainland government
　　　　5.2.6.2　Others

5.3　Independence of the SDC
　　5.3.1　Mentioning
　　5.3.2　Agree it is a problem
　　5.3.3　Disagree it is a problem
　　5.3.4　Other positive/negative aspects
　　5.3.5　Identifying causes of problem
　　　　5.3.5.1　No policy direction given by SDC
　　　　5.3.5.2　Hidden agenda of SDC
　　　　5.3.5.3　Other causes
　　5.3.6　Making suggestions on how to address the problem

## 6.　Other Issues

6.1　Population policy of other countries
　　6.1.1　Mentioning
　　6.1.2　Agree it is a problem
　　6.1.3　Disagree it is a problem
　　6.1.4　Other positive/negative aspects
　　6.1.5　Identifying causes of problem
　　6.1.6　Making suggestions on how to address the problem

6.2　Other comments
　　6.2.1　People are pessimistic about life: high suicide rate too threatening
　　6.2.2　Donald Tsang's 3-kid advocacy as backward and uneducated
　　6.2.3　Criticisms on the abuse of the Comprehensive Social Security Assistance System (CSSA)
　　6.2.4　Goods and Services Tax (GST)/Tax reduction
　　6.2.5　Others

# Appendix 5

# Frequency Counts of Comments from Comment Cards,

# Forums & Workshops, Media Commentaries,

# News Reports and Written Submissions

Table 5.1.1 Declining Fertility Rate

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 1.1.1 Mentioning | 7 | 0.52% | 10 | 1.97% | 11 | 7.05% | 8 | 4.37% | 5 | 2.79% | 41 | 1.73% |
| 1.1.2 Agree it is a problem | 72 | 5.35% | 6 | 1.18% | 14 | 8.97% | 10 | 5.46% | 12 | 6.70% | 114 | 4.81% |
| 1.1.3 Disagree it is a problem | 216 | 16.05% | 35 | 6.90% | 4 | 2.56% | 6 | 3.28% | 11 | 6.15% | 272 | 11.47% |
| 1.1.4 Other positive/negative aspects | 109 | 8.10% | 15 | 2.96% | 6 | 3.85% | 0 | 0.00% | 9 | 5.03% | 139 | 5.86% |
| 1.1.5 Identifying causes of problem | 293 | 21.77% | 167 | 32.94% | 66 | 42.31% | 60 | 32.79% | 55 | 30.73% | 641 | 27.04% |
| 1.1.6 Making suggestions on how to address the problem | 649 | 48.22% | 274 | 54.04% | 55 | 35.26% | 99 | 54.10% | 87 | 48.60% | 1164 | 49.09% |
| Grand Total | 1346 | 100% | 507 | 100% | 156 | 100% | 183 | 100% | 179 | 100% | 2371 | 100% |


Table 5.1.2 Gender Imbalance

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 1.2.1 Mentioning | 1 | 7.69% | 7 | 43.75% | 0 | 0.00% | 2 | 14.29% | 1 | 25.00% | 11 | 22.00% |
| 1.2.2 Agree it is a problem | 7 | 53.85% | 1 | 6.25% | 2 | 66.67% | 5 | 35.71% | 2 | 50.00% | 17 | 34.00% |
| 1.2.3 Disagree it is a problem | 0 | 0.00% | 2 | 12.50% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 2 | 4.00% |
| 1.2.4 Other positive/negative aspects | 0 | 0.00% | 2 | 12.50% | 0 | 0.00% | 1 | 7.14% | 0 | 0.00% | 3 | 6.00% |
| 1.2.5 Identifying causes of problem | 0 | 0.00% | 2 | 12.50% | 0 | 0.00% | 1 | 7.14% | 0 | 0.00% | 3 | 6.00% |
| 1.2.6 Making suggestions on how to address the problem | 5 | 38.46% | 2 | 12.50% | 1 | 33.33% | 5 | 35.71% | 1 | 25.00% | 14 | 28.00% |
| Grand Total | 13 | 100% | 16 | 100% | 3 | 100% | 14 | 100% | 4 | 100% | 50 | 100% |

Table 5.1.3 Ageing Population

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 1.3.1 Mentioning | 9 | 2.51% | 7 | 2.60% | 9 | 7.96% | 5 | 4.00% | 5 | 5.15% | 35 | 3.63% |
| 1.3.2 Agree it is a problem | 26 | 7.24% | 23 | 8.55% | 45 | 39.82% | 50 | 40.00% | 17 | 17.53% | 161 | 16.72% |
| 1.3.3 Disagree it is a problem | 8 | 2.23% | 13 | 4.83% | 17 | 15.04% | 9 | 7.20% | 8 | 8.25% | 55 | 5.71% |
| 1.3.4 Other positive/negative aspects | 3 | 0.84% | 10 | 3.72% | 7 | 6.19% | 4 | 3.20% | 2 | 2.06% | 26 | 2.70% |
| 1.3.5 Identifying causes of problem | 2 | 0.56% | 8 | 2.97% | 9 | 7.96% | 2 | 1.60% | 5 | 5.15% | 26 | 2.70% |
| 1.3.6 Making suggestions on how to address the problem | 311 | 86.63% | 208 | 77.32% | 26 | 23.01% | 55 | 44.00% | 60 | 61.86% | 660 | 68.54% |
| Grand Total | 359 | 100% | 269 | 100% | 113 | 100% | 125 | 100% | 97 | 100% | 963 | 100% |

Table 5.1.4 Age Dependency Ratio

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 1.4.1 Mentioning | 2 | 0.92% | 15 | 45.45% | 3 | 10.00% | 1 | 2.33% | 1 | 5.26% | 22 | 6.43% |
| 1.4.2 Agree it is a problem | 10 | 4.61% | 4 | 12.12% | 9 | 30.00% | 10 | 23.26% | 5 | 26.32% | 38 | 11.11% |
| 1.4.3 Disagree it is a problem | 2 | 0.92% | 2 | 6.06% | 0 | 0.00% | 0 | 0.00% | 2 | 10.53% | 6 | 1.75% |
| 1.4.4 Other positive/negative aspects | 2 | 0.92% | 1 | 3.03% | 0 | 0.00% | 4 | 9.30% | 1 | 5.26% | 8 | 2.34% |
| 1.4.5 Identifying causes of problem | 0 | 0.00% | 1 | 3.03% | 0 | 0.00% | 0 | 0.00% | 2 | 10.53% | 3 | 0.88% |
| 1.4.6 Making suggestions on how to address the problem | 201 | 92.63% | 10 | 30.30% | 18 | 60.00% | 28 | 65.12% | 8 | 42.11% | 265 | 77.49% |
| Grand Total | 217 | 100% | 33 | 100% | 30 | 100% | 43 | 100% | 19 | 100% | 342 | 100% |

Table 5.2.1 Immigration and Emigration

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 2.1.1 Mentioning | 0 | 0.00% | 2 | 1.64% | 2 | 2.82% | 8 | 10.81% | 1 | 1.85% | 13 | 2.38% |
| 2.1.2 Agree it is a problem | 77 | 34.07% | 51 | 41.80% | 38 | 53.52% | 31 | 41.89% | 15 | 27.78% | 212 | 38.76% |
| 2.1.3 Disagree it is a problem | 2 | 0.88% | 3 | 2.46% | 7 | 9.86% | 1 | 1.35% | 7 | 12.96% | 20 | 3.66% |
| 2.1.4 Other positive/negative aspects | 26 | 11.50% | 10 | 8.20% | 10 | 14.08% | 7 | 9.46% | 6 | 11.11% | 59 | 10.79% |
| 2.1.5 Identifying causes of problem | 4 | 1.77% | 4 | 3.28% | 1 | 1.41% | 0 | 0.00% | 3 | 5.56% | 12 | 2.19% |
| 2.1.6 Making suggestions on how to address the problem | 117 | 51.77% | 52 | 42.62% | 13 | 18.31% | 27 | 36.49% | 22 | 40.74% | 231 | 42.23% |
| Grand Total | 226 | 100% | 122 | 100% | 71 | 100% | 74 | 100% | 54 | 100% | 547 | 100% |

Table 5.2.2 Manpower

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 2.2.1 Mentioning | 0 | 0.00% | 5 | 0.89% | 1 | 0.75% | 1 | 0.66% | 0 | 0.00% | 7 | 0.42% |
| 2.2.2 Agree it is a problem | 2 | 0.29% | 3 | 0.53% | 6 | 4.48% | 4 | 2.65% | 0 | 0.00% | 15 | 0.91% |
| 2.2.3 Disagree it is a problem | 0 | 0.00% | 2 | 0.36% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 2 | 0.12% |
| 2.2.4 Other positive/negative aspects | 22 | 3.19% | 46 | 8.17% | 27 | 20.15% | 2 | 1.32% | 9 | 8.11% | 106 | 6.43% |
| 2.2.5 Identifying causes of problem | 21 | 3.05% | 29 | 5.15% | 16 | 11.94% | 12 | 7.95% | 7 | 6.31% | 85 | 5.16% |
| 2.2.6 Making suggestions on how to address the problem | 644 | 93.47% | 478 | 84.90% | 84 | 62.69% | 132 | 87.42% | 95 | 85.59% | 1433 | 86.95% |
| Grand Total | 689 | 100% | 563 | 100% | 134 | 100% | 151 | 100% | 111 | 100% | 1648 | 100% |

Table 5.2.3 Education and Training

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 2.3.1 Mentioning | 0 | 0.00% | 0 | 0.00% | 1 | 2.56% | 3 | 7.69% | 0 | 0.00% | 4 | 0.78% |
| 2.3.2 Agree it is a problem | 24 | 8.96% | 9 | 7.50% | 4 | 10.26% | 3 | 7.69% | 1 | 2.04% | 41 | 7.96% |
| 2.3.3 Disagree it is a problem | 6 | 2.24% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 6 | 1.17% |
| 2.3.4 Other positive/negative aspects | 0 | 0.00% | 1 | 0.83% | 9 | 23.08% | 19 | 48.72% | 2 | 4.08% | 31 | 6.02% |
| 2.3.5 Identifying causes of problem | 57 | 21.27% | 13 | 10.83% | 2 | 5.13% | 0 | 0.00% | 3 | 6.12% | 75 | 14.56% |
| 2.3.6 Making suggestions on how to address the problem | 181 | 67.54% | 97 | 80.83% | 23 | 58.97% | 14 | 35.90% | 43 | 87.76% | 358 | 69.51% |
| Grand Total | 268 | 100% | 120 | 100% | 39 | 100% | 39 | 100% | 49 | 100% | 515 | 100% |

Table 5.2.4 Skills Mismatch

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 2.4.1 Mentioning | 0 | 0.00% | 4 | 11.43% | 9 | 16.36% | 8 | 42.11% | 1 | 3.57% | 22 | 8.09% |
| 2.4.2 Agree it is a problem | 5 | 3.70% | 4 | 11.43% | 4 | 7.27% | 0 | 0.00% | 3 | 10.71% | 16 | 5.88% |
| 2.4.3 Disagree it is a problem | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| 2.4.4 Other positive/negative aspects | 41 | 30.37% | 5 | 14.29% | 8 | 14.55% | 3 | 15.79% | 5 | 17.86% | 62 | 22.79% |
| 2.4.5 Identifying causes of problem | 25 | 18.52% | 4 | 11.43% | 16 | 29.09% | 8 | 42.11% | 7 | 25.00% | 60 | 22.06% |
| 2.4.6 Making suggestions on how to address the problem | 64 | 47.41% | 18 | 51.43% | 18 | 32.73% | 0 | 0.00% | 12 | 42.86% | 112 | 41.18% |
| Grand Total | 135 | 100% | 35 | 100% | 55 | 100% | 19 | 100% | 28 | 100% | 272 | 100% |

Table 5.3.1 Singleton/elderly Households

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 3.1.1 Mentioning | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 5.88% | 1 | 0.06% |
| 3.1.2 Agree it is a problem | 1 | 0.07% | 3 | 5.36% | 0 | 0.00% | 4 | 66.67% | 0 | 0.00% | 8 | 0.50% |
| 3.1.3 Disagree it is a problem | 2 | 0.13% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 5.88% | 3 | 0.19% |
| 3.1.4 Other positive/negative aspects | 9 | 0.60% | 2 | 3.57% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 11 | 0.69% |
| 3.1.5 Identifying causes of problem | 12 | 0.80% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 12 | 0.75% |
| 3.1.6 Is there need to address their social needs? | 537 | 35.59% | 12 | 21.43% | 2 | 33.33% | 2 | 33.33% | 3 | 17.65% | 556 | 34.88% |
| 3.1.7. Making suggestions on how to address the problem | 948 | 62.82% | 39 | 69.64% | 4 | 66.67% | 0 | 0.00% | 12 | 70.59% | 1003 | 62.92% |
| Grand Total | 1509 | 100% | 56 | 100% | 6 | 100% | 6 | 100% | 17 | 100% | 1594 | 100% |

Table 5.3.2 Chronically Ill and Disabled

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 3.2.1 Mentioning | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| 3.2.2 Agree it is a problem | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| 3.2.3 Disagree it is a problem | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| 3.2.4 Other positive/negative aspects | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| 3.2.5 Identifying causes of problem | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 12.50% | 1 | 5.00% |
| 3.2.6 Is there need to address their social needs? | 7 | 70.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 3 | 37.50% | 10 | 50.00% |
| 3.2.7. Making suggestions on how to address the problem | 3 | 30.00% | 2 | 100.00% | 0 | 0.00% | 0 | 0.00% | 4 | 50.00% | 9 | 45.00% |
| Grand Total | 10 | 100% | 2 | 100% | 0 | 0% | 0 | 0% | 8 | 100% | 20 | 100% |

Table 5.3.3 Women

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 3.3.1 Mentioning | 2 | 4.88% | 1 | 1.92% | 11 | 9.91% | 6 | 11.11% | 0 | 0.00% | 20 | 6.71% |
| 3.3.2 Agree it is a problem | 13 | 31.71% | 10 | 19.23% | 35 | 31.53% | 11 | 20.37% | 6 | 15.00% | 75 | 25.17% |
| 3.3.3 Disagree it is a problem | 1 | 2.44% | 2 | 3.85% | 1 | 0.90% | 2 | 3.70% | 0 | 0.00% | 6 | 2.01% |
| 3.3.4 Other positive/negative aspects | 1 | 2.44% | 4 | 7.69% | 1 | 0.90% | 2 | 3.70% | 0 | 0.00% | 8 | 2.68% |
| 3.3.5 Identifying causes of problem | 3 | 7.32% | 11 | 21.15% | 14 | 12.61% | 1 | 1.85% | 14 | 35.00% | 43 | 14.43% |
| 3.3.6 Is there need to address their social needs? | 1 | 2.44% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 3 | 7.50% | 4 | 1.34% |
| 3.3.7 Making suggestions on how to address the problem | 20 | 48.78% | 24 | 46.15% | 49 | 44.14% | 32 | 59.26% | 17 | 42.50% | 142 | 47.65% |
| Grand Total | 41 | 100% | 52 | 100% | 111 | 100% | 54 | 100% | 40 | 100% | 298 | 100% |

Table 5.3.4 Young People

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 3.4.1 Mentioning | 1 | 0.69% | 0 | 0.00% | 0 | 0.00% | 3 | 60.00% | 0 | 0.00% | 4 | 1.82% |
| 3.4.2 Agree it is a problem | 7 | 4.86% | 4 | 11.43% | 2 | 11.76% | 2 | 40.00% | 2 | 10.53% | 17 | 7.73% |
| 3.4.3 Disagree it is a problem | 5 | 3.47% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 5 | 2.27% |
| 3.4.4 Other positive/negative aspects | 1 | 0.69% | 0 | 0.00% | 1 | 5.88% | 0 | 0.00% | 1 | 5.26% | 3 | 1.36% |
| 3.4.5 Identifying causes of problem | 16 | 11.11% | 10 | 28.57% | 7 | 41.18% | 0 | 0.00% | 3 | 15.79% | 36 | 16.36% |
| 3.4.6 Is there need to address their social needs? | 46 | 31.94% | 1 | 2.86% | 0 | 0.00% | 0 | 0.00% | 4 | 21.05% | 51 | 23.18% |
| 3.4.7 Making suggestions on how to address the problem | 68 | 47.22% | 20 | 57.14% | 7 | 41.18% | 0 | 0.00% | 9 | 47.37% | 104 | 47.27% |
| Grand Total | 144 | 100% | 35 | 100% | 17 | 100% | 5 | 100% | 19 | 100% | 220 | 100% |

Table 5.3.5 Children

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 3.5.1 Mentioning | 0 | 0.00% | 4 | 2.96% | 0 | 0.00% | 2 | 13.33% | 0 | 0.00% | 6 | 2.01% |
| 3.5.2 Agree it is a problem | 24 | 21.82% | 24 | 17.78% | 6 | 54.55% | 3 | 20.00% | 5 | 18.52% | 62 | 20.81% |
| 3.5.3 Disagree it is a problem | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| 3.5.4 Other positive/negative aspects | 10 | 9.09% | 5 | 3.70% | 0 | 0.00% | 5 | 33.33% | 2 | 7.41% | 22 | 7.38% |
| 3.5.5 Identifying causes of problem | 8 | 7.27% | 18 | 13.33% | 0 | 0.00% | 2 | 13.33% | 3 | 11.11% | 31 | 10.40% |
| 3.5.6 Is there need to address their social needs? | 4 | 3.64% | 10 | 7.41% | 0 | 0.00% | 0 | 0.00% | 3 | 11.11% | 17 | 5.70% |
| 3.5.7 Making suggestions on how to address the problem | 64 | 58.18% | 74 | 54.81% | 5 | 45.45% | 3 | 20.00% | 14 | 51.85% | 160 | 53.69% |
| Grand Total | 110 | 100% | 135 | 100% | 11 | 100% | 15 | 100% | 27 | 100% | 298 | 100% |

Table 5.3.6 Ethnic Minorities

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 3.6.1 Mentioning | 0 | 0.00% | 2 | 2.08% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 2 | 1.60% |
| 3.6.2 Agree it is a problem | 3 | 18.75% | 13 | 13.54% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 16 | 12.80% |
| 3.6.3 Disagree it is a problem | 0 | 0.00% | 3 | 3.13% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 3 | 2.40% |
| 3.6.4 Other positive/negative aspects | 0 | 0.00% | 8 | 8.33% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 8 | 6.40% |
| 3.6.5 Identifying causes of problem | 0 | 0.00% | 26 | 27.08% | 0 | 0.00% | 0 | 0.00% | 2 | 22.22% | 28 | 22.40% |
| 3.6.6 Is there need to address their social needs? | 4 | 25.00% | 10 | 10.42% | 0 | 0.00% | 0 | 0.00% | 4 | 44.44% | 18 | 14.40% |
| 3.6.7 Making suggestions on how to address the problem | 9 | 56.25% | 34 | 35.42% | 2 | 100.00% | 2 | 100.00% | 3 | 33.33% | 50 | 40.00% |
| Grand Total | 16 | 100% | 96 | 100% | 2 | 100% | 2 | 100% | 9 | 100% | 125 | 100% |

Table 5.4.1 Family Values

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 4.1.1 Mentioning | 0 | 0.00% | 4 | 2.58% | 12 | 16.90% | 9 | 13.43% | 0 | 0.00% | 25 | 2.45% |
| 4.1.2 Agree it is a problem | 13 | 1.88% | 18 | 11.61% | 10 | 14.08% | 19 | 28.36% | 4 | 11.11% | 64 | 6.28% |
| 4.1.3 Disagree it is a problem | 3 | 0.43% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 3 | 0.29% |
| 4.1.4 Other positive/negative aspects | 6 | 0.87% | 2 | 1.29% | 7 | 9.86% | 1 | 1.49% | 0 | 0.00% | 16 | 1.57% |
| 4.1.5 Identifying causes of problem | 5 | 0.72% | 3 | 1.94% | 4 | 5.63% | 6 | 8.96% | 3 | 8.33% | 21 | 2.06% |
| 4.1.6 Making suggestions on how to address the problem | 663 | 96.09% | 128 | 82.58% | 38 | 53.52% | 32 | 47.76% | 29 | 80.56% | 890 | 87.34% |
| Grand Total | 690 | 100% | 155 | 100% | 71 | 100% | 67 | 100% | 36 | 100% | 1019 | 100% |

Table 5.4.2 Flexible Life Horizon

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 4.2.1 Mentioning | 1 | 0.09% | 5 | 9.26% | 0 | 0.00% | 2 | 33.33% | 0 | 0.00% | 8 | 0.68% |
| 4.2.2 Agree with the notion | 926 | 84.11% | 24 | 44.44% | 2 | 22.22% | 0 | 0.00% | 4 | 50.00% | 956 | 81.15% |
| 4.2.3 Disagree with the notion | 12 | 1.09% | 6 | 11.11% | 2 | 22.22% | 0 | 0.00% | 0 | 0.00% | 20 | 1.70% |
| 4.2.4 Other opinions | 36 | 3.27% | 5 | 9.26% | 2 | 22.22% | 0 | 0.00% | 1 | 12.50% | 44 | 3.74% |
| 4.2.5 Identifying causes of problem | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 12.50% | 1 | 0.08% |
| 4.2.6 Suggestions on achieving flexible life horizon | 126 | 11.44% | 14 | 25.93% | 3 | 33.33% | 4 | 66.67% | 2 | 25.00% | 149 | 12.65% |
| Grand Total | 1101 | 100% | 54 | 100% | 9 | 100% | 6 | 100% | 8 | 100% | 1178 | 100% |

Table 5.4.3 Quality of Life

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 4.3.1 Mentioning | 3 | 0.09% | 5 | 1.44% | 3 | 13.04% | 2 | 9.52% | 0 | 0.00% | 13 | 0.33% |
| 4.3.2 Agree it is a problem | 241 | 7.08% | 15 | 4.32% | 3 | 13.04% | 1 | 4.76% | 1 | 1.19% | 261 | 6.73% |
| 4.3.3 Disagree it is a problem | 355 | 10.42% | 3 | 0.86% | 0 | 0.00% | 0 | 0.00% | 2 | 2.38% | 360 | 9.28% |
| 4.3.4 Other positive/negative aspects | 76 | 2.23% | 10 | 2.88% | 0 | 0.00% | 3 | 14.29% | 0 | 0.00% | 89 | 2.29% |
| 4.3.5 Identifying causes of problem | 1325 | 38.90% | 139 | 40.06% | 2 | 8.70% | 4 | 19.05% | 33 | 39.29% | 1503 | 38.73% |
| 4.3.6 Making suggestions on how to address the problem | 1406 | 41.28% | 175 | 50.43% | 15 | 65.22% | 11 | 52.38% | 48 | 57.14% | 1655 | 42.64% |
| Grand Total | 3406 | 100% | 347 | 100% | 23 | 100% | 21 | 100% | 84 | 100% | 3881 | 100% |

Table 5.4.4 Planning and Environmental Concerns

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 4.4.1 Mentioning | 0 | 0.00% | 2 | 1.28% | 1 | 10.00% | 0 | 0.00% | 0 | 0.00% | 3 | 0.31% |
| 4.4.2 Agree it is a problem | 527 | 69.07% | 41 | 26.28% | 7 | 70.00% | 9 | 50.00% | 11 | 32.35% | 595 | 60.65% |
| 4.4.3 Disagree it is a problem | 7 | 0.92% | 2 | 1.28% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 9 | 0.92% |
| 4.4.4 Other positive/negative aspects | 10 | 1.31% | 7 | 4.49% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 17 | 1.73% |
| 4.4.5 Identifying causes of problem | 17 | 2.23% | 9 | 5.77% | 0 | 0.00% | 2 | 11.11% | 5 | 14.71% | 33 | 3.36% |
| 4.4.6 Making suggestions on how to address the problem | 202 | 26.47% | 95 | 60.90% | 2 | 20.00% | 7 | 38.89% | 18 | 52.94% | 324 | 33.03% |
| Grand Total | 763 | 100% | 156 | 100% | 10 | 100% | 18 | 100% | 34 | 100% | 981 | 100% |

Table 5.5.1 SDC's Concept of Sustainable Development

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 5.1.1 Mentioning | 0 | 0.00% | 8 | 17.39% | 6 | 66.67% | 0 | 0.00% | 0 | 0.00% | 14 | 10.45% |
| 5.1.2 Agree it is a problem | 3 | 5.26% | 1 | 2.17% | 0 | 0.00% | 0 | 0.00% | 1 | 4.55% | 5 | 3.73% |
| 5.1.3 Disagree it is a problem | 2 | 3.51% | 1 | 2.17% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 3 | 2.24% |
| 5.1.4 Other positive/negative aspects | 7 | 12.28% | 4 | 8.70% | 1 | 11.11% | 0 | 0.00% | 3 | 13.64% | 15 | 11.19% |
| 5.1.5 Agree that economic/social/ environmental are the three perspectives | 6 | 10.53% | 10 | 21.74% | 0 | 0.00% | 0 | 0.00% | 3 | 13.64% | 19 | 14.18% |
| 5.1.6 Disagree that economic/social/ environmental are the three perspectives | 3 | 5.26% | 5 | 10.87% | 0 | 0.00% | 0 | 0.00% | 3 | 13.64% | 11 | 8.21% |
| 5.1.7 Identifying causes of problem | 8 | 14.04% | 4 | 8.70% | 0 | 0.00% | 0 | 0.00% | 4 | 18.18% | 16 | 11.94% |
| 5.1.8 Making suggestions on how to address the problem | 28 | 49.12% | 13 | 28.26% | 2 | 22.22% | 0 | 0.00% | 8 | 36.36% | 51 | 38.06% |
| Grand Total | 57 | 100% | 46 | 100% | 9 | 100% | 0 | 0.00% | 22 | 100% | 134 | 100% |

Table 5.5.2 Political Factors

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 5.2.1 Mentioning | 0 | 0.00% | 3 | 11.54% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 3 | 3.23% |
| 5.2.2 Agree it is a problem | 15 | 37.50% | 3 | 11.54% | 3 | 21.43% | 2 | 33.33% | 1 | 14.29% | 24 | 25.81% |
| 5.2.3 Disagree it is a problem | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| 5.2.4 Other positive/negative aspects | 3 | 7.50% | 0 | 0.00% | 1 | 7.14% | 1 | 16.67% | 1 | 14.29% | 6 | 6.45% |
| 5.2.5 Identifying causes of problem | 8 | 20.00% | 9 | 34.62% | 9 | 64.29% | 3 | 50.00% | 1 | 14.29% | 30 | 32.26% |
| 5.2.6 Making suggestions on how to address the problem | 14 | 35.00% | 11 | 42.31% | 1 | 7.14% | 0 | 0.00% | 4 | 57.14% | 30 | 32.26% |
| Grand Total | 40 | 100% | 26 | 100% | 14 | 100% | 6 | 100% | 7 | 100% | 93 | 100% |

Table 5.5.3 Independence of the SDC

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 5.3.1 Mentioning | 0 | 0.00% | 2 | 28.57% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 2 | 16.67% |
| 5.3.2 Agree it is a problem | 0 | 0.00% | 1 | 14.29% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 8.33% |
| 5.3.3 Disagree it is a problem | 0 | 0.00% | 1 | 14.29% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 8.33% |
| 5.3.4 Other positive/negative aspects | 0 | 0.00% | 1 | 14.29% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 8.33% |
| 5.3.5 Identifying causes of problem | 1 | 20.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 8.33% |
| 5.3.6 Making suggestions on how to address the problem | 4 | 80.00% | 2 | 28.57% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 6 | 50.00% |
| Grand Total | 5 | 100% | 7 | 100% | 0 | 0.00% | 0 | 0.00% | 0 | 0% | 12 | 100% |

Table 5.6.1 Population Policy of Other Countries

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 6.1.1 Mentioning | 10 | 83.33% | 14 | 82.35% | 11 | 68.75% | 2 | 16.67% | 10 | 90.91% | 47 | 69.12% |
| 6.1.2 Agree it is a problem | 0 | 0.00% | 1 | 5.88% | 1 | 6.25% | 0 | 0.00% | 1 | 9.09% | 3 | 4.41% |
| 6.1.3 Disagree it is a problem | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| 6.1.4 Other positive/negative aspects | 1 | 8.33% | 1 | 5.88% | 1 | 6.25% | 1 | 8.33% | 0 | 0.00% | 4 | 5.88% |
| 6.1.5 Identifying causes of problem | 0 | 0.00% | 1 | 5.88% | 0 | 0.00% | 7 | 58.33% | 0 | 0.00% | 8 | 11.76% |
| 6.1.6 Making suggestions on how to address the problem | 1 | 8.33% | 0 | 0.00% | 3 | 18.75% | 2 | 16.67% | 0 | 0.00% | 6 | 8.82% |
| Grand Total | 12 | 100% | 17 | 100% | 16 | 100% | 12 | 100% | 11 | 100% | 68 | 100% |

Table 5.6.2 Other Comments

| | Comment Cards | | Forums & Workshops | | Media Commentaries | | News Reports | | Written Submissions | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage | Frequency | Percentage |
| 6.2.1 | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0% |
| 6.2.2 | 1 | 1% | 0 | 0% | 1 | 9% | 0 | 0% | 2 | 13% | 4 | 2% |
| 6.2.3 | 47 | 49% | 41 | 82% | 1 | 9% | 2 | 6% | 6 | 38% | 97 | 47% |
| 6.2.4 | 24 | 25% | 3 | 6% | 7 | 64% | 26 | 79% | 3 | 19% | 63 | 31% |
| 6.2.5 | 23 | 24% | 6 | 12% | 2 | 18% | 5 | 15% | 5 | 31% | 41 | 20% |
| Grand Total | 96 | 100% | 50 | 100% | 11 | 100% | 33 | 100% | 16 | 100% | 206 | 100% |

# Appendix 6

# Population Policy Strategy Summit Meeting

# Record and Analysis

**Population Policy Strategy Summit Meeting Record and Analysis**
20 December 2006

1. Basic Parameters:

On 20 December 2006, the Council for Sustainable Development organized the Engagement Process on Population Policy Strategy Summit. The participants, apart from a few members of the public who voluntarily signed up to join this Summit, were essentially those stakeholders who had participated in the second engagement process (forums and workshops). There were a total of 101 people participating and they were seated around 14 tables. There were about 6 to 9 people in each table and a moderator / facilitator assigned by the SDC was allocated to it to facilitate the discussions. First, Ir Otto Poon (Chairman, Strategy Sub-committee, SDC) made his welcoming remarks to the audience. It was followed by Professor Wong Siu-lun (Convenor, Support Group on Population Policy) who presented a summary of the engagement findings. Then the 14 tables were invited to have their group discussions focused on 4 key concerns, namely, quality of life, declining fertility rate, manpower, and ageing population. Professor Wong particularly asked the participants to make concrete suggestions so that the SDC could gather them together and recommend a sustainable population policy to the Government. After the discussions, the groups were asked to report back to the audience their key points, some of which went beyond the 4 key concerns mentioned. Finally, Professor Wong made a few concluding remarks and thanked the audience for their participation. He also extended his invitation to participants to join the third engagement process on the topic of better air quality in 2007.

2. Findings on this Strategy Summit:

Frequency counts on the 4 key concerns show the following prominent features. Some of the concrete recommendations are also listed under the various key concerns.

On "quality of life" (37 counts), 33 counts of suggestions were made. Most participants were interested in the promotion of a better balance of work, family and leisure (8 counts), a better environmental protection (8 counts), better urban planning (7 counts) and a healthier lifestyle (5 counts).

- On condition that the economy allows, we should promote the social obligations of the organizations (including business and Government). Work hours should be reduced and manpower should be increased.
- Should promote the green movement, plant more trees and increase resources in protecting trees and training arborists.
- Should promote 5-day week.
- Should launch more family (parents-children) activities.
- Should set up certain comprehensive indices (not just the technical index but life-quality index as well).
- Should positively develop the remote areas. Apart from conservation work, we should also emphasize long-term town planning and associated facilities.
- In improving the work environment, we should support social services groups to enhance family life and the quality of leisure.
- In improving work quality, there should be cooperation among the Government, business and people. There should be more breaks in work, more provision of leisure activities so as to reduce the work pressure of workers.
- With regard to living environment, there should be height restrictions for buildings around the coast.

- With regard to air quality, we should adopt international standards.
- Land in the New Territories should not be used for buildings only. We should promote new agricultural development methods, research on poultry, fishery and agriculture.
- Concerned government departments should enhance food safety regulations.
- Should legislate on the work hours and minimum wages.
- For air quality, we should have a holistic urban planning. We should change our mind set.
- We should have an inter-departmental co-ordination body to monitor delivery. We should get the stakeholders to dialogue and to give incentives to business to work in this direction.
- Should revise housing targets with more emphasis on the environmental quality targets.
- Should regulate on the number of public buses and private vehicles.
- Should use preferential incentives to encourage the use of lead-free petroleum.
- Government should work with China to deal with the pollution problems arising from factories of the Pearl River Estuary.
- Should regulate the emission levels of the electricity companies.
- To promote a healthy lifestyle from the early age on. Promote the importance of sport and make it a habit of the citizens.
- There should be a free day (in a week) in all government cultural and leisure amenities so as to encourage citizen participation.
- Public libraries should be open 7 days a week.
- Should devise a "happiness index".
- Should enhance education on sustainable development.
- Should invest more in flexi community amenities so as to cater more the needs of all age groups and the aged population.
- Should reduce the density of development. Increase per capita living space and leisure grounds.
- Planning should not be led only by the economic factors. More considerations should be given to quality of life. Urban renewal should consider more about community factors.
- Should invest more in promoting culture.
- Promote the social value of people. Promote civic awareness of caring for others and the environment.
- Should lead a social movement to rethink on the value system of our social and economic development.
- Should emphasize on community care, family value, community support network, small-business community economic development.
- Should educate employers not to expect too much from employees. Employers should use more carrots than sticks.
- Should rationally analyze the demands of the people to see if we could afford to pay for the unrealistic expectations.

On "declining fertility rate" (45 counts), 35 counts of suggestions were made. Most participants urged Government to provide tax/financial incentives (6 counts), childcare assistance (6 counts) and a family-friendly workplace (6 counts). People also wanted Government to provide more diverse education and development support for children (5 counts).

- Should consider more about childcare support. Starting from Government and big businesses, there should be childcare services in the workplace.
- Should have reduced work hour sections.
- Should promote family values. Promote the importance of a harmonious family.
- Should enhance incentives for childbirth: tax reduction and community support.

- Should promote childbirth, irrespective of numbers.
- Declining fertility rate would naturally improve if work hours are reduced, if life quality is improved, and if the economy is improved.
- Should extend maternity leave, multiple child subsidy, nursery subsidy.
- With some restrictions, we should accept the Mainland women to give birth in Hong Kong.
- Should encourage the middle class to give birth. Government should greater support in improving housing environment, education, paternal leave and tax reduction.
- Should create a fertility friendly and children friendly environment.
- Should revise the direction of the education reform. More resources should be given to smaller classes. Reduce the pressure deriving from education reforms.
- Should educate people about the sense of achievement in raising children.

On "manpower" (25 counts), 24 counts of suggestions were made. Responses were quite spread out. Participants were concerned about nurturing local talents (3 counts), creating new job opportunities (3 counts), creating more part-time jobs (3 counts), and encouraging upper-end immigrants and outside talent (3 counts). People also believed that there should not be a preset retirement age (3 counts).

- Should train high productivity local talent.
- Should encourage business corporations to invest in university R&D which are applicable to social needs.
- Should encourage universities to develop frontline technology and develop different kinds of socially applicable R&D.
- In training talent, we should not only emphasize on knowledge and skill but also on social values and obligations.
- Encourage the retirees to return to work.
- Revise the present immigration policy.
- All CSSA holders should need to take up re-training courses.
- Should support the non main-stream occupations (e.g. creative and art industries) so that talents can be developed more appropriately.
- There should be free early childhood education and 12 years of free education. Coupons should follow the children and not the schools.
- Should improve the linkage between the associate degree and the mainstream education. Should encourage the idea that there is excellence in every field.
- Should not have the humanities-science streaming so early. There should be a broad base to build on to specialization.
- Should improve on-job training.
- Should promote workforce development by promoting decision makers education to plan for vocational needs.
- Should promote workplace flexibility including a choice of 4-day work week and performance based work process.
- Government should have long-term planning and practical support with a clear-cut objective in supporting creative industries.
- Government should cut the red tapes and actively support local and regional economy so as to provide jobs for the grassroots.
- Provide preferential treatment or free land to encourage the return of industries to Hong Kong. Reduce restrictions on industrial and commercial activities.
- Should provide more on-job training for SME businessmen.

- Focusing on students with different educational levels, devise vocational training facilities for them.
- Government departments such as the Women Commission should reduce all restrictions on women who want to return to the workforce.
- Should promote a flexible retirement age.
- Government should create more job opportunities such as abolishing the out-sourcing policies.
- Should enhance basic education including the use of Chinese (Cantonese and Putonghua) and English.
- Should promote local talent rather than rely on import from overseas.
- Companies should invest more on re-training. Should consider if there is a need to legislate binding the companies to train their employees.
- Should create jobs so as not to waste the trained talents.
- Should establish more community-based enterprises with the Government working with the ethnic minorities, the unemployed and the aged. There should be more government contracts for this purpose.

On "ageing population" (28 counts), 26 counts of suggestions were made. Participants wanted to have more elderly-friendly housing and urban design (9 counts), more activities for the elderly (7 counts), better healthcare for the elderly (7 counts), and the provision of educational opportunities for the old people (3 counts).

- Should promote the retirees to participate in social services such as mentoring the young people.
- Government should have a long-term policy for the aged including the promotion of respect for the aged.
- There should be coordination in supporting the aged singleton households.
- There should be a platform of participation for the aged so that they can join the social centres and participate in community affairs.
- In town planning, there should be more emphasis on amenities for the aged. Should revise building guidelines for this purpose.
- Encourage private participation in the provision of services for the aged. Should encourage corporate responsibility for this.
- Should have an "Experience of the Aged Program" storing the glorious achievement so as to teach valuable experience to the young.
- Should organize the retirees into "Development of Resources for the Aged Association".
- Should comprehensively revise the retirement plans.
- With the help of the NGOs, establish a network to employ healthy senior citizens.
- Should provide post-retirement life skills training.
- Should improve physical access and wellness programs for the aged.
- Should promote civic education so that people understand the importance of caring for the aged and filial piety.
- Should change policy so that children could not avoid taking care of their parents, just by making a statutory declaration of separation.
- Promote a lifestyle of wellness and improve the health condition of the aged.
- Should establish community centres for the aged so as to launch programs for them.
- Should increase the tax allowance for parents.
- There should be senior citizens' representatives in the Elderly Commission.
- Should minimize any unnecessary restrictions (such as age restriction in insurance) against aged workers who choose to work.

- Improve the quality of the homes for the aged. Improve also the homecare service so that senior citizens can stay at home.
- Government should raise the retirement age beyond 60 so as to have a demonstrative effect on the market.
- There should be coordination with healthcare services which are affordable and of high quality.
- Should provide opportunities for the aged on various aspects like social work, education/learning and employment (with no discrimination).
- Should widen the scope of research and try to see population policy from its linkage with the Mainland.
- Should understand whether it is a crisis or an opportunity, depending on how we see the problem.
- Should improve the old communities with a view to facilitating the senior citizens.

Apart from the 4 key concerns, participants were also interested on issues like "planning and environmental concerns" (17 counts), "education and training" (15 counts), "family values" (14 counts), "skills mismatch" (11 counts), "singleton/elderly households (4 counts), "immigration and emigration" (3 counts), "children" (3 counts), "chronically ill and disabled" (2 counts), "ethnic minorities" (2 counts), "women" (1 count), "young people" (1 count), "SDC's concept of sustainable development" (1 count) and "political factors" (1 count). Many of the salient points are already highlighted above.

Generally speaking, the Summit had successfully provided a conclusion for the Second Engagement Process.

# Appendix 7

# Sample of Blank Comment Card

請填寫意見並交回本單張
**Please fill in your comments and return this leaflet to us**

生活質素
**QUALITY OF LIFE**

1. 你對香港的生活質素是否感到滿意？
   Are you satisfied with the quality of life in Hong Kong?

   ☐ 是 Yes              ☐ 否 No

   原因何在？如不滿意，有沒有甚麼地方特別需要改善？
   Why? If you choose "no", are there any particular aspects that need improvements?

   _____

   _____

   _____

   _____

   _____

   _____

2. 有意見認為在人口增長放緩的情況下，我們應着力改善人們的生活質素，而非增加人口。你的看法如何？
   What are your views on the suggestion that instead of increasing the population, we should enhance the quality of life of the population, amidst a slower population growth rate?

   _____

   _____

   _____

   _____

   _____

   _____

家庭和社會需要
**FAMILY AND SOCIAL NEEDS**

3. 哪些因素會影響你的生育決定？（可選擇多於一項）
   What would affect your own decision on childbearing?
   *(can choose more than one)*

   ☐ 財政考慮               ☐ 是否有照顧孩子方面的支援
     Financial considerations    Availability of childcare support

   ☐ 你的工作壓力            ☐ 你的年齡
     Your work pressure         Your own age

   ☐ 子女教育和發展方面的支援
     Education and development support for children

☐ 其他，請說明
Others. Please specify

_____

_____

_____

哪些措施有助鼓勵生育？*(可選擇多於一項)*
What would be useful to promote parenthood?
*(can choose more than one)*

☐ 財政誘因
Financial incentives

☐ 方便照顧家庭的工作環境
Family-friendly workplace

☐ 照顧孩子方面的援助
Childcare assistance

☐ 在工作和家庭方面兩性平等
Gender equality at work and at home

☐ 子女教育和發展方面更多元化的支援
More diverse education and developmental support for children

☐ 其他，請說明
Others. Please specify

_____

_____

_____

4. 你是否認為有需要宣傳家庭的重要性，以及生兒育女所帶來的無形益處？
Do you think there is a need to promote the importance of family and the intangible benefits associated with parenthood?

☐ 是 Yes　　　　　☐ 否 No

5. 你認為方便照顧家庭的工作環境和平衡工作與生活的文化會提升還是妨礙香港的經濟競爭力？
Do you think a family-friendly working environment and work-life balance culture would enhance or impair the economic competitiveness of Hong Kong?

☐ 提升
Would enhance

☐ 妨礙
Would impair

☐ 對香港的經濟競爭力沒有影響
No effect on the economic competitiveness of Hong Kong

如有需要在社會上推廣這樣的文化，應進行甚麼具體措施？
If needed, what specific initiatives would be helpful to promote such a culture in the community?

_____

_____

_____

_____

6. 在香港，有愈來愈多家庭網絡薄弱的獨居人士（包括長者和
   青成年人）。你是否認為有需要照顧他們的社會需要？
   In Hong Kong, there are more and more singleton households,
   including old people and young adults, who have minimal family
   network. Do you think there is a need to address their social needs?

   ☐ 是 Yes　　　　　　　☐ 否 No

   若是，方法為何？
   If yes, how?

   _____

   _____

   _____

## 人口高齡化和退休
## AGEING AND RETIREMENT

7. 你希望如何享受晚年生活？*(可選擇多於一項)*
   How would you like to enjoy your elderly life?
   *(can choose more than one)*

   ☐ 用更多時間陪伴家人　　　　☐ 發掘新興趣
   　　Spend more time with family　　　Explore new interests

   ☐ 參與義務工作　　　　　　　☐ 延續工作歲月
   　　Join voluntary work　　　　　　Work for more years

   ☐ 其他。請說明
   　　Others. Please specify

   _____

   _____

   假如你希望留在勞動市場，則喜歡下列哪種形式的工作？
   If you would like to stay in the labour market, would you prefer

   ☐ 全職工作　　☐ 兼職工作　　或　　☐ 自由特約工作？
   　　Full-time job　　Part-time job　　or　　　Freelance work?

8. 你是否認為有需要提倡延長人口的工作年期或提高退休年齡？
   Do you think there is a need to advocate extending the working
   life of the population or raising the retirement age?

   ☐ 是 Yes　　　　　　　☐ 否 No

   適當的退休年齡是多少歲？
   What is the suitable age for retiring from work?

   ☐ 60歲　　　☐ 65歲　　　☐ 不應預設退休年齡
   　　60　　　　　65　　　　　No pre-set retirement age

   ☐ 其他。請說明
   　　Others. Please specify

   _____

   _____

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**9.** 你是否贊同 "靈活人生" 的概念（即每人都可按本身意願選擇人生模式）？

Do you agree with the notion of a "flexible life horizon", so that each individual can choose his or her own life pattern?

☐ 是 Yes           ☐ 否 No

你喜歡怎樣的人生模式？你喜歡怎樣在畢業（或進修）、工作和康樂之間分配人生歲月？

What kind of life pattern do you prefer? How would you like to spend or distribute your years of life between study, work and leisure?

_____

_____

_____

_____

_____

## 培育、吸引和挽留人才
## NURTURING, ATTRACTION AND RETENTION OF TALENT

**10.** 下列哪一項較重要？

What should be the more important emphasis?

☐ 培育本地人才和吸引海外就學的香港學生回流
   Nurture local talent and attract overseas-trained Hong Kong students to return

☐ 吸引內地和海外人才來港
   Attract talent from the Mainland and abroad

**11.** 有何方法促進香港成為一個人才匯聚的地方？*（可選擇多於一項）*
How can we promote Hong Kong as a hub for talent?
*(can choose more than one)*

☐ 提供更多元化的教育和發展機會
   More diverse education and development opportunities

☐ 提供更具吸引力的生活環境
   More attractive living environment

☐ 推廣多元文化和種族共融
   More cultural diversity and ethnic inclusiveness

☐ 其他。請說明
   Others. Please specify

_____

_____

_____

_____

其他意見
Other comments: