

Final Report

LWB/T2/9/3

Consultancy Study on Considerations and Difficulties of Women in Choosing Whether or Not to Work

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Final Report

Table of Contents

List of Tables	5
List of Figures	6
List of Abbreviations	7
EXECUTIVE SUMMARY	9
CHAPTER 1: INTRODUCTION, OBJECTIVES AND METHODOLOGY	13
1.1 Introduction	13
1.2 Background.....	13
1.3 Objectives	13
1.4 Research Questions	14
1.5 Methodology.....	14
CHAPTER 2: STAKEHOLDER ENGAGEMENT	17
2.1 Objective.....	17
2.2 Methodology.....	17
2.3 Findings	17
CHAPTER 3: COMPARISON WITH OVERSEAS JURISDICTIONS	22
3.1 Objective.....	22
3.2 Methodology.....	22
3.3 Findings	22
CHAPTER 4: STOCK-TAKING OF GOVERNMENT POLICY AND SERVICE LANDSCAPE IN HONG KONG.....	82
4.1 Objective.....	82
4.2 Methodology.....	82
4.3 Findings	83
CHAPTER 5: PRIMARY DATA FOR QUANTITATIVE SURVEY AND SECONDARY DATA ANALYSIS.....	107
5.1 Objective.....	107
5.2 Methodology.....	107
5.3 Findings	108
CHAPTER 6: PRIMARY QUALITATIVE DATA FROM FOCUS GROUPS	119
6.1 Objective.....	119
6.2 Methodology.....	119
6.3 Findings	120

CHAPTER 7: IMPLICATION AND RECOMMENDATIONS	127
7.1 Proposed Recommendations.....	127
7.2 List of Recommendations	139
References	144

List of Tables

Table 1. Engagement sessions with stakeholders	17
Table 2. Background characteristics and information	25
Table 3. Childcare	29
Table 4. Elderly care	37
Table 5. Paternity leave and family leave	45
Table 6. Maternity leave	50
Table 7. Flexible work arrangements.....	54
Table 8. Employment services	58
Table 9. Employment training	61
Table 10. Support and Training for Carers	73
Table 11. Sample size of primary survey.....	107
Table 12. Distribution of survey respondents by Target Group and district	109
Table 13. Distribution of survey respondents by Target Group and mother tongue	113
Table 14. Sample size of FGDs/interviews.....	119
Table 15. List of recommendations	139

List of Figures

Figure 1. Labour force participation rate (excluding foreign domestic helpers) by gender for the period 1993-2020, Hong Kong	13
Figure 2. Schematic representation of the study	16
Figure 3. Women labour force participation rate across seven jurisdictions	23
Figure 4. Distribution of survey respondents by Target Group and age.....	108
Figure 5. Distribution of survey respondents by ethnicity for TG3.....	108
Figure 6. Distribution of survey respondents by Target Group and housing type.....	110
Figure 7. Distribution of survey respondents by Target Group and highest level of education attained.....	111
Figure 8. Distribution of survey respondents by Target Group and marital status.....	111
Figure 9. Distribution of survey respondents by Target Group and household size.....	112

List of Abbreviations

AA	Associate of Arts
ADL	Activities of Daily Living
AS	Associate of Science
ASCP	After School Care Programme
CCC	Childcare Centre
CCF	Community Care Fund
CCS	Community Care Services
CCSV	Community Care Service Voucher
CPF	Central Provident Fund
CSSA	Comprehensive Social Security Assistance
DECC	District Elderly Community Centres
ECE	Early Childhood Education
ECEC	Early Childhood Education and Care
EHCCS	Enhanced Home and Community Care Services
EI	Employment Insurance
EM	Ethnic Minority
EPeM	Employment Programme for the Elderly and Middle-aged
ERB	Employees Retraining Board
ESA	Employment Services Ambassador
EYDF	Early Years Development Framework
FDH	Foreign Domestic Helper
FFEP	Family-Friendly Employment Practices
FGD	Focus Group Discussion
FWSS	Fee-Waiving Subsidy Scheme
GDP	Gross Domestic Product
HDA	Higher Disability Allowance
HDB	Housing and Development Board (Singapore)
HKPSG	Hong Kong Planning Standards and Guidelines
HKSAR	Hong Kong Special Administrative Region
HKU	Hong Kong University
HSS	Household Services Scheme
IDAPE	Interim Disability Assistance Scheme
IHCS	Integrated Home Care Services
ITE	Institute of Technical Education (Singapore)
LD	Labour Department (HKSAR)
LTC	Long-Term Care
LWB	Labour and Welfare Bureau (HKSAR)
MHCCC	Mutual Help Child Care Centre
MOE	Ministry of Education (Singapore)
NEC	Neighbourhood Elderly Centres
NGO	Non-Governmental Organization
NSCCP	Neighbourhood Support Child Care Project
NTU	Nanyang Technological University (Singapore)
NUS	National University of Singapore
OECD	Organisation for Economic Co-operation and Development
OJT	On-the-Job Training
PES	Public Employment Service
PG	Postgraduate

QF	Qualifications Framework
RCHD	Residential Care Homes for Persons with Disabilities
RCHE	Residential Care Homes for the Elderly
RCS	Residential Care Services
RCSV	Residential Care Service Voucher
RDEP	Racial Diversity Employment Programme
RPP	Persons with Disabilities and Rehabilitation Programme Plan
SCNAMES	Standardised Care Need Assessment Mechanism for Elderly Services
SES	Senior Employment Services
SESU	Senior Employment Service Unit (NYC)
SIT	Singapore Institute of Technology
SMF	Seniors' Mobility and Enabling Fund
SMU	Singapore Management University
SSG	SkillsFuture Singapore
SSI	Supplemental Security Income
SUSS	Singapore University of Social Sciences
SUTD	Singapore University of Technology and Design
SWD	Social and Welfare Department (HKSAR)
TG	Target Group
UG	Undergraduate
WOPS	Work Orientation and Placement Scheme

EXECUTIVE SUMMARY

1. Background and Purpose

1.1 On the advice of the Women's Commission, the Labour and Welfare Bureau ("LWB") has commissioned The University of Hong Kong to conduct a consultancy study on the considerations and difficulties of women in choosing whether or not to work. Given the rapidly ageing population in Hong Kong and relatively low fertility rate, it is important to understand the barriers, and enablers, of increasing women's labour force participation in Hong Kong to address the projected labour supply shortfall in the coming decade.

1.2 The purposes of the report are as follows:

- 1) Address the gaps in knowledge regarding the considerations and difficulties of women in four key Target Groups (TG) in choosing whether or not to work (**TG1**: women aged 40-49 currently without a paid job; **TG2**: women aged 50 and above currently without a paid job; **TG3**: ethnic minority women currently without a paid job; and **TG4**: female full-time homemakers from low-income households).
- 2) Examine prevailing local and non-local policies and makes recommendations, in respect of those in the TGs, on possible enhancement to existing policies in Hong Kong, or where appropriate, introduction of new programmes or services, to encourage women in the TGs to join the labour force.

2. Method

2.1 To address these objectives, a mixed-method comparative approach is adopted using both qualitative and quantitative approaches of data collection and analysis:

2.2 *Part I* examines **views from stakeholders** (employers organisations, women's groups and non-governmental organisations (NGOs) providing services to the TGs) on the considerations and difficulties of women in the four TGs in joining the labour force ($N=56$).

2.3 *Part II* includes **a comparison of relevant policies and practices in non-local jurisdictions** (Taipei, Shanghai, Tokyo, Singapore, New York City, and Toronto) to guide the study recommendation and provide important benchmarking for Hong Kong policy and practice.

2.4 *Part III* provides **a comprehensive stock-taking of policies and services in Hong Kong** to examine enhancement of existing policies and potential new measures to encourage women to join the labour force.

2.5 *Part IV* presents results from a **statistically meaningful territory-wide survey questionnaire** to explore the considerations and difficulties of women in the four TGs in joining the labour force ($N=2\,889$). The survey covered fair representation of the interviewees within the TGs from different socioeconomic statuses, ethnic backgrounds and residential districts.

2.6 *Part V* describes findings from **focus-group interviews** with women in the four TGs ($N=249$) to explore in more depth the considerations and difficulties of women in joining the labour force.

3. Findings

3.1 *Part I Stakeholder Engagement.* Stakeholders identified challenges women faced when joining the labour force. Women in TG1, TG2 and TG4 faced difficulties in (1) developing career pathways due to family responsibilities; (2) accessing information on pathways and opportunities to re-enter the labour force; and (3) work culture based on long and inflexible work hours. Challenges faced by women in TG3 included entrenched gender roles and traditional family values, lack of proficiency in Cantonese and Mandarin, job options limited to low-paid and labour-intensive jobs, qualifications and previous work experience in home country not recognised in Hong Kong. Stakeholders also provided recommendations they believed could encourage women to join the labour force including measures related to (1) improving employment services offered to women; (2) releasing women from childcare responsibilities; and (3) promoting family-friendly practices in the workplace.

3.2 *Part II Comparison with Non-Local Jurisdictions.* Eight policy domains (childcare, elderly care, paternity leave and family leave, maternity leave, flexible work arrangements, employment services, employment training and support and training for carers) across six cities were compared to draw best practices to encourage women's labour force participation. In terms of childcare, some relevant practices include subsidising costs of childcare, increasing the manning ratio in childcare centres through the creation of a para-educarer post, and providing flexible childcare options such as regulated non-centre based care with qualified staff. On elderly care, many of the jurisdictions have put heightened effort in increasing resources on direct or long-term care since service shortage is identified as a key issue related to aging populations across all six jurisdictions. Childcare or family care related leave has been adopted in most of the jurisdictions to provide additional flexibility to employees and foster a family-friendly work culture. All the jurisdictions have set relatively low prior employment requirements to extend the coverage of maternity leave to a larger population of working mothers. Some jurisdictions are providing a statutory right to flexible work arrangement as well as a statutory provision of nursing breaks at the workplace to support family-friendly working cultures. In terms of employment services and employment trainings, some jurisdictions provide services and trainings specifically tailored to women to increase their employability. Regarding support and training for carers, home-based care services are available for childcare, elderly care, and care for persons with disabilities. Some jurisdictions also give options for families to hire foreign domestic helpers. Financial subsidies for employing care workers, training grants, and schemes to employ part-time helpers are among practices adopted in some jurisdictions to help families offset the cost of hiring care services and offer support adapted to families' needs.

3.3 *Part III Policy and Services in Hong Kong.* Hong Kong has put a lot of effort into developing new policies and services and improving existing ones to increase the chances of women entering or re-entering the labour force. To release women from caretaking duties and household chores, relevant policies and services have been put in place in respect of childcare and elderly care, including the formulation of population-based planning ratios for various types of welfare facilities to increase service supply and allocated substantial resources to purchase properties for accommodating welfare facilities for children, elderly and persons with disabilities. Home-based care and hiring foreign domestic helpers are also part of the service options available to support families. To foster a family-friendly work culture, measures have been implemented to give flexibility to parents taking care of their new-born child and to promote flexible work arrangement to accommodate to employees' family commitments. In addition, current employment services and training programmes offered by the Labour

Department and the Employees Retraining Board provide support to women wishing to re-join the labour force. Nonetheless, Hong Kong's policies and services have room for improvement. The policy comparison in *Part II* work together with the comprehensive analysis of relevant policy and services in Hong Kong in *Part III* will help to formulate policy recommendations with a view to releasing a potential female workforce and tackling the projected labour supply shortfall.

3.4 *Part IV Primary Data from Quantitative Survey.* The surveys examined different aspects related to women's employment, such as respondents' employment history, caring responsibilities, views on employment, and use of welfare services. Regarding recent employment history, most of the respondents have had a formal job or business after 15 years old. TG3 had the highest number of respondents who worked as a 'professional', while 'service and sales worker' was the most common occupation across target groups. TG1 and TG4 had most respondents who worked part-time, while TG2 and TG3 had most respondents who worked full-time. The most identified reason for leaving the most recent employment in all target groups was childcare duties. When inquiring about caring responsibilities, most respondents in TG1, TG3 and TG4 reported living with children under 18 years old. A small number of respondents reported living with at least one elderly member, and almost none (4%) reported living with a person with disabilities. At the time of survey, an overall 33% of respondents were looking for jobs. The majority of those looking for a job preferred to be employed part-time, while TG3 also had a considerable number of respondents looking for full-time jobs. Flexible work arrangement both at the workplace and at home was the preferred work arrangement. Flexible and convenient work hours along with relief from childcare duties were the major factors to consider joining the labour force. Regarding welfare services, only a minor number of respondents were using childcare or elderly care services at the time of survey. The most common reasons for not using such services were a lack of awareness of available services and concerns over service cost. Regarding employment services, a considerable number of respondents were considering using such services. The commonly cited reasons for not using such services were a lack of incentive to look for a job and a lack of awareness of available services. A high number of respondents, especially in TG1 and TG4 were considering getting vocational trainings.

3.5 *Part V Primary Data from Focus Group Interviews.* The focus group interviews provide greater context for understanding the main considerations and difficulties women faced in choosing whether or not to work. Respondents in TG1 regarded childcare duty as the most common barrier to work but expressed willingness to work after their children grow up. Additionally, the lack of job offers tailored to their specific needs deter respondents from looking for jobs. The ability to hire a foreign domestic helper, which facilitates release of time from caretaking and household chores, was seen as an important element if they considered taking up employment. TG2 respondents indicated age, health condition, carer duty and age discrimination as major barriers to paid work. Some expressed desire to use their free time to contribute to society rather than taking up paid work, while others considered participating in paid work an opportunity for growth. Among respondents in TG3, entrenched gender roles, religious requirements, racial and/or language discrimination in the workforce, lack of work experience in Hong Kong and negative experience with employment services provided by NGOs or the Labour Department (LD) dissuaded many from joining the labour force. Respondents in TG4, similar to TG1, viewed childcare duty as the major barrier to work. TG4 includes many new arrival women from Mainland China, who face difficulties in accessing information on job availability, and different types of available services and support. Some also

denoted that their qualifications are not officially recognised in Hong Kong, which preclude them from finding work in their sector of qualification.

4. Recommendations

4.1 Based on the findings of the study, the following directions for improvement were identified:

- 1 Measures to **release time from childcare responsibilities** through continuing to fine-tune measures (including continuing to implement the provision plan for childcare centres) to increase quality and service provision, diversify occupational pathways (e.g., home-based caring, para-educators) and types of services (e.g., home-based care, After School Care Programme and Neighbourhood Support Child Care Project), assess financial need and adjust subsidies if warranted.
- 2 Measures to **release time from elderly care responsibilities** through implementation of the provision plan based on population profile increasing supply, e.g., through improving incentives for attracting larger workforce, work conditions for care workers, and expanding the pilot schemes proven to be effective to support families using elderly care services.
- 3 Measures to **give employees more flexibility** in taking care of their children, especially new-born children, and/or other family members with special needs through exploring family care related leave and measures to provide more time for fathers to bond with their newborns.
- 4 Measures to **improve the rights and benefits of working mothers and to support women to re-join and/or remain in the workforce** such as exploring ways of extending the coverage of paid maternity leave.
- 5 Measures to **foster a family-friendly culture in the workplace** through incentivising companies and organisations to provide flexible work arrangements and nursing breaks at the workplace, and enhancing already existing family-friendly employment practices schemes.
- 6 Measures to broaden training courses for female job seekers, adjust and enhance internship programmes and step up promotion to **enhance visibility and accessibility of trainings and support services for women to re-join and stay in the workforce** through district-level information campaigns.
- 7 Measures to finetune employment services, enhance career or self-employment opportunities for women and **increase awareness among employers and the public about relevant policies, services, programmes, and schemes** to better promote the recruitment and employment of female workers.
- 8 Measures to **relieve pressure of families with caretaking needs** through increasing training for carers, providing better support for caregivers to release women's time from caregiving, and exploring options to support the hiring of FDHs for families with caretaking needs.
- 9 Other measures include attracting more investors in funding innovative services in the care sector, providing funds and support targeting women social entrepreneurs and continuing to foster recognition of professional qualifications from overseas.

CHAPTER 1: INTRODUCTION, OBJECTIVES AND METHODOLOGY

1.1 Introduction

This study was commenced on 12 October 2020. This report sets out the findings of the study and proposes a set of recommendations to enhance women's labour force participation in Hong Kong in the short, medium and long term.

1.2 Background

Hong Kong is facing persistent changes in the population demography and was expected to reach a turning point where the local labour supply would plateau in 2019, and from then begin to decrease (Labour and Welfare Bureau, 2019). The latest statistics from Census 2021 highlights the major trends in local labour supply. In Hong Kong, women's labour force participation increased modestly from 44.3% in 1993 to 49.6% in 2020 with the highest rate at 50.9% in 2017 but remains lower as compared to overall rates for males. Men's labour force participation rate was at 66.2% in 2020 (Census and Statistics Department, 2021). Many factors may explain women's labour force participation trend including ageing population, later age at first marriage, rise in the median age of women at first childbirth, and rise in the number of women who have received secondary education (Women's Commission, 2019). Given the rapidly ageing population in Hong Kong and relatively low fertility rate, it is important to understand the barriers, and enablers, of increasing women's labour force participation in Hong Kong to address the projected labour supply shortfall in the coming decade. This study specifically addresses the gaps in knowledge regarding the considerations and difficulties of women in four key Target Groups in choosing whether to work (women aged 40-49 and 50 and above currently without a paid job; ethnic minority women currently without a paid job; and female full-time homemakers from low-income households).

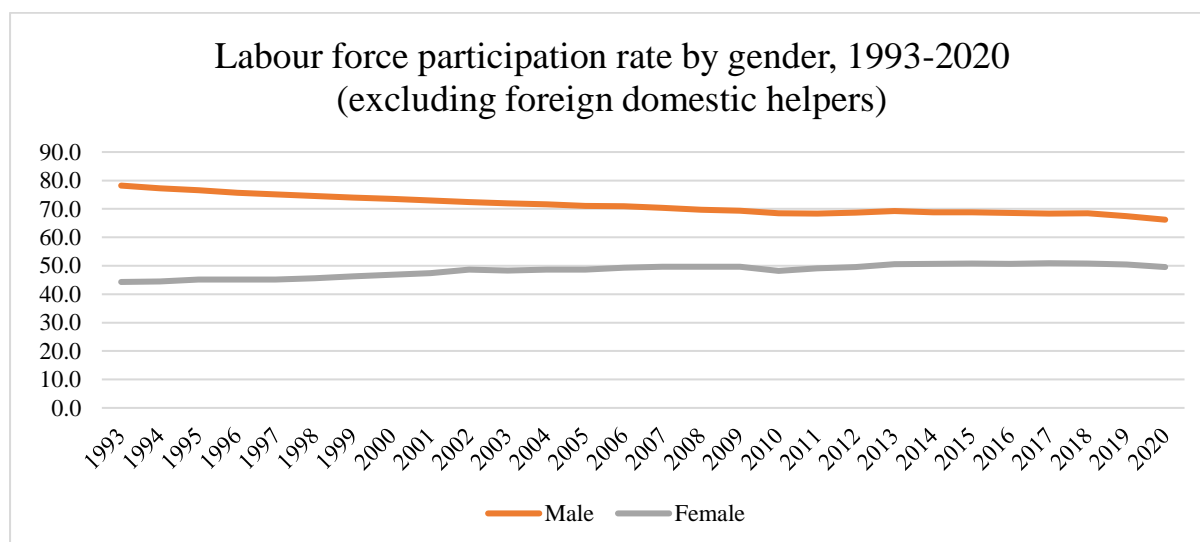


Figure 1. Labour force participation rate (excluding foreign domestic helpers) by gender for the period 1993-2020, Hong Kong

1.3 Objectives

The objectives of the study are as follows:

- To study the considerations and difficulties of women in the following groups (the “Target Groups”) in choosing whether or not to work:

- i. women aged 40 – 49 currently without paid job;
 - ii. women aged 50 and over currently without paid job;
 - iii. ethnic minority (EM) women currently without paid job (the “Ethnic Minority Group”);
 - iv. female full-time homemakers who are from low-income households (i.e. households with monthly household income below the poverty line).
- To study non-local policies and best practices, in respect of those in the Target Groups, as a reference for possible services and programmes to facilitate women’s labour participation in Hong Kong;
- To examine prevailing policies and make recommendations, in respect of those in the Target Groups, on possible enhancement to existing policies, or where appropriate, introduction of new programmes or services, to encourage women in the Target Groups to join the labour force.

1.4 Research Questions

The Project Team proposed the following guiding research questions which capture the descriptive and analytic components of the study:

RQ1. What are the considerations and difficulties of women in 4 Target Groups in choosing whether to work?

RQ2. How are the experiences of choosing whether to work similar or different among and within the 4 Target Groups?

RQ3. What are the current policies/ services/ programmes that aim at facilitating and supporting the employment of diverse women in HKSAR?

RQ4. How could existing policies/ services/ programmes (including but not limited to increasing quality, supply and available information related to child/elderly care, family-friendly policies, re-employment support) be revised or new policies/ services/ programmes introduced to encourage women in the Target Groups to join the labour force?

1.5 Methodology

1.5.1 To address the objectives outlined above, the study adopts a mixed-method comparative approach using both qualitative and quantitative approaches of data collection and analysis. A collaborative approach with community partners and overseas experts included a range of research activities. The study includes five parts (Schematic representation of which is in Figure 2):

1.5.2 *Part I* of this study focuses on the implementation of a **participatory engagement process with stakeholders** including diverse organisations working with women, the Women’s Commission and Government advisory bodies and women in the Target Groups to ensure continuous alignment of the research implementation, interpretation of emerging findings, and fine-tuning of approach as necessary in the project life cycle.

Part II includes a **comparison of relevant policies and practices in non-local jurisdictions** to guide the study recommendation and provide important benchmarking for Hong Kong policy and practice.

Part III involves **a comprehensive stock-taking of policies and services in Hong Kong.**

Part IV involves **conducting a statistically meaningful territory-wide data collection exercise by means of survey questionnaire** to cover fair representation of the interviewees within the Target Groups from different socioeconomic statuses, ethnic backgrounds and residential districts (at least 2 500 participants in total). **Analysis of existing relevant available data** has also been conducted to inform the determinants of labour force participation among the Target Groups, and the sampling and content of the survey. The secondary data analysis provides important comparison/contrast groups including women of all ages to help inform sampling and questionnaire design, and to enhance the interpretation of the implications to explore how data coincide or differ between different groups.

Part V involves **focus-group interviews with diverse stakeholders** including (a) 4 Targeted Women Groups (240 participants) and (b) Targeted employers' organisations, women's groups and non-governmental organisations ("NGOs") providing services to women in the Target Groups, and other relevant bodies.

1.5.3 One of the main challenges for this study was reaching the Target Populations for inclusion, especially diverse Ethnic Minorities (EM). The multimethod approach included working closely with community-based partners and leveraging the extensive networks of the research team. We collaborated with community-based partners as well as conducting community engagement across districts in Hong Kong to reach diverse members of the Target Groups and conducted ongoing monitoring of the sample characteristics to ensure representation from the diverse group of women across the territory. Additionally, the research team employed a multilingual and multi-ethnic research team to engage with grassroots community partners, recruit women in the Target Groups, conduct surveys and focus group/individual interviews in women's native languages.

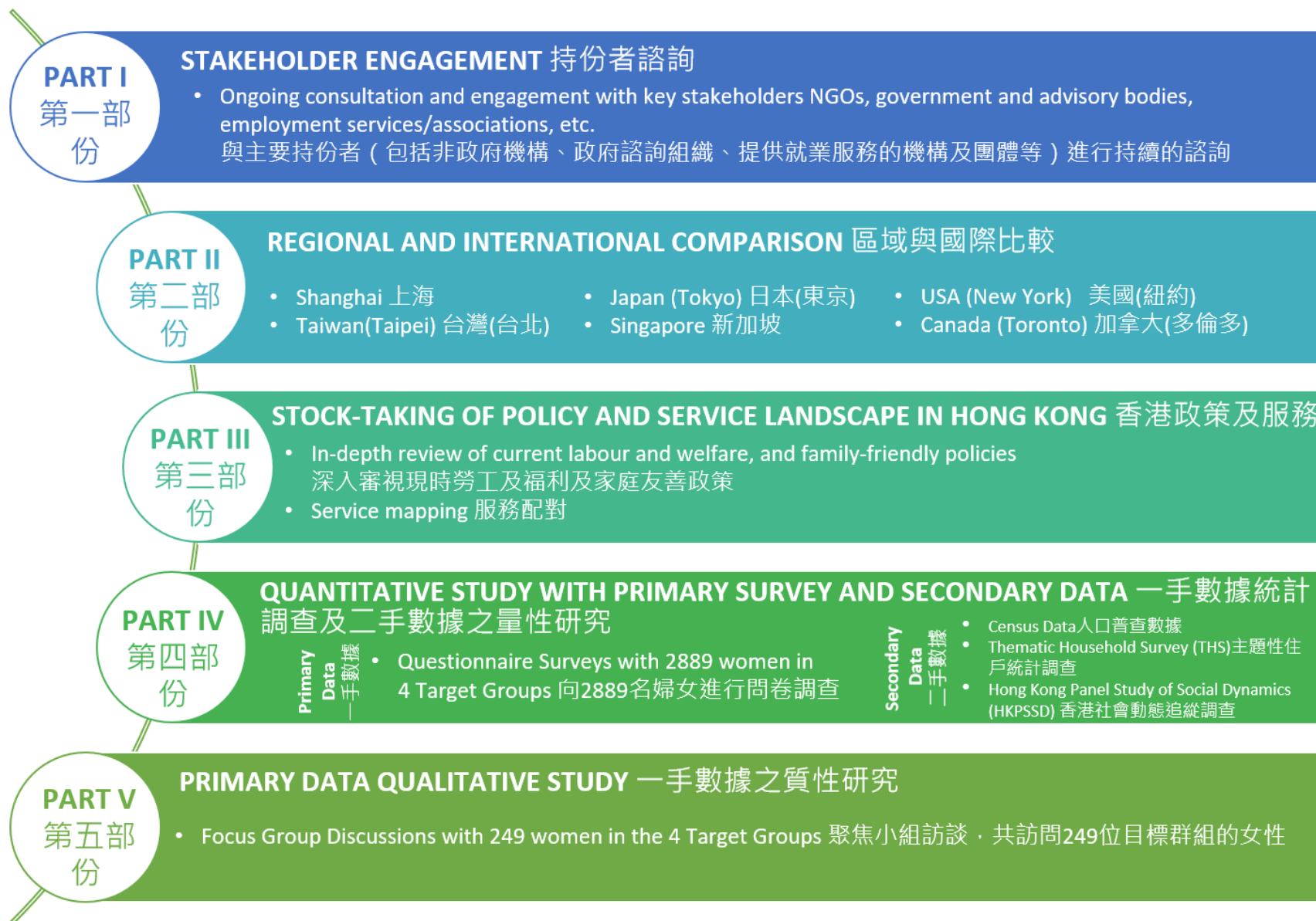


Figure 2. Schematic representation of the study

CHAPTER 2: STAKEHOLDER ENGAGEMENT

2.1 Objective

To engage relevant stakeholders, including employers' organisations, women's groups and non-government organisations (NGOs) providing services to the Target Groups, to collect views on the considerations and difficulties of women in the four Target Groups in choosing whether or not to work.

2.2 Methodology

The Project Team convened discussion sessions as part of the FGD/engagement process with the collaborating partners starting in December 2020. The organisations were invited to participate in stakeholder discussions relevant to Part III (i.e., stock-taking of policy and services landscape in Hong Kong) to discuss key issues of relevance to the project. Through the discussions, other relevant organisations working with the 4 target populations were identified. We held group or individual organisational discussions via videoconference. The sessions were led by one of the core HKU team members. In total, the Project Team consulted 56 stakeholder groups as summarised in Table 1 below:

Table 1. Engagement sessions with stakeholders

Collaborating partners/Stakeholders	Number of engagement sessions achieved
(i) <i>Women's Groups</i>	13 (See Appendix 1)
(ii) <i>Employer Organisations</i>	4 (See Appendix 2)
(iii) <i>NGOs</i>	32 (See Appendix 3)
(iv) <i>Others</i>	7 (See Appendix 4)

2.3 Findings

2.3.1 The findings of this part cover the following areas:

- Q1. What are your views / considerations / reasons / concerns about providing part-time and flexible work schedules to facilitate women working for their organisations?
- Q2. What are your views / considerations / reasons / concerns about diverse (e.g., ethnicity, age, education, income) women participating in paid work?
- Q3. What do you perceive as the biggest challenges facing your organisation in accommodating diverse women in the labour market?
- Q4. What is your knowledge of and any prior experiences with existing programmes and services (job referral, vocational training, etc.)?
- Q5. What types of formal or informal support from the government/employers/community would be helpful for women taking up/being satisfied in paid work?
- Q6. What types of interventions and services do you provide to support women in {target groups} participating in the labour force?
- Q7. What are the successes and limitations of your experiences?

Challenges observed by organisations in regard to women joining the labour force

Target Group 1 (women aged 40 – 49 currently without paid job)

Target Group 2 (women aged 50 and over currently without paid job)

Target Group 4 (female full-time homemakers who are from low-income households)

2.3.2 Organisations consulted described that at some points in their lives, many women will ultimately become the main caregiver for their family. Hence, it is relatively difficult for them to fully develop their career pathways. For those who want to re-enter the labour force after leaving the workforce temporarily, for example due to childcare responsibilities, they encounter difficulties in accessing information regarding the pathways and opportunities for re-entering the labour force. This was the case especially for women who wanted to seek employment from the same sector and at similar level of occupation where they had previously worked. Service users of the organisations expressed difficulties to stakeholders in navigating through current government websites in terms of (1) information regarding employment re-training; (2) information regarding corresponding job opportunities; and (3) information regarding job coaching or other supportive employment measures such as psychological support to prepare for re-entry and adjustment. (This part addresses Q2, Q3)

2.3.3 NGOs noted that the typical long working hours in Hong Kong cannot accommodate to women's childrearing responsibilities. Full-time work is often incompatible with childcare duties. These women are willing to only spend a limited and fixed time on work while their children are at school. Employment organisations pointed out that it is relatively hard for them to commit to a work schedule as they usually request to leave work earlier to pick up children from school and fulfil other caretaking responsibilities. For women with lower education level, they are mostly offered casual and part-time jobs with low pay, such as cleaning, manufacturing and service industry. As the money they are able to make is rather low and the job is labour intensive, these women prefer to stay at home and take care of their children, which also reduces cost for outsourced childcare services. (This part addresses Q1, Q2)

2.3.4 Regarding new arrival immigrants, organisations explained how different economic, cultural and individual factors affect women re-entering the labour force. Most importantly, lack of proficiency in Cantonese is the biggest barrier for new arrival immigrants searching for jobs. In addition to having limited job options that are lower paid and labour intensive, due to language barrier, these women are also faced with discrimination as many local employers reject new immigrants in favour of local Chinese-ethnic employees. The new arrival immigrants also share experiences of stigmatisation as 'social welfare subsidy receivers unable to adapt to life in Hong Kong'. Organisations also believe that due to language barriers, new immigrants are faced with unfair ranking in the labour market. All of these factors may exacerbate social conflict and inequalities. Additionally, many qualifications and previous work experience from Mainland China are not recognised in Hong Kong or are seen as inadequate and not matching skill requirements in Hong Kong. One NGO specifically working with new immigrant population pointed out that economic status and age of children are strong determinants of new arrival women's attitude towards job seeking. Women from families demonstrating strong economic needs, and younger women without children are described as being highly proactive in searching for jobs. It was also noted that husbands play a huge role in deciding whether their wives should work or stay at home. Unless the family is financially struggling and an additional salary source is needed to sustain the family, some husbands prefer their wives to stay at home and care for the children as they may worry their wives would expand their knowledge and social circle. This is especially true for couples where a wide age gap is observed. (This part addresses Q2, Q3)

Target Group 3 (EM women currently without paid job)

2.3.5 Organisations working with Ethnic Minority women indicated several barriers facing this population in seeking work in Hong Kong. Firstly, cultural differences are important aspects to consider when thinking about barriers facing EM women. Entrenched gender roles and the importance of traditional family values and structure prevent women of certain EM ethnicities from joining the labour force. As some NGOs explained, for many EM women, their main role is to take care of their family, nurture their children and perform household duties while the husbands are the main breadwinners. Therefore, many are either hesitant or prevented from taking up employment. Although more EM women are considering joining the labour force nowadays in Hong Kong, they are mostly young EM women who have not started a family of their own yet. An NGO revealed that from past experience, EM women most often put their family as their top priority and some EM staff would sometimes not show up because of family matters without prior notice. To them, this is a main cultural difference affecting employment of EM women which needs to be tackled – by ways of education of both employers and employees around expectations. (This part addresses Q2, Q3, Q7)

2.3.6 Language proficiency is another difficulty facing many EM women seeking jobs. The lack of proficiency in Cantonese and Mandarin is a main challenge for many EM women seeking jobs as most jobs offered require competency in Cantonese and/or Mandarin while only limited occupations would accept employees proficient in English only and/or other EM languages. This is less of a factor for many younger EM who are born and educated in Hong Kong whose Cantonese proficiency is increasing. NGOs explained that unless EM women are professionals in certain sectors and have had strong working experience in specific fields, most of them will face difficulties finding jobs because of language barriers and would be mostly offered labour intensive and low paying jobs. Additionally, and again as seen with Chinese new arrivals population, many EM women possessing degrees, certificates and/or prior work experience from their home country face the issue of seeing their qualifications and work experience rejected or considered irrelevant in Hong Kong. This mixed with language barriers presents strong discouragement for many EM women seeking jobs. It is evident that EM and new arrival Chinese unemployed women face many similar familial, linguistic and qualification recognition issues in the Hong Kong labour market (This part addresses Q2, Q3)

Recommendations from organisations to encourage women to join the labour force

Employment services

2.3.7 **TG1/TG2/TG4:** Most of the organisations we engaged with provide specific services for women seeking jobs. For example, some organisations cooperate with the Employees Retraining Board (ERB) to offer training (e.g., computer or software skills). Yet, they noted that service users are not eager to participate in these trainings due to caretaking, other family factors or not seeing a clear pathway linked to skill development for attaining employment. Some organisations provide direct job matching services according to individual situations and needs. One of the NGOs organises support groups to facilitate and prepare women who have been out of the labour market for a long period of time to re-enter the labour force. The NGO organises different workshops, such as skill-based workshops (e.g., textile workshops), and other workshops teaching service users to create online shops and sell their products online for example. The NGO staff revealed that these workshops were rather successful as they not only helped service users make an earning but also enhanced their abilities and skills and brought them a sense of achievement, which is a real encouragement

for many of the women. The success of certain services offered by NGOs could encourage the Government to provide heightened support and financial assistance to NGOs to develop creative and sustainable grassroots solutions for the different target groups. (This part addresses Q4, Q6, Q7)

2.3.8 Regarding services provided by the ERB, organisations argued that the services could be improved to better fit the needs of women with caretaking responsibilities. Hours of trainings could be more flexible and offered during the evening or when children are at school, since many classes take place at times unsuitable to women with caretaking responsibilities. The minimum of 20 participants per class is said to be too strict and discourages women from joining classes as many classes do not run because this minimum number is not met. It was also suggested that as the Labour Department (LD) provides the largest share of employment-related services, they should provide a platform to connect employers and job seekers. However, the services provided are mostly employment services rather than skills and knowledge development trainings (other organisations and institutions offer such trainings) which are equally important to increase employability of women who have been out of the labour force for a long period of time. Organisations also strongly recommend putting more effort in facilitating middle-aged women in transitioning into other occupations/sectors. Finally, employment services need to be much more person-centred and adapted to different groups, such as persons with disabilities, Ethnic Minorities, middle-aged women and senior citizens as well as Comprehensive Social Security Assistance (CSSA) recipients. (This part addresses Q4, Q5)

2.3.9 Specific to new arrival immigrant women in Hong Kong, organisations advised to offer internship opportunities so new immigrants can adapt to the work culture and life in Hong Kong, which would improve their self-esteem and confidence in finding future employment. (This part addresses Q5)

2.3.10 **TG3:** One NGO working with EM women explained that in general they do not provide employment services per se but mostly act as a communication bridge to link service users with mainstream services. For example, they would introduce them to online job searching tools, and advice on interview skills and practical job working techniques. Their focus is mostly on counselling younger members planning their future and career path. The NGO indicated that the government is also more focused on nurturing younger EM adults (aged under 21) in joining the labour force rather than the general EM women population as many programmes focus on empowering young EM adults. Services targeting general population of EM women are rather lacking; for example, there are no dedicated service hotlines for EM women looking for jobs, which could definitely be helpful to them. Additionally, organisations advised to provide training to organisations hiring women from diverse ethnic background to better understand different cultures and religious requirements, and better accommodate EM women into the labour force. They also called for a better collaboration among the NGOs working with EM population to provide the right services fulfilling the needs of EM women looking to join/re-join the labour force. (This part addresses Q4, Q5, Q6, Q7)

2.3.11 Another organisation maintained that the government should be a role model to private companies, for example they could take the lead in hiring Ethnic Minority women. The government could provide incentives by subsidising private companies in employing new immigrants and EM women. Supporting NGOs through dedicated funding opportunities to provide different activities to accommodate EM women and their families could be a start to encouraging EM women in joining the labour force. The activities can bring out and highlight

the advantages of work to EM women, especially on personal growth level. It may also encourage them to start seeking part-time jobs and slowly shift to full-time jobs. (This part addresses Q5)

2.3.12 Different population groups in Hong Kong, such as the EM population, face significant challenges in finding work, as explained above, in large part due to language barriers. Many organisations provide language courses to services users, however they argued that it is rather ineffective for people looking to improve their language skills to join the labour force. Indeed, basic Cantonese lessons are not enough in the workplace when a more specific and developed language skill is required. Organisations strongly suggest the government to upgrade and structure language courses better to fit the needs of different groups of women seeking employment. In addition to this, the ERB could offer more training programmes in English to accommodate to non-Chinese speaking women looking for jobs. (This part addresses Q4, Q5)

Childcare services

2.3.13 **TG1/2/4:** Regarding childcare services, there was a unanimous opinion that services could be improved in many ways to accommodate working women with children. Firstly, childcare services cost could be lowered and service hours could be extended to allow greater flexibility. The government could also offer temporary childcare services especially for families with young children. Then, family-friendly measures could be adopted in the workplace, such as flexible working hours, part-time employment, and to some extent, facilities in the workplace to accommodate children outside school hours so parents can bring their children to work if necessary. It was also suggested that schools could accommodate children past school time and arrange a multitude of after-school activities until parents could pick them up after work. Currently this service is only available in kindergarten, so it could be extended to the primary and junior secondary school students in the future. (This part addresses Q4, Q5)

2.3.14 **TG3:** Organisations working with the EM population argued that childcare services placing greater bespoke emphasis on the EM community should be contemplated. Typically, some EM communities have larger family size with more children than what is the norm in Hong Kong. If the government could develop centres to accommodate, support and care for a larger number of children from the same family, this would perhaps encourage some EM women to join the labour force. An NGO also suggested that community optimisation projects, such as “community nannies” could be developed to care for children or better accommodate large families, and thus, provide more flexible time for EM women wanting to join the labour force. For example, a community nanny project is said to encourage some EM women to become community nannies after training. This would allow women who want to seek employment to hire community nannies to take care of their children while they are at work. (This part addresses Q5)

CHAPTER 3: COMPARISON WITH OVERSEAS JURISDICTIONS

3.1 Objective

To study policies and best practices of six cities (i.e., Shanghai, Taipei, Tokyo, Singapore, New York and Toronto) as a reference for possible services and programmes to facilitate Target Groups' women participation in the labour market in Hong Kong.

3.2 Methodology

Family policy, employment policy, and policy that support work-life balance are all crucial in facilitating middle-aged women's employment. In this section, we reviewed policy practices in the international contexts across eight domains relevant to women's labour force participation, which are (1) childcare, (2) elderly care, (3) paternity leave and family leave, (4) maternity leave, (5) flexible work arrangements, (6) employment services, (7) employment training and (8) support and training for carers. We selected these policy domains because women often leave the labour force to fulfil family care duties (especially around childbirth), and, after a short or long pause in labour force participation, women might face disadvantages in competing for the next job if they opt to return to labour force and they might lack up-to-date skills required by job vacancies. Hence, policies that bolster the support for family care, grant workers time and flexibility to fulfil family care obligation, and equip workers with skills necessary for labour force participation are all crucial to promote women's labour force participation. In our review, we conducted the comparison across Hong Kong, Taipei, Shanghai, Tokyo, Singapore, New York City, and Toronto. These jurisdictions include similar socioeconomic and cultural backgrounds, as well as varying levels of women's labour force participation. To conduct this review, we first selected relevant indicators for each policy domain, collected indicators in seven cities, compared practices in seven cities, and then generated policy recommendations for Hong Kong. All data sources (by policy domain) are included in Appendix 5.

3.3 Findings

3.3.1 *Background: Women's labour force participation across the seven jurisdictions*

3.3.1.1 Despite persistent efforts, figures suggest gender gap in labour force participation rate. At global level, labour force participation rate of women was reported to be lower than that of male in 2020 (International Labour Organisation, 2020). Among our selected cities, the labour force participation rates ranged between 40% in Shanghai¹ and 61% in Singapore² and Ontario^{3 4}. Hong Kong's labour force participation rate was 54%⁵, which was similar to that of

¹ Source: Shanghai Women's Federation <https://www.shwomen.org/shnx/xinwfb/content/785fb0a3-67a2-4bc5-81ee-85621bb84cff.html>

² Source: Ministry of Manpower & Singapore Department of Statistics, 2021
<https://tablebuilder.singstat.gov.sg/table/TS/M182201>

³ Note: Ontario has been selected as there was no updated data available for Toronto.

⁴ Source: Statistics Canada
<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410028703&pickMembers%5B0%5D=3.3&pickMembers%5B1%5D=4.1&cubeTimeFrame.startMonth=12&cubeTimeFrame.startYear=2020&referencePeriods=20201201%2C20201201>

⁵ Source: Census and Statistics Department, 2021
https://www.censtatd.gov.hk/en/data/stat_report/product/B1010002/att/B10100022021MM08B0100.pdf

Taipei (52%)⁶, Japan (53%)^{7 8} and New York City (55%)⁹, higher than Shanghai (40%) yet lower than that of Singapore (61%) and Ontario (61%).

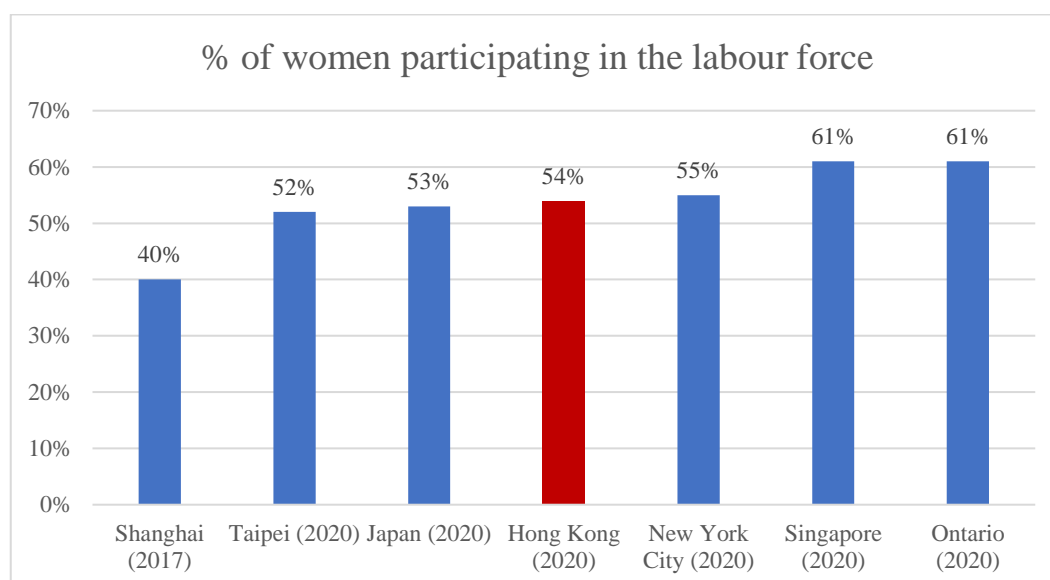


Figure 3. Women labour force participation rate across seven jurisdictions

3.3.1.2 Regarding demographic factors, Shanghai had the largest population of over 24 million (2019)¹⁰ with lowest dependency ratio (the ratio of number of persons aged 0-14 and 65 and over to those aged 15-64) of 35% (2020)¹¹. Singapore had a population of around 5.7 million¹² in 2020 and a dependency ratio (the ratio of number of persons aged 0-19 and 65 and over to those aged 20-64) of 54%¹³. Hong Kong had a population of around 7.4 million¹⁴ in 2020 and a dependency ratio (the ratio of number of persons aged 0-14 and 65 and over to those aged 15-64) slightly below 43% (2020)¹⁵. It is noteworthy that Toronto's proportion of population aged 65 was around 16% (2016)¹⁶. Tokyo's corresponding data was 22% (2020)¹⁷. New York City with a population of 8.8 million¹⁸ had around 20% of population under 18 years

⁶ Source: Department of Budget, Accounting and Statistics <https://statdb.dbas.gov.taipei/pxweb2007-tp/dialog/statfile9.asp>

⁷ Source: Statistics Bureau of Japan <https://www.stat.go.jp/data/roudou/longtime/zuhyou/lt01-b50.xlsx>

⁸ Note: Japan has been selected as there was no updated data available for Tokyo.

⁹ Source: Office of the New York State Comptroller, 2020 https://comptroller.nyc.gov/wp-content/uploads/documents/NYC_Employment_May2020.pdf

¹⁰ Source: Shanghai Statistical Yearbook, 2020 <http://tjj.sh.gov.cn/tjnj/20210303/2abf188275224739bd5bce9bf128aca8.html>

¹¹ Source: National Bureau of Statistics of PRC, 2021 http://www.stats.gov.cn/tjsj/zxfb/202105/t20210510_1817181.html

¹² Source: Singapore Department of Statistics <https://www.singstat.gov.sg/find-data/search-by-theme/population/population-and-population-structure/latest-data>

¹³ Source: Singapore Department of Statistics <https://www.singstat.gov.sg/-/media/files/publications/cop2020/sr1/findings.pdf>

¹⁴ Source: Census and Statistics Department https://www.censtatd.gov.hk/en/web_table.html?id=1A

¹⁵ Source: Census and Statistics Department https://www.censtatd.gov.hk/en/data/stat_report/product/B1010003/att/B10100032020AN20B0100.pdf

¹⁶ Source: Toronto City Planning https://www.toronto.ca/wp-content/uploads/2018/09/8f4b-City_Planning_2016_Census_Profile_2018_25Wards_Ward13.pdf

¹⁷ Source: Statistics of Tokyo, 2020 <https://www.toukei.metro.tokyo.lg.jp/tnenkan/2020/tn20q3e002.htm>

¹⁸ Source: United States Census Bureau <https://www.census.gov/quickfacts/fact/table/newyorkcitynewyork>

of age (2020)¹⁹. For the same year, Shanghai under 14 population was at 10%²⁰ and Tokyo under 18 population in 2019 was 12%²¹ of population.

3.3.1.3 Over a period of 2019-2020, the highest marriage rate[^] of 7.2 was reported for New York City (2019)²² and the lowest of 4.9 for Taipei (2020)²³. Shanghai witnessed most divorce cases with a divorce rate* of 4.5 (2020)²⁴, followed by 2.1 in Hong Kong²⁵ (2020) and 1.8 in New York State²⁶ (2020). Ontario, Japan and Singapore reported lowest divorce rates of 1.0²⁷, 1.6²⁸ and 1.7²⁹ in 2020 respectively. In 2019-2020, Taipei's marriage to divorce rate ratio was 4 highlighting that number of marriages significantly outnumbered that of divorce, followed by Singapore (3.06), Tokyo (2.72), New York (2.48), Hong Kong (2.11) and Shanghai (1.4)³⁰. However, the total fertility rate[#] reported in Hong Kong (2019)³¹ was lower than that reported in most of the other jurisdictions.

3.3.1.4 In terms of tax system, all seven jurisdictions have a progressive tax system. Across jurisdictions, Hong Kong and Singapore have the lowest tax rates at 2-17% and 0-22%, respectively. Taipei, Shanghai and Tokyo have similar tax rate ranging from 3-5% to 40-45%. New York City and Toronto's residents need to contribute to both federal income tax and city/province-level tax. The federal income tax for both jurisdictions are at similar rates while the province-level tax rate in Ontario is higher than the city-level tax rate in New York City.

[^] Marriage rate means the number of marriages per 1,000 individuals in the year

* Divorce rate means the number of divorces per 1,000 individuals in the year

[#] Total fertility rate means the average number of children that would be born alive to 1 000 women during their lifetime if they were to pass through their childbearing ages 15-49 experiencing the age specific fertility rates prevailing in a given year

¹⁹ Source: New York City, 2020 Census https://www1.nyc.gov/assets/planning/download/pdf/planning-level/nyc-population/census2020/dcp_2020-census-briefing-booklet-1.pdf?r=3

²⁰ Source: National Bureau of Statistics of PRC, 2021

http://www.stats.gov.cn/tjsj/zxfb/202105/t20210510_1817181.html

²¹ Source: Tokyo Statistical Yearbook, 2019

<https://www.toukei.metro.tokyo.lg.jp/tnenkan/2019/tn19q3i002.htm>

²² Source: National Center for Health Statistics <https://www.cdc.gov/nchs/data/dvs/state-marriage-rates-90-95-99-20.pdf>

²³ Source: Department of Civil Affairs, Taipei City Government, 2020

²⁴ Source: Shanghai Civil Affairs Bureau, 2020 http://mzj.sh.gov.cn/MZ_zhuzhan1539_0-2-8-1459/20210528/e8176e44ed824bd8b9a1698526b777ed.html

²⁵ Source: Annual Digest (2021ed.) Census and Statistics Department https://www.censtatd.gov.hk/en/data/stat_report/product/B1010003/att/B10100032021AN21B0100.pdf

²⁶ Source: CDC/NCHS <https://www.cdc.gov/nchs/data/dvs/state-divorce-rates-90-95-99-20.pdf>

²⁷ Source: Statistics Canada

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3910005101&pickMembers%5B0%5D=1.7&cubeTimeFrame.startYear=2016&cubeTimeFrame.endYear=2020&referencePeriods=20160101%2C20200101>

²⁸ Source: Statistics Bureau Japan <https://www.stat.go.jp/english/data/handbook/c0117.html>

²⁹ Source: Singapore Department of Statistics <https://www.singstat.gov.sg/find-data/search-by-theme/population/population-and-population-structure/latest-data>

³⁰ Calculated by Project Team based on crude marriage and divorce rate.

³¹ Source: Annual Digest (2020ed.) Census and Statistics Department https://www.censtatd.gov.hk/en/data/stat_report/product/B1010003/att/B10100032020AN20B0100.pdf

Table 2. Background characteristics and information

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City (NYC)	Toronto
% of women participating in the labour force	54% (2020)	52% (2020)	40% (2017)	53% (Japan in 2020)	61% (2020)	55% (2020)	61% (Ontario in 2020)
Population	7,428,300 (2020)	2,602,418 (2020)	24,281,400 (2019)	14,064,696 (2020)	5,685,807 (2020)	8,804,190 (2020)	2,794,356 (2021)
Proportion of people aged 18-	12% (0-14) (2020)	16% (0-18) (2020)	10% (0-14) (2020)	12% (0-18) (2019)	20% (0-20) (2020)	20% (0-18) (2020)	
Proportion of people aged 65+	19% (2020)	19% (2020)	16% (2020)	22% (2020)	15% (2020)	17% (2019)	
Crude marriage rate ^a	3.7 (2020)	4.9 (2020)	6.3 (2020)	6.4 (2019)	5.2 (2020)	7.2 (2019)	
Crude divorce rate ^a	2.1 (2020)	1.8 (2020)	4.5 (2020)	1.6 (Japan in 2020)	1.7 (2020)	1.8 (2020) (New York State)	1.0 (2020) (Ontario)
Total fertility rate	0.87 (2020)	0.99 (2020)	0.73 (women with hukou, 2020)	1.36 (2020)	1.10 (2020)	1.68 (2019)	1.34 (2020) (Ontario)
Dependency ratio ^b	43% (2020)	48% (2020)	35% (2020)	54% (2020)	54% (2020) ^c	55% (2020) ^c	64% (2020) (Ontario)
Median (or average) income per capita	HK\$235,200 (Q2 2021)	[average disposable income per person] NT\$369,742 (HK\$99,226) (2020)	[average] CNY69,442 (HK\$84,568) (2019)	[average] US\$28,872 (HK\$226,497) (2021)	S\$54,408 (HK\$313,733) (2020)	US\$41,625 (HK\$326,546) (2020)	[average] CA\$47,617 (HK\$298,644) (2015)
Tax on income	Progressive: 2-17%	Progressive: 5-40% [Taiwan]	Progressive: 3-45%	Progressive: 5-45%	Progressive: 0-22%	[Federal income tax] Progressive:	[Federal income tax] Progressive: 15-33%

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City (NYC)	Toronto
	Standard rate: 15%					seven tax rates ranging from 10 to 37% [NYC] Progressive: four tax brackets ranging from 3.078 to 3.876%	[Ontario] Progressive: 5.05-13.16%

Notes: ^a Annual rate per 1,000 individuals

^b dependency ratio includes population aged 0-14 and 65+

^c we used age 0-19 and 65+ per 20-64 to calculate Singapore's and NYC's dependency ratio

3.3.2 Childcare

Affordability

3.3.2.1 The cost of childcare is often substantial for many young families, and most governments in the comparison jurisdictions offer a range of subsidies to help offset the costs. The average cost of childcare for one child relative to the population median household income across jurisdictions ranges from a low of 10.7% in Singapore³² to 22.1% in NYC³³. Tokyo has lower relative costs at 12.6%³⁴, and Toronto³⁵ is 21.6%.

3.3.2.2 Regarding governments' attempt to subsidise costs of childcare, only Singapore offers universal or non-means-tested allowances for families with children. All cities provide means-tested child benefits to families with children. To further subsidise costs related to childbirth, Taipei, Tokyo, and Singapore grant fertility subsidy to families with infant.

Availability and accessibility

3.3.2.3 With respect to the quality of early childhood education and care (ECEC), Singapore has the lowest staff-to-child ratios for the youngest children aged 0-2 between 1:5-1:8 (or 1+1:12 with para-educators/educarers)³⁶. Toronto's ratio is between 3:10-1:5³⁷, NYC³⁸ between 1:3-1:5 similar to Shanghai³⁹, Tokyo between 1:3-1:6⁴⁰. The Singapore model includes paraprofessional support in addition to childcare workers. In 2012, the Early Childhood Development Agency introduced the occupations of para-educators and para-educarers to join the preschool sector in Singapore as a measure to lower staff-child ratio in a class. Para-educators and para-educarers provide support to childcare workers, which helps to improve the quality of services and of staff-child interactions. Additionally, they can acquire trainings and certificates while on the job, which avoids certain job entry barriers related to prior qualification and experience.⁴¹ Staff ratio, while not the only indicator, has been recognised as important proxy of potential childcare quality, especially for the youngest children (e.g., infants under age 12 months) (Chan, 2019). A perceived lower quality of available childcare may deter mothers from continuing working after childbirth.

³² Source: Early Childhood Development Agency, 2020

<https://www.ecda.gov.sg/Documents/Resources/ECDA%20Factsheet.pdf>

³³ Source: Economic Policy Institute, 2020 <https://www.epi.org/child-care-costs-in-the-united-states/#/NY>

³⁴ Source: OECD, 2020 <https://www.oecd.org/els/family/OECD-Is-Childcare-Affordable.pdf>

³⁵ Source: Canadian Centre for Policy Alternatives, 2019

https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2020/03/In%20progress_Child%20care%20fees%20in%20Canada%20in%202019_march12.pdf

³⁶ Source: ECDA 2020 [https://www.ecda.gov.sg/Documents/Resources/Guide to Setting up ECDC.pdf](https://www.ecda.gov.sg/Documents/Resources/Guide%20to%20Setting%20up%20ECDC.pdf)

³⁷ Source: Ontario Government <https://www.ontario.ca/page/child-care-rules-ontario#section-1>

³⁸ Source: New York State Government <https://www.ocfs.ny.gov/programs/childcare/regulations/418-1-DCC.pdf>

³⁹ Source: The State Council of The People's Republic of China http://www.gov.cn/fuwu/2019-10/16/content_5440463.htm

⁴⁰ Source: OECD <https://www.oecd-ilibrary.org/sites/f134a9a5-en/index.html?itemId=/content/component/f134a9a5-en>

⁴¹ Source: Early Childhood Development Agency, 2011 <https://www.ecda.gov.sg/PressReleases/Pages/Better-Support-for-Child-Care-Teachers-and-Better-Staff-Child-Interactions-Through-Para-Educators-and-Para-Educars.aspx>

3.3.2.4 Staff qualifications and salaries are other important factors to consider in comparison across the jurisdictions. Qualifications are linked with quality care, and also can provide signal to parents to enhance trust in childcare providers. Across the jurisdictions, there is a variety of flexibility, regulation and requirements for minimum qualification. Taipei, for example has a wide variety of minimum requirements ranging from the lowest level of senior high school graduates with a minimum of 180 hours of professional training for childcare to graduates of tertiary degrees, and few specific regulations signalling best quality⁴². Singapore also does not require completion of some level of tertiary degree for minimum qualifications, but has a streamlined system of qualifications⁴³. In comparison, the North American jurisdictions require a minimum of 2 years of post-secondary school equivalent to associates degree (AA) in early childhood education⁴⁴ whereas Shanghai mandates a minimum of requirement of completing a tertiary level degree in early childhood education⁴⁵. We calculated a proportion for average salary of childcare workers relative to median/average income across jurisdictions, if available. Tokyo offers the most generous wage for childcare workers at 134% of average individual income, followed by Toronto at 81-86% and NYC at 72%. Singapore offers wages for childcare workers at 40-70% of average individual income while Taipei offers one of the lowest wages at 48% of average individual income.⁴⁶

3.3.2.5 Although all jurisdictions are acting to increase provision of childcare services, there continues to be a universal shortage of supply available among the cities in comparison. Some of the shortcomings related to Singapore's childcare services are a shortage of staff, operation cost, disadvantaged families being left out, and waiting time ranging from weeks to months in a few housing estates with high demand for childcare services⁴⁷. In NYC⁴⁸ and Toronto⁴⁹, the main difficulties concern the availability, high cost and quality of childcare services.

Alternatives to childcare centres

3.3.2.6 One final area of consideration is about non-centre-based care. Details of family or home-based childcare services are covered in Section 3.3.9.2.

⁴² Source: Early Childhood Education and Care Act, Taiwan Ministry of Education, 2021 <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=H0070031>

⁴³ Source: Early Childhood Development Agency, 2020 <https://www.ecda.gov.sg/Documents/Resources/Guide%20to%20Setting%20up%20ECDC.pdf>

⁴⁴ Sources: New York City Health Department, 2019 <https://www1.nyc.gov/assets/doh/downloads/pdf/dc/group-child-care-center-compliance-guide.pdf>

; Canadian Child Care Human Resources Sector Council <http://www.ccsc-cssge.ca/node/144>

⁴⁵ Source: Shanghai Education Commission, 2018-2020 http://edu.sh.gov.cn/xxgk2_zhzw_gjh_01/20201015/v2-0015-gw_3022018001.html

⁴⁶ These rates are calculated by project team based on individual median/average income data and average salary of childcare workers data. Sources of these data are included in Appendix 5.

⁴⁷ Source: Singapore Ministry of Social and Family Development, 2017 <https://www.msf.gov.sg/media-room/Pages/Enrolment-and-manpower-in-child-care-centres.aspx>

⁴⁸ Sources: Center for American Progress <https://cdn.americanprogress.org/content/uploads/2018/09/12074422/ChildCarePolling-report.pdf>

⁴⁹ Source: Statistics Canada <https://www150.statcan.gc.ca/n1/daily-quotidien/190410/dq190410a-eng.htm>

Table 3. Childcare

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
Universal child benefits / childcare allowance	No	No	No	No	Yes	No	No
Means-tested child benefits / childcare allowance	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Co-payments	Full or partial fee for children from low-income families receiving full day childcare service with welfare needs; fee subsidies for eligible service users of other day child care services	Full or partial fee waived for low-income families		Full or partial fee waived for low-income families (Japan as a whole)	Income based (means-tested), parent co-payments above basic subsidy	Full or partial fee for low-income families who need to work, look for work, or attend employment training	Partial fee with income-test
Average childcare costs (for one child) as percentage of median household income				12.6% In % of disposable family income for two-earner couple with median earning	10.7% Calculated by Project Team based on the monthly average full day fees for child care (i.e. S\$1,017) divided by the median	22.1% The cost for infant care for one child divided by the median family's income in New York	21.6% Calculated by Project Team based on the monthly infant care cost in Toronto (i.e. 1,774) divided by the median household income of

Comparison Criteria		Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
						household income of S\$114,240 (HK\$652,451) (2021)		CA\$98,174 (HK\$601,079) (2015)
ECEC staff-to-child ratios	Infant aged 0-2 yrs	1:6		1:3 - 1:5	1:3 - 1:6	1:5 - 1:8 (or 1+1:12 with para-educators/educ arers)	1:3 - 1:5	3:10 - 1:5
	Toddler aged 2-3 yrs	1:11	1:8	1:7	1:6 – 1:20	1:8 - 1:12 (or 1+1:12 - 1+1:18 with para-educators/educ arers)	1:5 - 1:7	1:5 - 1:8
Main difficulty to use childcare		1) Shortage of places; 2) Relative low ratio of qualified childcare workers to children compared to global practices; 3) Low affordability of monthly service fee;	Need for more public childcare services or more affordable childcare service options			1) Shortage of teachers and operation cost; 2) Disadvantaged families are left out; 3) Long waiting time	Affordability, quality, availability	Availability, affordability, difficulty in finding care that fits work or study schedule, difficulty in finding the quality of care desired

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	4) Difficulty in maintaining the service quality 5) Supply of home-based child carers under NSCCP failing to meet the demand as these carers were volunteers						
Monthly salary structure of staff	Salary scale of common posts (2019) (mid-point salary): 1) Childcare supervisor: HK\$38,595 2) Childcare worker: HK\$27,145	The average early childhood educator gross salary in Taipei is NT\$36,029 (HK\$ 9,770) (including bonuses)		Child care worker average salary: ¥380,600 (HK\$25,905)	Educators (work with children 2 months to 4 years old): S\$1,800-3,150 (HK\$10,395-18,191)	Childcare worker median salary: US\$2,402 (HK\$18,735)	Day care worker/supervisor: CA\$2,720-2,880 (HK\$16,672-17,653) (Canada)
Salary (% of median/average individual income)	159%	48%		134%	40-70%	72%	81-86%
Qualification of childcare staff	The child care staff serving in a child care centre have to be registered as Child Care	Minimum requirements for individuals providing extended care services (article	Person who complete a tertiary school or above with early childhood		Infant educator (care for infants 2-18 months): EY1 certified or Higher	Infant/toddler group teacher - At least 21 years old with Associate (AA or AS) degree	(Ontario) One staff person per group of children is required to have a two-

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	Worker or Child Care Supervisor. Any person who wishes to be registered as Child Care Worker or Child Care Supervisor has to successfully complete a training course approved by the Director of Social Welfare, which varies from short courses certificate / diploma / bachelor degrees	20 of ECEC Act); Lowest level: graduate of senior high school level or above, and has completed 180 hours of professional training for after-school childcare conducted or commissioned by the education, social affairs, or labour affairs competent authority of the municipality or county	education programme		Certificate in Infant Care/Certificate in Infant & Toddler Care or State Registered Nurse and attended Early Years Development Framework (EYDF) Certificate	in Early Childhood Education or Child Development Associate certification and study plan for AA or AS within 7 years or High school diploma or equivalent and various combinations of college credits, work experience and study plan specified in the New York City Health Code	year diploma in Early Childhood Education from an approved Ontario College of Applied Arts and Technology or the equivalent. Centre supervisors must have the same education and have at least two years' experience. There are no educational requirements for other staff to work in a child care centre in Ontario.

3.3.3 Elderly Care

3.3.3.1 The cross-jurisdiction comparison reviews two major mechanisms in elderly care services: financial assistance and service provision.

Financial assistance

3.3.3.2 With respect to financing long-term care needs, Shanghai⁵⁰, Tokyo⁵¹ and Singapore⁵² have instituted *social insurance systems*, while Taipei, New York City and Toronto did not establish long-term care insurance. Although the determinations for long-term care needs should be recognised or assessed based on certain diagnoses taking into account age, health conditions, degrees of disability, diseases status of the care recipients, having social insurance program established indicated that the cost for long-term care could be reimbursed through the established insurance system. This suggests that eligibility for health care services and coverage would be higher among cities with a social insurance system compared to others. Although there is no direct comparison available across the selected cities of this study in the current evidence, a recent policy evaluation research (Yang, He, Fang, & Mossialos, 2016) that compares long-term care models across China (i.e., social health insurance in Shanghai, nursing insurance in Qingdao, and means-tested model in Nanjing) has found that “the means-tested method has been remarkably constrained by narrow eligibility and insufficiency of funding resources,” whereas the social health insurance model, although with high coverage and eligibility, may have “created the incentive for the over-provision of unnecessary services.” This suggests a balance between the public and private sectors may be necessary to achieve best outcomes.

3.3.3.3 The level of subsidy refers to the financial supports from certain *universal or non-means-tested programs*, such as cash allowance or pension program that aim to supplement care needs in later life. Among which, Taipei⁵³ (monthly payment varies from the Old Age Pension Benefit, see footnote), Tokyo⁵⁴ (JPY64,817 = HK\$3,973 per month based on 40 years of fully contributed coverage periods), and Toronto⁵⁵ (up to CA\$648.67 = HK\$3,968 per month from the Old Age Security) rely on pension program to financially supplement the needs of care in later life. In Shanghai⁵⁶, an allowance of CNY75-600 (HK\$92-734) is available for seniors aged 65 and above with hukou.

3.3.3.4 In addition to universal or tax-based cash allowance programs, these cities also offered *means-tested schemes* to financially supplement care needs. Most schemes require certain income/asset tests to pass the program requirement. The Living Allowance for Mid-

⁵⁰ Source: <http://ybj.sh.gov.cn/qtwj/20210108/5788843716bb45a3ba89fa025cf60eb5.html>

⁵¹ Source: Japan Health Policy NOW, Health and Global Policy Institute <https://japanhpn.org/en/longtermcare/>

⁵² Source: Chan (2021)

⁵³ Pension payment of Old-Age Pension Benefit in Taipei was calculated based on the insured amounts and numbers of insured years. Two methods were proposed: Method A = (Monthly Insured Amount × Insurance coverage year × 0.65%) + NT\$3,772. Method B = Monthly Insured Amount × Insurance coverage year × 1.3%. Source: Bureau of Labor Insurance, Ministry of Labor <https://www.bli.gov.tw/en/0011314.html>

⁵⁴ Source: Japan Pension Service <https://www.nenkin.go.jp/international/japanese-system/nationalpension/nationalpension.html>

⁵⁵ Source: Government of Canada <https://www.canada.ca/en/services/benefits/publicpensions/cpp/old-age-security.html>

⁵⁶ Source: Shanghai Civil Affairs Bureau http://mzj.sh.gov.cn/MZ_zhuzhan23_0-2-8/20210628/48981cca66464b7cb1fe30eb8ba2eae3.html

and-Low Income Senior Citizens in Taipei⁵⁷ is based on the combined average income of all resident family members, the combined financial assets possessed by all resident family members and the land/houses owned by the resident family members. Recipients can receive NT\$3,600-7,200 (HK\$953-1,906) per month. Pension service subsidy in Shanghai⁵⁸ is based on household income. Recipients can receive CNY480-960 (HK\$559-1,118) per month. Silver Support Scheme in Singapore⁵⁹ is based on household income and size of public housing flat. Recipients can receive between S\$180-900 (HK\$1,023-5,117) per month. Supplemental Security Income in New York⁶⁰ is a monthly payment supplementing Social Security and/or other income to people with low-income who are 65 or older persons with disabilities / visual impairment. Individuals living alone can receive up to US\$858 (HK\$6,734) and couple can receive up to US\$1,261 (HK\$9,897). The amount may differ if the recipient is living with others. The Guaranteed Income Supplement in Toronto⁶¹ is based on income and is available to low-income Old Age Security pensioners. Recipients can receive up to CA\$968.86 (HK\$5,934). Some programs are more targeted to people with special needs, including people with disabilities (e.g., Interim Disability Assistance Scheme in Singapore⁶²), survivors (e.g., Allowance for the Survivors in Toronto⁶³), or indigenous people (e.g., Indigenous People Payment in Taipei)⁶⁴.

Service Provision

3.3.3.5 Several indicators were used to examine the availability of the service and provision for elderly care, including care workforce, cost-sharing, availability of services, and cash benefits or payments to caregivers. Although it remains debatable to include the care workforce—measured by the recipient-to-staff ratios—as an indicator for evaluating service provision, evidence has suggested that such a measure is an important proxy for assessing service availability and the quality control (Bostick et al., 2006; Easton, 2016). With regard to the *quality of professional services* at home or in agencies, we found that while the OECD average number of long-term care workers per 100 elderly aged 65 and above is 4.9⁶⁵, the

⁵⁷ Source: Ministry of Health and Welfare

<https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=D0050045>

⁵⁸ Source: Shanghai Civil Affairs Bureau http://mzj.sh.gov.cn/MZ_zhuzhan23_0-2-8/20210628/48981cca66464b7cb1fe30eb8ba2eae3.html

⁵⁹ Source: Ministry of Manpower <https://www.mom.gov.sg/employment-practices/silver-support-scheme>

⁶⁰ Source: NYC Department of Aging <https://www1.nyc.gov/assets/dfta/downloads/pdf/publications/Benefits2019.pdf>

⁶¹ Source: Government of Canada <https://www.canada.ca/en/services/benefits/publicpensions/cpp/old-age-security/benefit-amount.html>

⁶² Source: Agency for Integrated Care <https://www.aic.sg/financial-assistance/interim-disability-assistance-programme-elderly>

⁶³ Source: Government of Canada <https://www.canada.ca/en/services/benefits/publicpensions/cpp/old-age-security.html>

⁶⁴ Source: Bureau of Labor Insurance, Ministry of Labor <https://www.bli.gov.tw/en/0011316.html>

⁶⁵ Source: OECD <https://www.oecd-ilibrary.org/docserver/b768405f-en.pdf?expires=1634188660&id=id&accname=guest&checksum=E9CE3FEA246BE669E22C1CE720D8CD16>

number for Taipei⁶⁶, Canada⁶⁷, Singapore⁶⁸, the United States⁶⁹ and Japan⁷⁰ is 0.6, 3.6, 4, 5.7 and 7 respectively⁷¹. The findings indicate that Japan and the United States have more human resources on direct care or long-term care workforce in providing the care. In contrast, Taipei, Singapore and Canada have less manpower in direct care. The lower rate of long-term care workers in Taipei and Singapore may be possibly due to heavy reliance on the foreign care workers (e.g., foreign domestic helpers). Reliance on family care is also observed in other East Asian societies (Ogawa, Chan, Oishi, & Wang, 2018). This further underscores the potential difficulty for middle-aged women, who are often expected to carry the bulk of family care duties, to be active citizens in the labour market.

3.3.3.6 Regarding the *availability of service provision*, the current evidence suggests that each city faces service shortages primarily due to care workers and related staff shortages in the context of aging population. For example, Wu, Hu, & Chiou (2021) examined the long-term care availability in various administrative districts in Taiwan and found that “cities near Taipei have the highest degree of shortages in long-term caregivers and high uncovered ratios of people who need long-term care.” Due to a lack of supply in the provision of quality healthcare workers, a shortage in elderly care services is pervasively observed in the selected cities. As regards another indicator on the *waiting time for elderly care services*, as greater heterogeneity in waiting time can be observed across cities. Recent data was only found for Singapore⁷² and Toronto⁷³. The waiting time for subsidised LTC services is approximately 1 month in Singapore, while in Toronto, the waiting time for public LTC services is about 7-8 months.

3.3.3.7 Lastly, using the *cost-sharing and payments/cash benefits for relatives*, it was found that among all the cities, the care services are all fee-for-services, indicating that many of the users should pay the fees out-of-the-pocket, but some costs could be offset through the means-tested mechanisms (e.g., income less than official poverty line or specific income-security

⁶⁶ Source: National Statistics <https://www.stat.gov.tw/ct.asp?mp=4&xItem=47698&ctNode=549> / Ministry of Health and Welfare <https://dep.mohw.gov.tw/DOS/cp-5223-62358-113.html#4.%E9%95%B7%E6%9C%9F%E7%85%A7%E9%A1%A7>

⁶⁷ Source: OECD <https://www.oecd-ilibrary.org/docserver/b768405f-en.pdf?expires=1634188660&id=id&accname=guest&checksum=E9CE3FEA246BE669E22C1CE720D8CD16>

⁶⁸ Source: Lien Foundation, 2018 http://www.lienfoundation.org/sites/default/files/Long%20Term%20Care%20Manpower%20Study%20FINAL_0.pdf

⁶⁹ Source: OECD <https://www.oecd-ilibrary.org/docserver/b768405f-en.pdf?expires=1634188660&id=id&accname=guest&checksum=E9CE3FEA246BE669E22C1CE720D8CD16>

⁷⁰ Source: OECD <https://www.oecd-ilibrary.org/sites/ae3016b9-en/1/3/10/8/index.html?itemId=/content/publication/ae3016b9-en&csp=ca413da5d44587bc56446341952c275e&itemIGO=oecd&itemContentType=book>

⁷¹ Note: Japan, the United States and Canada have been selected as there was no updated data available for Tokyo, New York City and Toronto.

⁷² Source: Singapore Ministry of Health, 2021 <https://www.moh.gov.sg/news-highlights/details/average-waiting-time-for-subsidised-beds-in-nursing-homes>

⁷³ Source: Um and Iveniuk (2020) <https://www.wellesleyinstitute.com/wp-content/uploads/2020/09/Waiting-for-Long-Term-Care-in-the-GTA.pdf>

protection levels) particularly for cities like Taipei⁷⁴, Tokyo⁷⁵, Singapore⁷⁶, New York⁷⁷, and Toronto⁷⁸. Shanghai does not provide such mechanism. Some societies have instituted policies to compensate for the unpaid labour of family elderly care, and Taipei⁷⁹, New York⁸⁰ and Toronto⁸¹, are among cities that have done so. However, the amounts of these allowances are usually far below the opportunity costs.

⁷⁴ Source: Department of Social Welfare https://dosw.gov.taipei/News_Content.aspx?n=91F35523B74F69AC&sms=87415A8B9CE81B16&s=8AAB90BC828DEF2C

⁷⁵ Source: Ministry of Health, Labor and Welfare <https://www.mhlw.go.jp/english/topics/elderly/care/2.html>

⁷⁶ Source Singapore Ministry of Health <https://www.moh.gov.sg/cost-financing/healthcare-schemes-subsidies/subsidies-for-government-funded-intermediate-long-term-care-services>

⁷⁷ Source: Department of Health New York State https://www.health.ny.gov/facilities/nursing/select_nh/select_nh.htm

⁷⁸ Sources: Ontario Ministry of Health and Long-Term Care <https://www.ontario.ca/page/get-help-paying-long-term-care#section-1>

⁷⁹ Source: New Taipei City Government <https://lkk.ntpc.gov.tw/home.jsp?id=6428140bf7da48aa>

⁸⁰ Source: Department of Health New York State https://www.health.ny.gov/health_care/medicaid/program/longterm/cdpap.htm

⁸¹ Source: Government of Canada <https://www.canada.ca/en/services/benefits/ei/caregiving.html>

Table 4. Elderly care

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
Financing							
Any universal or non-means-tested cash allowance scheme?	Yes	Contribution Based Social Insurance	Yes	Contribution Based Social Insurance	No	No	Yes
Availability of Public LTC social insurance program	No	No	Yes	Yes	Yes	No	No
Levels of subsidies of universal or non-means-tested cash allowance (monthly)s	Old Age Allowance: HK\$1,515	Varies by methods from Old Age Pension Benefit, see footnote above.	Allowance for seniors: CNY75-600	Old-age Basic Pension: JPY777,800/year (HK\$48,192) or JPY64,817/month (HK\$3,973) (full benefit amount based on 40 years (aged between 20 and 59 years) of fully contributed coverage periods)			Old Age Security: up to CA\$648.67 (HK\$3,968)
Eligibility of means-tested programs	Income and Asset: Comprehensive Social Security Assistance and	1) Indigenous people aged 55+: Indigenous People Payment	Pension service subsidy 1) Elderly whose family income per		1) Silver Support Scheme: Singapore citizen aged 65 and above, and	Income: Supplemental security income (SSI)	Income: Guaranteed Income Supplement Income and Widow

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	Old Age Living Allowance	2) Income: Living Allowance for Mid- and Low-Income Senior Citizens	capita is higher than the minimum living standard of Shanghai and lower than the standard of low-income families in urban and rural areas in Shanghai, can enjoy 80% pension service subsidy 2) Elderly who are 80 years old or above, whose monthly income is higher than the standard of Shanghai urban and rural low-income households, and lower than the average monthly pension of the growth enterprise in		must meet all of the following criteria: Contributing not more than S\$140,000 to Central Provident Fund (CPF) by age 55. If self-employed, earning not more than \$27,600 between ages 45 and 54. Living in a 5-room or smaller Housing and Development Board (HDB) flat. Recipients and their spouse do not owning a 5-room or larger HDB flat, private property, or multiple		Allowance for the Survivor

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
			Shanghai in the previous year, can enjoy 50% pension service subsidy		<p>properties. Household earning not more than \$1,800 per person. All Singaporeans aged 65 and above will be automatically assessed for their eligibility to receive Silver Support payouts.</p> <p>2) Based on income/disability: Seniors' Mobility and Enabling Fund (SMF) / Interim Disability Assistance Scheme (IDAPE)</p> <p>3) Foreign Domestic Helper (FDH) Levy Concession for</p>		

Comparison Criteria		Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
						Persons with Disabilities and Caregivers Training Grant and means-tested Home Caregiving Grant		
Provision								
Long-term care workers per 100 people aged 65 and over			0.6 (2020) Calculated by project team: Number of people aged 65 and over = 469 812 Number of Workers in Elderly Long-term Care, Nursing and Caring Institutions = 2 840		7 (Japan in 2019)	4 (2015)	5.7 (United States in 2016)	3.6 (Canada in 2016)
Residential services	Charge the recipient	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Means tested cost-sharing	No (Yes for voucher scheme)	Yes	No	Yes	Yes	Yes	Yes

Comparison Criteria		Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	Means testing for eligibility	No	No	No	No	No	No	No
Payment to relatives for relative care		Yes	Yes	No	No	No	No	Yes
Service availability (measured by waiting time)		Average waiting time for subsidised care and attention places (as at 31.3.2022) = 18 months; nursing home places = 21 months				Waiting time for subsidised LTC services: Approximately 1 month		Waiting time for public LTC services: Approximately 7-8 months
Service availability (measured by whether there is shortage or not)		High demand/low supply. No. of people in waitlist for subsidised care and attention places (as at 31.3.2022) = 21 990 / nursing home places = 4 719	Cities near Taipei have the highest degree of shortages in long-term caregivers and high uncovered ratios of people who need long-term care	Staff shortage, lack of specialised care knowledge from staff in elderly home	The number of CCS care workers in Japan likewise sextupled to 2.29 million during 2001-2019, though it is still facing a shortage of care workers amounting to some 300 000 in the next 10 years. Reportedly, users did not	The institutions' and the government's attempts to ameliorate the nursing shortage were met with limited success. Even with recruitment of foreign nurses, the shortage of workforce persists.	Staffing shortage	Shortage of staff. OECD estimates that by 2040, Canada will require an 80% increase in all healthcare staff (across sectors) in order to maintain the current ratio of healthcare staff to individuals 65 and over.

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
				encounter long waiting times for CCS so far.			

3.3.4 Paternity Leave and Family Leave

Paternity leave

3.3.4.1 Among the six jurisdictions in comparison, paid paternity leave is provided in Taipei, Shanghai and Singapore. Taipei⁸² provides the shortest duration of paid paternity leave at 7 days. Employees can receive 100% of their usual salary paid by the employer, while employers can reimburse the 6th to 7th day salary from the Government. The 7 days of paternity leave policies are lower than Shanghai⁸³ offering 10 days of paternity leave with full wage replacement rate by the employer and Singapore⁸⁴ that offers 14 days of paternity leave with full wage replacement rate with a cap of S\$2,500 (HK\$14,380) per week funded by the Government. Although Tokyo⁸⁵, New York City⁸⁶ and Toronto⁸⁷ do not offer an explicit paternity leave, they offer generous family leave and childcare leave.

3.3.4.2 *Prior employment requirements for eligibility:* Singapore⁸⁸ requires 3 months of prior employment. Taipei and Shanghai do not specify any prior work engagement requirement to qualify for paternity leave.

Family leave

3.3.4.3 With regard to childcare leave policies beyond maternity and paternity leave around childbirth, Taipei⁸⁹ allows families with children under three years old to take 6-24 months of unpaid leave. In Shanghai⁹⁰, both parents get additional 5 days of paid leave at 100% wage paid by the employer every 12 months after the birth of their children and before they turn 3 years old. Tokyo⁹¹ grants families with children under one-year-old to take up to 12 months of childcare leave while receiving 67% of their usual salary during the first 180 days, and 50% of their usual salary thereafter. The paid leave is funded by Japan's employment Insurance system. Singapore⁹² offers families with children under 12 years old to take 6-8 days of paid childcare leave per year, funded by the Government. For families with particularly young children, parents with a child under two-year-old can take an additional 6 days of unpaid infant leaves year, and parents with children under one-year-old can take an additional paid shared parental leave for four weeks. Singaporean employees can receive 100% of their usual salary with a cap

⁸² Source: Act of Gender Equality in Employment, Ministry of Labor

<https://law.moj.gov.tw/ENG/LawClass/LawAllPara.aspx?pcode=N0030014>

⁸³ Source: <http://www.shpt.gov.cn/shpt/erhaizhengce/20180123/305132.html>

⁸⁴ Source: Ministry of Manpower <https://www.mom.gov.sg/employment-practices/leave/paternity-leave>

⁸⁵ Source: Nakazato, Nishimura and Takezawa, 2020

https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/country_notes/2020/PMedited.Japan.with_supplement.31aug2020.pdf

⁸⁶ Source: <https://paidfamilyleave.ny.gov/2021>

⁸⁷ Source: Toronto City <https://www.toronto.ca/city-government/accountability-operations-customer-service/city-administration/corporate-policies/people-equity-policies/parental-leave/#:~:text=A%20father%2C%20or%20any%20non,when%20her%20pregnancy%20leave%20ends.>

⁸⁸ Source: Ministry of Manpower <https://www.mom.gov.sg/employment-practices/leave/paternity-leave>

⁸⁹ Ibid.

⁹⁰ Source: Shanghai Municipal Government:

<https://www.shanghai.gov.cn/nw48081/20211126/575130019cb345b284f47ff51d373327.html>

⁹¹ Source: Nakazato, Nishimura and Takezawa, 2020

https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/country_notes/2020/PMedited.Japan.with_supplement.31aug2020.pdf

⁹² Source: Ministry of Manpower <https://www.mom.gov.sg/employment-practices/leave/paternity-leave>

of S\$2,500 (HK\$14,380) per week when taking paid childcare leave or paid shared parental leave. Toronto⁹³ allows new parents with young children to take childcare leave for up to 61-63 weeks starting before the child is 1.5-year-old. Employees who are eligible for parental benefits under the Employment Insurance Act may collect benefits for up to 61 weeks for a birth mother or 63 weeks for a non-birth parent. The city will pay a top-up equal to the difference between the employment insurance benefit, plus any other earnings, and 85% of the employee's regular pay for up to 35 weeks of the parental leave. Employees who take a parental leave between 35 weeks and 63 weeks will receive a top-up equal to the total dollar value of the 35 week leave option, spread out equally over the number of weeks taken. This leave is funded by employers and employees under the Employment Insurance, with a top up from the City of Toronto.

3.3.4.4 Beyond family leave specific for childcare purposes, such as caring for older children, sick family members, or older dependent adults at home, Taipei⁹⁴ offers 7 days of unpaid family leave per year. Tokyo⁹⁵ offers 5 days of family leave annually with wage replacement rate set by the employer. New York City⁹⁶ provides 12 weeks of family leave, paid at 67% of their usual salary, up to a cap of 67% of the current Statewide Average Weekly Wage of US\$1,450.17 (HK\$11,347), funded by Employee Payroll Contributions. Toronto⁹⁷ offers 26-28 weeks of unpaid family medical leave.

3.3.4.5 *Prior employment requirements for eligibility:* Singapore⁹⁸ requires 3 months of prior employment for applying for childcare leave and infant care leave. New York City⁹⁹ requires 12 months of prior employment for applying for family leave. Ontario¹⁰⁰ required 13 weeks of prior employment for applying for childcare leave. Taipei¹⁰¹ requires 6 months of prior employment for applying for childcare leave. Tokyo¹⁰² requires 12 months of prior employment for applying for parental leave. Shanghai does not specify any prior work engagement requirement to qualify for family leave.

⁹³ Source: Toronto City <https://www.toronto.ca/city-government/accountability-operations-customer-service/city-administration/corporate-policies/people-equity-policies/parental-leave/#:~:text=A%20father%2C%20or%20any%20non,when%20her%20pregnancy%20leave%20ends.>

⁹⁴ Source: Act of Gender Equality in Employment, Ministry of Labor <https://law.moj.gov.tw/ENG/LawClass/LawAllPara.aspx?pcode=N0030014>

⁹⁵ Source: Nakazato, Nishimura and Takezawa, 2020 https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/country_notes/2020/PMedited.Japan.with_supplement.31aug2020.pdf

⁹⁶ Source: <https://paidfamilyleave.ny.gov/2021>

⁹⁷ Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/family-medical-leave>

⁹⁸ Source: Ministry of Manpower <https://www.mom.gov.sg/employment-practices/leave/paternity-leave>

⁹⁹ Source: US Department of Labor <https://www.dol.gov/general/topic/benefits-leave/fmla>

¹⁰⁰ Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/pregnancy-and-parental-leave>

¹⁰¹ Source: Act of Gender Equality in Employment, Ministry of Labor <https://law.moj.gov.tw/ENG/LawClass/LawAllPara.aspx?pcode=N0030014>

¹⁰² Source: Nakazato, Nishimura and Takezawa, 2020 https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/country_notes/2020/PMedited.Japan.with_supplement.31aug2020.pdf

Table 5. Paternity leave and family leave

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
Paternity Leave	Yes	Yes	Yes	No	Yes	No	No
Duration	5 days	7 days	10 days		14 days		
Payment	80% of daily wages earned by the employee in the 12-month period	100% of wage	100% of wage		100% of wage, with a cap of S\$2,500 (HK\$14,380) per week		
Prior Employment Requirement	~9.5 months (40 weeks) [An employee is entitled to unpaid paternity leave if he has been employed under a continuous contract (i.e. employed continuously by the same employer for 4 weeks or more and has been working for at least 18 hours each week) and meets other				3 months		

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	statutory requirements.]						
Source of Funding	Employer	Employer	Employer		Government		
Family/ Parental/ Childcare Leave	No	Yes	Yes	Yes	Yes	Yes	Yes
Duration		1) Childcare leave: 6-24 months (before the child turns 3 years old); 2) Family leave: 7 days per year	Childcare leave: Both parents get additional 5 days of paid leave every 12 months after the birth of their children before they turn 3 years old	1) Parental leave: 12 months (before the child turns 1 year old); 2) Family leave: 5 days per year	1) Childcare leave: 6 days per year (child aged 0-7); 2 days per year (child aged 7-12); 2) Infant care leave: 6 days per year additional for child aged 0-2; 3) Shared parental leave: 4 weeks (before the child turns 1)	Family leave: 84 days (12 weeks)	1) Childcare leave: 61-63 weeks (starts before the child is 1.5 years old); 2) Family medical leave: 26-28 weeks
Payment		Unpaid for both	100% of wage	1) Parental leave: first 180 days: 67%; next six months 50%; 2) Family leave: depends on employers	1) Childcare leave: 100% of wage (with a cap); 2) Infant care leave: unpaid; 3) Shared parental leave: 100% of wage (with a cap)	67% of wage	1) Childcare leave: the city will pay a top-up equal to the difference between the employment insurance benefit, plus any other earnings, and

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
							85% of the employee's regular pay for up to 35 weeks of the parental leave. 2) Family medical leave: unpaid
Prior Employment Requirement		6 months for childcare leave		12 months for parental leave	3 months for childcare and infant care leave	12 months for family leave	13 weeks for childcare leave
Source of Funding			Employer	Employment insurance system, financed by contributions from employees, employers, and the state	Government	Employee Payroll Contributions	Employers and Employees (premium) under Employment Insurance + City of Toronto (top-up)

3.3.5 Maternity Leave

3.3.5.1 With regard to *duration of maternity leave*, Taipei¹⁰³ has the shortest maternity leave (8 weeks) while Shanghai¹⁰⁴ has the longest maternity leave (98 days + additional 60 paid leave days). New York City¹⁰⁵ provides 12 weeks of maternity leave, Tokyo¹⁰⁶ provides 14 weeks, Singapore¹⁰⁷ provides 16 weeks, and Toronto¹⁰⁸ provides 17 weeks. Regarding the *replacement rate of salary* during maternity leave, Shanghai¹⁰⁹ and Singapore¹¹⁰ offer full salary. Taipei¹¹¹ offers full salary for employees who worked more than 6 months, and 50% of salary for those who were employed less than 6 months. Tokyo¹¹² and New York City¹¹³ offer 67% of salary but New York City has a cap of US\$1,450.17 (HK\$11,302) per week. In Toronto¹¹⁴, in addition to the 55% of salary provided by Canada's Employment Insurance and starting from the third week of maternity leave, the city offers a top-up equal to the difference between the employment insurance benefit, plus any other earnings, and 85% of the employee's regular pay. In terms of the *eligibility rules*, Taipei¹¹⁵, Shanghai¹¹⁶ and Tokyo¹¹⁷ do not require female workers to have any precondition of employment history to be eligible for maternity leave. Singapore¹¹⁸ only requires female workers to work for minimum 3 months to qualify for

¹⁰³ Source: Labour Standards Act, Article 50 <https://law.moj.gov.tw/LawClass/LawAll.aspx?pcode=N0030001>

¹⁰⁴ Source: Shanghai Municipal Government

<https://www.shanghai.gov.cn/nw48081/20211126/575130019cb345b284f47ff51d373327.html>

¹⁰⁵ Source:

<https://paidfamilyleave.ny.gov/2021#:~:text=Eligible%20employees%20can%20take%20up,Average%20Weekly%20Wage%20of%20%241%2C450.17.>

¹⁰⁶ Source: Nakazato, Nishimura and Takezawa (2020)

https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/country_notes/2020/PMedited.Japan.with_supplement.31aug2020.pdf

¹⁰⁷ Source: Singapore Ministry of Manpower <https://www.mom.gov.sg/employment-practices/leave/maternity-leave/eligibility-and-entitlement>

¹⁰⁸ Source: City of Toronto <https://www.toronto.ca/city-government/accountability-operations-customer-service/city-administration/corporate-policies/people-equity-policies/pregnancy-leave/>

¹⁰⁹ Source: State Council of the People's Republic of China http://www.gov.cn/flfg/2012-05/07/content_2131582.htm

¹¹⁰ Source: Ministry of Manpower <https://www.mom.gov.sg/employment-practices/leave/maternity-leave/eligibility-and-entitlement>

¹¹¹ Source: Ministry of Labor <https://english.mol.gov.tw/homeinfo/6457/6558/6576/>

¹¹² Source: Nakazato, Nishimura and Takezawa, 2020

https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/country_notes/2020/PMedited.Japan.with_supplement.31aug2020.pdf

¹¹³ Source:

<https://paidfamilyleave.ny.gov/2021#:~:text=Eligible%20employees%20can%20take%20up,Average%20Weekly%20Wage%20of%20%241%2C450.17.>

¹¹⁴ Source: <https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental.html> ;

<https://www.toronto.ca/city-government/accountability-operations-customer-service/city-administration/corporate-policies/people-equity-policies/pregnancy-leave/>

¹¹⁵ Source: Labour Standards Act, Article 50 <https://law.moj.gov.tw/LawClass/LawAll.aspx?pcode=N0030001>

¹¹⁶ Source: State Council of the People's Republic of China http://www.gov.cn/flfg/2012-05/07/content_2131582.htm

¹¹⁷ Source: Nakazato, Nishimura and Takezawa, 2020

https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/country_notes/2020/PMedited.Japan.with_supplement.31aug2020.pdf

¹¹⁸ Source: Ministry of Manpower <https://www.mom.gov.sg/employment-practices/leave/maternity-leave/eligibility-and-entitlement>

maternity leave. New York City¹¹⁹ requires full time employees to have worked at least 26 weeks (about 6 months) and part time employees to have worked at least 175 days (about 6 months). Toronto¹²⁰ requires employees to have accumulated at least 420 insured hours of work in the 52 weeks before the start of the claim or since the start of the last claim, whichever is shorter to qualify for maternity leave¹²¹. Furthermore, Singapore¹²² also cover employees who are not traditional workers, such as self-employed women. Self-employed women need to have worked at least 3 continuous months and demonstrate loss of income during maternity leave. Regarding *funding sources*, Taipei¹²³ and Shanghai¹²⁴ require employers to fully finance maternity leave benefit. Tokyo¹²⁵ and Toronto¹²⁶ require contributions from both employees and employers, and New York City¹²⁷ requires full contribution from employees. Singapore¹²⁸ requires contribution from the employer for the first 8 weeks of leave for the first and second birth.

¹¹⁹ Source:

<https://paidfamilyleave.ny.gov/2021#:~:text=Eligible%20employees%20can%20take%20up,Average%20Weekly%20Wage%20of%20%241%2C450.17.>

¹²⁰ Source: Government of Canada <https://www.canada.ca/en/services/benefits/ei/ei-maternity-parental/eligibility.html#covid19-changes>

¹²¹ Due to policy change during Covid-19 pandemic, this arrangement is applicable until 24 September 2022.

¹²² Source: Ministry of Manpower <https://www.mom.gov.sg/employment-practices/leave/maternity-leave/eligibility-and-entitlement>

¹²³ Source: Ministry of Labor Republic of China (Taiwan) <https://english.mol.gov.tw/homeinfo/6457/6558/6576/>

¹²⁴ Source: State Council of the People's Republic of China http://www.gov.cn/flfg/2012-05/07/content_2131582.htm

¹²⁵ Source: Nakazato, Nishimura and Takezawa, 2020 https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/country_notes/2020/PMedited.Japan.with_supplement.31aug2020.pdf

¹²⁶ Source: Public Service Alliance of Canada <http://psacunion.ca/topics/employment-insurance>

¹²⁷ Source: <https://paidfamilyleave.ny.gov/2021#:~:text=New%20York%20Paid%20Family%20Leave%20is%20insurance%20that%20may%20be,gross%20wages%20each%20pay%20period.&text=When%20taking%20the%20benefit%20these%20employees%20will%20receive%20%24670%20per,maximum%20total%20benefit%20of%20%248%2C040.>

¹²⁸ Source: Source: Ministry of Manpower <https://www.mom.gov.sg/employment-practices/leave/maternity-leave/eligibility-and-entitlement>

Table 6. Maternity leave

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
Duration of maternity leave	14 weeks	8 weeks	98 days + additional 60 paid leave days	14 weeks	16 weeks	12 weeks	17 weeks
Payment	80% of salary; a cap of HK\$80,000 during 11th-14th weeks	100% regular salary if employed >6 months; otherwise 50%	100% of average monthly salary of the employee in the previous year	67% of average salary	100% regular salary	67% of average salary; a cap of US\$1,450.17 (HK\$11,302) per week	Canada's Employment Insurance (EI) provides 55% of earnings, up to a maximum of S\$638 a week (HK\$3,911) Toronto City: 1) no pay for the first 2 weeks; 2) For the remaining 15 weeks, the city pays a top-up equal to the difference between the EI benefit, plus any other earnings, and 85% of the employee's regular pay
Eligibility	1) Work \geq 40 continuous weeks with at least 18 hours	All female employees if giving birth	All female employees if giving birth	All female employees if giving birth	1) The child is a Singapore citizen; 2) Working \geq 3	1) Full-time employees: working a regular schedule	1) Document of proof; 2) Accumulated 420 insured

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	per week for same employer; 2) Notifying employer of pregnancy and intention to take maternity leave; 3) Producing a medical certificate specifying the expected date of confinement (if required by the employer)				continuous months for same employer; 3) For self-employed: working ≥ 3 month and demonstrating loss of income during maternity leave; 4) 1 week notice for employer prior to taking maternity leave	of 20+ hours per week are eligible after 26 consecutive weeks 2) Part-time employees: working a regular schedule of less than 20 hours per week are eligible after working 175 days	hours of work in the 52 weeks before the start of the claim or since the start of the last claim, whichever is shorter (applicable until September 24, 2022)
Source of funding	Employers, maternity leave pay of the 11th-14th weeks can be reimbursed by Government subject to a cap of HK\$80,000 per employee	Employers	1) Maternity insurance fund for those who participated; 2) Otherwise, employer shall pay it	Equal contribution from employers and employees under Employees' Health Insurance	1) 1st & 2nd birth: 8 weeks (employer) and 8 weeks (government) 2) After: all by government	Employee Payroll Contributions	Employers and Employees (premium) under Employment Insurance + City of Toronto (top-up)

3.3.6 Flexible Work Arrangements

3.3.6.1 The majority of flexible work arrangements focus on pregnancy and early childhood phase of childrearing to support young families. In Taipei¹²⁹, companies employing more than 30 people should allow employees to flexibly adjust their start and end time of work by one hour with the total hours of work remaining unchanged for caretaking of children under 3. Women within two years of giving birth can reduce work hours by one hour to engage in breastfeeding or breast pumping. For those employed by companies with less than 30 employees, upon negotiation and agreement with the employers, the regulations on reducing working hours by one hour or adjusting working hours may also apply. Shanghai¹³⁰ instituted a policy to allow women who are more than seven months pregnant or breastfeeding within six months of giving birth to reduce work hours for one hour per day, and to get rest periods during the working hours. Employers shall arrange one hour of breastfeeding time for breastfeeding female employees within the working hours of each day. Canada Labour Code¹³¹ also grants employees in Toronto working in federally regulated workplaces the right to request for flexible work arrangements pertaining to number of work hours, work schedule, and location of work. The right to request flexible work arrangements under the Code only applies to employees after 6 months of continuous employment. Employees must submit a request to their employer in writing. Once the written request is submitted, the employer has 30 days to respond. Federally regulated employers are required to consider employee's requests for flexible work arrangements without consequence to the employee. Tokyo¹³², Singapore¹³³ and New York City do not offer statutory commitment to regulate enterprises to institute flexible work arrangements. However, Singapore¹³⁴ introduced grants to enterprises to provide flexible work arrangements. This grant provides up to S\$70,000 (HK\$401,263) per company over 2 years.

3.3.6.2 Several cities also instituted policies for workers to refuse unsuitable work schedule arrangements. In Taipei¹³⁵, females shall not be required to work at night if they feel there is any lack of necessary safety and health facilities provided by the employers. In Shanghai¹³⁶, the local government guarantees that female workers shall not extend their working hour during the breastfeeding period.

¹²⁹ Source: Taiwan Ministry of Labor <https://www.mol.gov.tw/service/19851/19854/19873/14960/>

¹³⁰ Source: State Council of the People's Republic of China http://www.gov.cn/flfg/2012-05/07/content_2131582.htm

¹³¹ Source: Government of Canada <https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/labour-standards/flexible-work-arrangements.html>

¹³² Source: [https://content.next.westlaw.com/9-637-4003?_lrTS=20210418140957682&transitionType=Default&contextData=\(sc.Default\)&firstPage=true#co_anchor_a100240](https://content.next.westlaw.com/9-637-4003?_lrTS=20210418140957682&transitionType=Default&contextData=(sc.Default)&firstPage=true#co_anchor_a100240)

¹³³ Ministry of Manpower <https://www.mom.gov.sg/employment-practices/good-work-practices/work-life-grant>

¹³⁴ Source: Singapore Ministry of Manpower <https://www.mom.gov.sg/employment-practices/good-work-practices/work-life-grant>

¹³⁵ Source: Labor Standards Act <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0030001>

¹³⁶ Source: State Council of the People's Republic of China http://www.gov.cn/flfg/2012-05/07/content_2131582.htm

3.3.6.3 To promote and support breastfeeding, cities including Taipei¹³⁷, Shanghai¹³⁸, and New York¹³⁹ introduced policies to require certain enterprises to prepare facilities and location for breastfeeding.

¹³⁷ Source: Ministry of Labor <https://www.mol.gov.tw/1607/28690/2282/2284/2320/7368/>

¹³⁸ Source: State Council of the People's Republic of China http://www.gov.cn/flfg/2012-05/07/content_2131582.htm

¹³⁹ Source: <https://www1.nyc.gov/site/cchr/law/lactation.page#:~:text=Local%20Law%20185%20and%20Local,to%20pump%20Express%20breast%20milk.>

Table 7. Flexible work arrangements

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
Statutory parents' rights to reduced working hours	No	No	Only during pregnancy and before the child turns 1 year old	Yes	No, but grants for company (Work-Life Grant and Productivity Solutions Grant) to provide flexible work arrangements	No	No
Statutory parents' rights to flexible working hours	Flexible time recommended but not regulated	One-hour work time adjustment (earlier or later)	Only when during pregnancy and before the child turns one year old	Flexible time recommended but not regulated	No, but grants for company (Work-Life Grant and Productivity Solutions Grant) to provide flexible work arrangements	No	Yes (for those who worked in federally regulated workplaces for a continuous period of 6 months)
Statutory carers' rights to flexible working hours	Flexitime recommended but not regulated	One-hour work time adjustment (earlier or later)	No	No	No	No	Yes (for those who worked in federally regulated workplaces for a continuous period of 6 months)
Refuse overtime/shift patterns	No	1) When regular workday is 10 hr/day, overtime work shall not exceed 2 hrs; 2) Female workers on night shifts must have	Can refuse to work overtime and avoid night work during breastfeeding period	Can refuse to work overtime and avoid night work during breastfeeding period	Should not work more than 8 hr/day or 44 hr/wk. If required to work overtime, employees should be paid 1.5 times the hourly basic	No	Yes

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
		necessary safety and health facilities provided			rate. Should not exceed 12 hr/day or 72 hr of overtime/ month		
Breastfeeding facility requirement	Recommended but not regulated	Yes	Yes	Yes, but only specific buildings, excluding companies	No mention	Yes	No mention
Breastfeeding time counted as work time	Recommended but not regulated	One hour as work time	One hour as work time	Unpaid breaks of at least 30 minutes twice a day for women with a child under 12 months	No mention	No	No mention
Average weekly working hours of all women	40 hours (2020) ^a	40.5 hours (2019)	45.5 hours (2019) ^b	46.4 hours (2020)	40.8 hours (2020)	34.4 hours (2019) (United States)	33.3 hours (2020) (Ontario)
Average weekly working hours of all men	44 hours (2020) ^a	42 hours (2019)	47.8 hours (2019) ^b	43.7 hours (2020)	44.5 hours (2020)	39.2 hours (2019) (United States)	38.1 hours (2020) (Ontario)

Notes: ^a median, not average. Source of information: <https://www.censtatd.gov.hk/en/EIndexbySubject.html?pcode=B1130303&scode=180>

^b statistics across China, not Shanghai

3.3.7 Employment Services

General employment services

3.3.7.1 All cities under comparison established employment service centres to offer accessible services to job seekers. All centres utilise computer-based data bank to register job vacancies and job seekers. All centres also provide self-service for job seekers to look for job information. In addition to physical job centres, all cities provide call centre services for job seekers.

Targeted employment services

3.3.7.2 Employment needs of specific population groups are considered by all cities. Most cities provide special services for older adults (e.g., aged above 50 years), women, persons with disabilities, immigrants, and ethnic minorities.

3.3.7.3 Programmes for older job seekers: In Taipei¹⁴⁰, the Employment Service Act for Middle-aged and Elderly Workers bans age discrimination in the workplace and requires the government to provide assistance to middle-aged or older people seeking employment. In Tokyo¹⁴¹, Silver Human Resource Centres provide community-based temporary and short-term job opportunities for people generally aged 60 or above who desire to participate in society through a work style that suits them. A job portal ‘Silver Jobs’ was specifically created in Singapore¹⁴² for mature job seekers aged 45 and over. In New York¹⁴³, the Senior Employment Service (SES) helps seniors aged 55 and over prepare for and find work while paying them. SES trains seniors to use computers, look for work, and write resumes. Job seekers may also receive advice from career counsellors. Toronto Employment Services¹⁴⁴ administers the Provincial Ontario Works program and provides employment supports tailored to older job seekers 45 and over.

3.3.7.4 Programmes and facilities for female job seekers: Taipei Employment Services¹⁴⁵ dedicated a special women’s employment zone to increase women’s opportunities to obtain employment information. It provides information on seminars, recruitment activities, career catalogues, etc. In Tokyo¹⁴⁶, the Women's Work Support Terrace offer various support menus such as counselling and seminars for women seeking reemployment from marriage, childbirth, childcare, nursing care, etc. Kids space is available.

¹⁴⁰ Source: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0090001>

¹⁴¹ Source: <http://www.city.shibuya.tokyo.jp.e.mu.hp.transer.com/shietsu/shuro/senior.html>

¹⁴² Source: <https://www.silverschemes.sg/taxonomy/age/skills-training-68above/?scroll=1>

¹⁴³ Source: [https://access.nyc.gov/programs/senior-employment-services-#/:~:text=Senior%20Employment%20Services%20\(SSES\)%20%7C%20NYC%20Department%20of%20Aging&text=SES%20trains%20seniors%20to%20use,6958%20to%20request%20an%20application.](https://access.nyc.gov/programs/senior-employment-services-#/:~:text=Senior%20Employment%20Services%20(SSES)%20%7C%20NYC%20Department%20of%20Aging&text=SES%20trains%20seniors%20to%20use,6958%20to%20request%20an%20application.)

¹⁴⁴ Source: <https://www.toronto.ca/community-people/children-parenting/seniors-services/continuous-learning-for-seniors-and-caregivers/>

¹⁴⁵ Source: Department of Labor, Taipei City Government <https://www-ws.gov.taipei/Download.ashx?u=LzAwMS9VcGxvYWQvNTU1L3JlbGZpbGUvMC83MDE4NC9kMzNINGZiYS04YjM2LTRiMGEtYTBINy1lOWViYTE5Y2EzOTYucGRm&n=QnVpbGRpbmcgYW4gRXF1YWwgYW5kIEZyaWVuZGx5IFdvcmtwbGFjZS5wZGY%3D&icon=.pdf>

¹⁴⁶ Source: <http://www.city.kodaira.tokyo.jp.e.fj.hp.transer.com/kurashi/015/015834.html>

3.3.7.5 Other targeted employment services: All jurisdictions also offer employment services for new migrants. Additionally, Taipei¹⁴⁷, New York¹⁴⁸ and Toronto¹⁴⁹ provide special employment services for ethnic minorities or aboriginal communities.

¹⁴⁷ Source: <https://law.moj.gov.tw/ENG/LawClass/LawAll.aspx?pcode=N0090001>

¹⁴⁸ Source: <https://www1.nyc.gov/site/eepc/index.page>

¹⁴⁹ Source: <https://www.toronto.ca/city-government/accountability-operations-customer-service/long-term-vision-plans-and-strategies/aboriginal-employment-strategy/>

Table 8. Employment services

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
Jobseekers allowances / basic income support for jobseekers	Yes (partial)	Yes (transportation allowance, relocation allowance, & tenancy allowance)	No	No	Yes	No (unemployment insurance serves the purpose)	Yes (employment training, parents, education, and part-time self-employment)
Wage cost subsidies to promote recruitment of unemployed persons	Yes	Yes	No	Yes, for hiring elderly people and single mothers	Yes, for hiring locals (higher subsidy for hiring older age)	Yes	Yes
Job creation measures as additional (public) employment (in restricted target areas)	Yes	Yes	No	No	Yes	Yes	Yes
Employment maintenance measures (short time work schemes, etc.)	Yes	No	No	No	Yes	No	No
Self-employment schemes/business start-up	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Job placement / job brokerage	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Walk-in centres	16	10	16	17	27+	22	19
Self-service access to job offers displayed in local offices or subunits	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Self-service facilities: internet-based Public	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
Employment Service (PES) vacancies bank							
Personal job search interviews and/or assistance	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Call centre services for jobseekers	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Programmes for older jobseekers (> 50 y)	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Women: general employment promotion	Yes	Yes	Yes	Yes			Yes
Special services for immigrants/migrants	Yes	Yes	Yes	Yes		Yes	Yes
Special services for ethnic minorities/aboriginal communities	Yes	Yes	No	No	No	Yes	Yes

3.3.8 Employment Training

3.3.8.1 All cities provide various forms of employment training programmes catered to different population groups or labour market experience. Trainings that target middle-aged or women overall are offered in Taipei¹⁵⁰, Tokyo¹⁵¹, Singapore¹⁵², New York City¹⁵³, and Toronto¹⁵⁴.

3.3.8.2 Singapore, Taipei, and New York City introduce programmes that target the middle-aged citizens. In Singapore¹⁵⁵, the SkillsFuture Mid-Career Enhanced Subsidy is provided by SSG to individuals aged 40 and above to engage in lifelong learning. Participants can take course from various higher education institutions with a subsidy of up to 90% of course fees. This scheme targets both men and women who are out of the labour force for an extended period of time. In Taipei¹⁵⁶, employers of middle-aged and older adults aged 45 and above are subsidised for hosting on-the-job-training. The employers can receive a subsidy of up to 70% of the training cost. However, distributing the subsidies through employers does not empower workers to exercise their agencies. New York City¹⁵⁷ offers the Senior Community Service Employment Program to unemployed older adults aged 55 and above. This programme prepares trainees for employment through classes on computers, customer service, job-search techniques, resume-writing, and interviewing. This programme places older adults in a wide range of jobs in data processing, administrative work, customer service, security services, airport services, home care, and other fields.

3.3.8.3 Toronto¹⁵⁸ and Tokyo¹⁵⁹ provide extensive training curriculum and services to support middle-aged women not in labour force. The Ontario Works training programme provides adults aged 45 or above and women to receive various trainings to help women enter careers in retail, customer service, food services, tourism, and technology through training and internship. Tokyo offers the “Hello Work” programme specifically for women who are currently working as part-time workers or have left their jobs for the purpose of balancing marriage, childbirth, childcare to find full-time jobs. This programme offers various courses and vocational training curricula to equip women with specific skills or basic computer skills.

3.3.8.4 The employment training programmes in different jurisdictions are summarised in Table 9 below.

¹⁵⁰ Source: Workforce Development Agency <https://course.taiwanjobs.gov.tw/download/detail?id=1b2994a3-af46-40d2-ab91-805a26568157>

¹⁵¹ Source: Tokyo Metropolitan Government <https://www.hataraku.metro.tokyo.lg.jp/kyushokusha-kunren/itaku/plan/>

¹⁵² Source: <https://www.skillsfuture.gov.sg/enhancedsubsidy>

¹⁵³ Source: <https://www1.nyc.gov/site/dfta/services/senior-employment.page>

¹⁵⁴ Source: <https://www.toronto.ca/community-people/employment-social-support/employment-support/training-courses/ontario-works-training-programs-in-toronto/>

¹⁵⁵ Source: <https://www.skillsfuture.gov.sg/enhancedsubsidy>

¹⁵⁶ Source: Workforce Development Agency <https://course.taiwanjobs.gov.tw/download/detail?id=1b2994a3-af46-40d2-ab91-805a26568157>

¹⁵⁷ Source: <https://www1.nyc.gov/site/dfta/services/senior-employment.page>

¹⁵⁸ Source: <https://www.toronto.ca/community-people/employment-social-support/employment-support/training-courses/ontario-works-training-programs-in-toronto/?preview=true&accordion=ow-wrap-around-supports-programs-available-until-december-31-2020>

¹⁵⁹ Source: Tokyo Metropolitan Government <https://www.hataraku.metro.tokyo.lg.jp/kyushokusha-kunren/itaku/plan/>

Table 9. Employment training

Comparison Criteria	Hong Kong		Tokyo	Taipei	Singapore	New York City	Toronto	
Schemes	First-Hire-Then-Train Scheme	Employment Programme for the Elderly and Middle-aged	Hello Work Re-employment Programs	在職中高齡者及高齡者穩定就業訓練補助實施計畫	SkillsFuture Mid-Career Enhanced Subsidy	Senior Employment Services Unit (SESU)	Ontario Works Training Programs (particularly for adults 45+)	Ontario Works Training Programs (particularly for women, 11 in total)
Target group	Latent workforce, including middle-aged women and homemakers	All job seekers aged 40 or above and have an unemployment period of not less than 1 month within 1 year prior to the commencement date of employment	Women (incl. those working part-time)	Middle-aged or elderly (45-64 and 65+ are all eligible)	Singaporeans aged 40+	NYC Residents aged 55+ & unemployed	Adult 45+	Women
Education level	Depending on the types of job	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Length	Appointment: trainees > or = 1 year and on continuous contract terms (at least 18 working hours per week)	On-the-job training: 3 to 6 months for employees aged 40 to 59 and 6 to 12 months for employees aged 60 or above	5 days – 6 months	1) Teaching hours in each session: <2 hours 2) everyday can have at maximum 8 hours of teaching every day,	Depending on specific programme	Flexible	4-8 weeks depending on different programmes	7-20 weeks depending on programmes

Comparison Criteria	Hong Kong		Tokyo	Taipei	Singapore	New York City	Toronto	
				with appropriate rest hours				
Description	Participating employers will provide job vacancies and suitably modify the working hours and leave arrangements to cater for the family commitments of trainees. The appointed training bodies of ERB and employers will also provide on-the-job training and other related support measures.	Encourage employers to engage unemployed job seekers aged 40 or above in full-time or part-time long-term job vacancies and provide the job seekers with on-the-job training (OJT), through the provision of training allowance to employers	It offers various courses (e.g., computer and in different fields), in various format e.g. e-learning	Encourage employers to assign middle-aged and senior-aged workers to participate in training sessions and subsidize 70% of their training costs to protect the rights and interests of middle-aged and senior-aged workers in training.	The enhanced subsidies will apply to Ministry of Education (MOE)-funded programmes and SSG-supported certifiable courses. MOE-funded programmes refer to those offered by ITE, Polytechnics and Autonomous Universities (NUS, NTU, SMU, SUTD, SIT and SUSS): Diploma, Post-diploma, UG degree, PG degree by Coursework (e.g. Post-Graduate	It is a part of the federal Senior Community Service Employment Program, prepares trainees for employment through classes on computers, customer service, job-search techniques, resume-writing, and interviewing	1) 8-week program helps adults aged 45 or older to explore career options, learn job and job search skills; 2) 6-week program supports adults 45 and over who are unclear about their career path or how to become employed; 3) 4-week program provides employment, digital literacy and financial and retirement planning to job seekers	These programmes help women enter careers in various fields, such as retail, customer service, food services, tourism, and technology through training and internship (some of the programmes offer unpaid internship)

Comparison Criteria	Hong Kong		Tokyo	Taipei	Singapore	New York City	Toronto	
					Diploma or Masters by Coursework)		aged 45 and over	
Purpose	To encourage the latent workforce to enter the employment market and assist in alleviating manpower shortage in the employment market	To enable job seekers to adapt to new work environment and acquire essential job-specific skills with a view to securing stable employment	To provide short-term vocational training to those women who wish to get a job again due to marriage, childbirth, or childcare, or working part-time	To increase the labour participation rate of middle-aged and senior citizens, and stabilize their employment by strengthening work skills	To help address the opportunity costs that mid-career individuals face, encouraging them to upskill and reskill.	To place older adults in jobs in data processing, administrative work, customer service, security services, airport services, home care, and other fields	To help adults aged 45+ be prepared for employment	To help women prepare for employment, join the labour force and secure employment
Status of graduate for the labour market	Employee	Employee	Equipped women with specific skills (e.g. computer skills) and make them qualified for certain jobs	Employee	Depends on specific programme	N/A	Access to the fields of the programmes offered	Access to the fields of the programmes offered
Governance	ERB	Labour Department	Ministry of Health, Labor and Welfare	Ministry of Labor, Workforce Development Agency	SSG (Governmental Agency)	NYC Department for the Aging	Ministry of Labour, Training and Skills Development	Ministry of Labour, Training and Skills Development

Comparison Criteria	Hong Kong		Tokyo	Taipei	Singapore	New York City	Toronto	
Certificate	Certificate is offered	N/A	N/A	Certificate of completion	Depends on specific programme	N/A	Depends on specific programme	N/A
Training Standards	Designated training courses offered by the training bodies of ERB during working hours; and on-the-job training	On-the-job training	Courses	On-job training	Depends on specific programme	Will learn the courses chosen and meet regularly with career counsellors	Standards vary based on each programme	Job training courses
In-company training	Working and Training at the same time	On-the-job training: 3 to 6 months for employees aged 40 to 59 and 6 to 12 months for employees aged 60 or above	N/A	Organised by the employers	N/A	N/A	N/A	N/A
Minimum volume of in-company training as per regulation	Depending on employers' requirements	100% in-company training	From none to 30 at most	Organised by the employers, vary according to the course designs	N/A	N/A	N/A	N/A
Investment in training and reskilling, including	Yes	On-the-job training	N/A	Reskilling, opening training courses for	N/A	N/A	Is part of the Government of Canada's \$62 million	Donors if NGO

Comparison Criteria	Hong Kong		Tokyo	Taipei	Singapore	New York City	Toronto	
lifelong learning				stabilising employment			investment over five years	
Types of training	Classroom training and on-the-job training	Full-time or part-time (i.e. working 18 hours to less than 30 hours per week) jobs with on-the-job training	Some courses from Monday to Friday 10am-3pm each day	Varied according to the course designs and available time arrangement by the employers	Depends on course	Courses and career consultancy	Mostly course but varies based on training focus	Mostly course but varies based on training focus (some programmes offer unpaid internship; some offer certificates)
Requirements on employers as per regulation	1) provide adequate and relevant job vacancies; 2) arrange work schedule caters for family commitments; 3) appoint trainees continuously for not less than one year; 4) offer remuneration at or beyond market level; 5) ensure job	1) long-term job vacancies registered with LD; 2) wage rate should comply with the Minimum Wage Ordinance (Chapter 608), on a par with market level and no less favourable than employment terms stated in vacancy order displayed by LD; 3) have direct employment relationship with	N/A	Under insurance system	N/A	N/A	N/A	N/A

Comparison Criteria	Hong Kong		Tokyo	Taipei	Singapore	New York City	Toronto	
	requirements and training needs align with ERB's service targets and relevant training course(s);	employees, undertake all legal responsibilities and provide on-the-job training; 4) not to displace staffers of the same positions with newly placed employees						
Relative pay	Remuneration at or beyond market level	Depending on the job but should comply with the Minimum Wage Ordinance and on a par with market level	N/A	N/A	N/A	N/A	Up to CA\$200 (HK\$1,206) a month without having financial support reduced	Up to CA\$200 (HK\$1,206) a month without having financial support reduced
Training subsidies	The training costs are fully subsidised	[To employer] Upon completion of OJT, employers engaging elderly job seekers aged 60 or + who are unemployed or have left workforce may apply for allowance of up to \$5,000 per	Trainings are usually free or subsidised by local government.	Each employer can apply for NT\$300,000 (HK\$83,953) allowance per year. For employees who applied for training, they can get at maximum	1) Eligible individuals will receive higher subsidies of up to 90% of cost fees; 2) For Certifiable-skills Training Courses capped at S\$25/hour (HK\$143/hour)	N/A	CA\$250 (HK\$1,508) monthly, may also qualify for technology supports and/or transportation funds to participate in online or in-	CA\$250 (HK\$1,508) monthly, may also qualify for technology supports and/or transportation funds to participate in online or in-

Comparison Criteria	Hong Kong		Tokyo	Taipei	Singapore	New York City	Toronto	
		<p>month per employee for 6 to 12 months; employers engaging unemployed who aged 40 to 59 may apply for allowance of up to \$4,000 per month per employee for 3 to 6 months.</p> <p>Employers cannot receive double subsidies of similar nature [To employee]</p> <p>Eligible employees aged 60 or + can apply for retention allowance of up to \$1,000 per month if stayed at jobs for 3 months or above for max. 12 months and cannot receive double subsidies from Government</p>		70% of allowance			person training	person training

3.3.9 Support and Training for Carers

Home-based services

3.3.9.1 Many of the jurisdictions have home-based care options available for childcare, elderly care and care for persons with disabilities.

3.3.9.2 Regarding home-based childcare services, many of the jurisdictions have family or home-based care options available. Taipei has home childminders who must pass a certificate examination¹⁶⁰. NYC and Toronto have regulation to license home or family-based childcare with minimal training in early childhood development and health and safety¹⁶¹. In Tokyo there are three different types of home/family care including the Hoiku Mama (a lady who will care for up to two or three children in her own home)/Hoiku shitsu Family-Style Childcare Program (a day care centre run out of a home, that will take up to 30 children) and Home Visit-Type Childcare Program¹⁶² (at-home, visit-based childcare providers are dispatched to the residences of children to provide one-on-one childcare). Across the jurisdictions, information about training for home-based care options is limited. All jurisdictions require some type of certification or graduate degree with specialism in Early Childhood Education (ECE). These types of home-based care are considered helpful for women with non-standard work hours, and also for families who prefer more informal type of care setting for their children.

3.3.9.3 Home-based care services are available for the care of elderly people in all jurisdictions. In Taipei¹⁶³, an in-home care programme is available to provide assistance in house duties, daily activities, and personal care to elderly persons over 65 years old with functional limitations who require aid with daily life. In Shanghai¹⁶⁴, service providers focus on five types of home and community care for elderly people: help with bathing, help with housework, help with meals, help with walking outside the house and day care services. The local government delegates the task of care provision to business or NGOs, and the majority of service users are expected to pay for the costs of the services. Financial support is provided by the government to elderly people with disabilities and low incomes. Tokyo¹⁶⁵ provides home-based care services for the elderly under its national long-term care insurance (LTCI) system. These services mainly consist of home-visit services and nursing care. Elderly people under the LTCI system pay a 10% co-payment for services with the remaining 90% covered by the LTCI budget. Several home-based service options are available in Singapore¹⁶⁶ to assist frail and home-bound elderly and their families. The services address both health and social care needs. To assist elderly people in their daily needs, the Home Personal Care¹⁶⁷ programme assigns a trained carer to assist with showering, housekeeping, medication reminders, mind-

¹⁶⁰ Source: Chen (2019) <https://www.tandfonline.com/doi/full/10.1080/09589236.2019.1577131>

¹⁶¹ Sources: New York City Health Department <https://www1.nyc.gov/site/doh/business/permits-and-licenses/child-care-family-day-care.page> ; City of Toronto <https://www.toronto.ca/community-people/children-parenting/children-programs-activities/licensed-child-care/home-child-care-agencies/>

¹⁶² Sources: <https://www.city.nerima.tokyo.jp/hokenfukushi/hoken/sukoyaka/kosodatehandbook.files/enP30-P39.pdf>

¹⁶³ Source: Department of Social Welfare, Taipei City Government https://english.dosw.gov.taipei/News_Content.aspx?n=78DCE46BFF7721CF&s=53FA38AD6B76C5BA

¹⁶⁴ Source: Hu et al. (2020) <https://pubmed.ncbi.nlm.nih.gov/31508864/>

¹⁶⁵ Source: Yamada and Arai (2021) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7533196/>

¹⁶⁶ Source: Ministry of Health <https://www.moh.gov.sg/home/our-healthcare-system/healthcare-services-and-facilities/intermediate-and-long-term-care-iltc-services>

¹⁶⁷ Source: Agency for Integrated Care <https://www.aic.sg/care-services/home-personal-care>

stimulating activities and other personal care tasks. The average price for this programme is about S\$24.50 (HK\$140) per hour before means-test subsidy. Different home-based programmes for elderly people are also available in New York City¹⁶⁸. These services could include medical, social, housekeeping, or rehabilitation services that a person requires over a period of months or years to enhance or maintain function or health. Elderly people can receive such services through private health insurance, a managed care agency, Medicaid or Medicare or by paying for it themselves. In Toronto¹⁶⁹, in-home services for seniors are available through Home and Community Care Support Services organisations. These services include assistance from health care professionals, personal care and homemaking. These services are either funded by the Government or require a co-payment from care recipients.

3.3.9.4 In-home care services are also available in all jurisdictions to assist people with disabilities in their day-to-day activities. In Taipei¹⁷⁰, two private agencies are contracted to provide respite care and short-term care at home to registered residents with Disability ID of moderate to severe level of disability. Mildly impaired people are eligible for such services if they are under the age of 12. Additionally, children under the age of six, or those who have not enrolled in elementary school, are eligible for this program if they have certificates from the Department of Health or certificates indicating developmental delays. In Shanghai¹⁷¹, contracted home-based services for people with disabilities are provided by family physician-led teams. This service is under medical insurance hospital reimbursement. Tokyo¹⁷² provides different home-based services for people with disabilities, such as home help services (supports persons with disabilities with meals, bath, elimination and other benefits), visiting care for persons with disabilities (supports persons with severe disabilities with meals, bath, elimination, nursing care during transportation when they go out and other benefits), and activity support (provides persons with disabilities, or others who have severe difficulties in their actions due to their intellectual disabilities or mental disorders and who need nursing care continuously with necessary aid). Care recipients may receive nursing care payment or special nursing care payment depending on individual circumstance. In Singapore¹⁷³, the Home-Based Behavioural Intervention Services (HBIS) pilot programme supports persons with disabilities who have behavioural needs, and helps them live in the community for as long as possible. New York State's Home and Community-Based Services Waiver¹⁷⁴ provides uniquely tailored and individualized services for adults and children with developmental disabilities. This service is only available to those under Medicaid. Services can include habilitation services, respite care, service coordination, and adaptive technologies. Toronto's Homemakers and Nurses Services Program (HMNS)¹⁷⁵ provides homemaking services to those with little financial resources who require assistance with household activities, including those with physical disabilities,

¹⁶⁸ Source: NYS Department of Health https://www.health.ny.gov/health_care/medicaid/program/longterm/

¹⁶⁹ Source: Ontario Government <https://www.ontario.ca/page/home-community-care>

¹⁷⁰ Source: Department of Social Welfare https://english.dosw.gov.taipei/News_Content.aspx?n=78DCE46BFF7721CF&sms=85FBABE70858A8D4&s=8EC812B46B867994

¹⁷¹ Source: Hu et al. (2020) <https://pubmed.ncbi.nlm.nih.gov/31508864/>

¹⁷² Source: Services and Support for Persons with Disabilities Law <http://ilo.org/dyn/natlex/docs/ELECTRONIC/73983/111907/F2020014918/JPN73983%202.pdf>

¹⁷³ Source: Ministry of Social and Family Development <https://www.msf.gov.sg/assistance/Pages/Home-Based-Care-Services.aspx>

¹⁷⁴ Source: NYS Department of Health https://www.health.ny.gov/health_care/medicaid/program/longterm/omrdd.htm

¹⁷⁵ Source: City of Toronto <https://www.toronto.ca/community-people/children-parenting/seniors-services/seniors-health-services/homemakers-and-nurses-services/>

developmental disabilities, convalescing or ill. This programme is funded by the City of Toronto for those eligible.

Foreign Domestic Helpers

3.3.9.5 Several cities instituted specific mechanisms for families to hire foreign domestic helper (FDH) to assist with household chores and caretaking, including Taipei, Singapore, New York City, and Toronto. Shanghai and Tokyo, on the other hand, do not provide such mechanism.

3.3.9.6 Among cities that allow hiring of FDHs, FDHs are mainly responsible for domestic chores, elderly care, childcare, and may assist in the care of other persons with special needs. Regarding eligibility rules for employers to hire FDHs, Singapore¹⁷⁶, NYC¹⁷⁷, and Toronto¹⁷⁸ only requires an employer to have sufficient income, whereas Taipei¹⁷⁹ requires an employer to demonstrate needs for care (e.g., families with at least three young children or dependent elders). We review the situation for FDH across the jurisdictions here to provide insight into the potential role they can play in meeting care needs for all caregivers, including caring for persons with disabilities.

3.3.9.7 With respect to remuneration, FDHs' wage in NYC¹⁸⁰ and Toronto¹⁸¹ are subject to local minimum wage protection, which are US\$15 (=HK\$117) (75% of median individual income) and CA\$16.5 (=HK\$102) per hour respectively (72% of median individual income). FDHs in Taipei, and Singapore are not protected by local minimum wage; the government regulated a separate minimum wage for FDHs in Taipei¹⁸²: NT\$17,000 (=HK\$4,784) per month (55% of median individual income). With respect to overtime pay, Singapore¹⁸³ and Taipei¹⁸⁴ did not explicitly regulate the amount of overtime pay. NYC¹⁸⁵ and Toronto¹⁸⁶ require employers to pay overtime work at 1.5 times of the regular salary (Fair Labor Standards Act in the U.S. and Employment Standards Act in Canada).

¹⁷⁶ Source: Ministry of Manpower <https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-domestic-worker/eligibility-and-requirements/employer-requirements>

¹⁷⁷ Source: New York Department of Labor <https://dol.ny.gov/system/files/documents/2021/03/labor-rights-and-protections-for-domestic-workers-in-new-york.pdf>

¹⁷⁸ Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/domestic-workers>

¹⁷⁹ Source: Taipei City Government https://english.gov.taipei/News_Content.aspx?n=FCAA6532D15B4991&sms=5B794C46F3CDE718&s=B08F6AFF2665E9EC

¹⁸⁰ Source: New York Department of Labor <https://dol.ny.gov/system/files/documents/2021/03/labor-rights-and-protections-for-domestic-workers-in-new-york.pdf> ; <https://www.ny.gov/new-york-states-minimum-wage/new-york-states-minimum-wage>

¹⁸¹ Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/minimum-wage>

¹⁸² Source: Wang et al. (2018) <https://www.tandfonline.com/doi/full/10.1080/10971475.2018.1447831>

¹⁸³ Source: Employment of Foreign Manpower Act (Chapter 91A) <https://www.mom.gov.sg/-/media/mom/documents/services-forms/passes/wpsspassconditions.pdf>

¹⁸⁴ Source: DHSC <https://dhsc.wda.gov.tw/en/Media/Notice>

¹⁸⁵ Source: <https://www1.nyc.gov/assets/dca/downloads/pdf/businesses/Domestic-Household-Employee-Rights.pdf>

¹⁸⁶ Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/overtime-pay>

3.3.9.8 Regarding regulations on work time, none of the cities under comparison set a hard criterion on maximally allowed working hours except for NYC¹⁸⁷ and Toronto¹⁸⁸, where FDHs are also subject to the same requirements on working hours as local workers. Night work is not regulated in any city and is left for the contract to determine whether FDHs need to work at night. With regard to weekly rest, Singapore¹⁸⁹ and NYC¹⁹⁰ regulate employers to grant FDHs one day per week of rest. Toronto¹⁹¹ requires FDHs to work at most 48 hours per week, which is similar to a one-day-per-week rest day. Only Taipei¹⁹² does not formally regulate weekly rest days for FDHs.

3.3.9.9 In terms of public holidays, Taipei¹⁹³, Singapore¹⁹⁴, NYC¹⁹⁵, and Toronto¹⁹⁶ do not specify this regulation. With regard to annual leave days, most cities allow FDHs who have completed one year of contract to receive annual leave days except for Singapore¹⁹⁷ where annual leave is not regulated. In Toronto¹⁹⁸, FDHs can have 14-21 days of annual leave days, while those in Taipei¹⁹⁹ receive 7 days, and NYC²⁰⁰ 3 days. Lastly, with regard to sick days, NYC²⁰¹ grants FDHs 40 hours of sick leave per calendar year, while Toronto²⁰² grants 3 days. Taipei and Singapore did not specify the number of required sick days for FDHs.

3.3.9.10 Under the Household Services Scheme (HSS)^{203 204}, Singaporean families who do not wish to hire full-time live-in helpers can engage the services of part-time helpers. Companies under this scheme are allowed to hire female workers from specific foreign countries and are required to provide them with an accommodation. Workers from HSS

¹⁸⁷ Source: Domestic Workers' Bill of Rights in NYS, bill No.S02311E

<https://www.nysenate.gov/legislation/bills/2009/s2311/amendment/e>

¹⁸⁸ Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/hours-work#section-0>

¹⁸⁹ Source: Ministry of Manpower <https://www.mom.gov.sg/passes-and-permits/work-permit-for-foreign-domestic-worker/employers-guide/rest-days-and-well-being>

¹⁹⁰ Source: <https://www1.nyc.gov/assets/dca/downloads/pdf/businesses/Domestic-Household-Employee-Rights.pdf>

¹⁹¹ Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/hours-work#section-0>

¹⁹² Source: Ministry of Labor <https://english.mol.gov.tw/homeinfo/7040/7741/>

¹⁹³ Source: <https://dhsc.wda.gov.tw/en/notice.html>

¹⁹⁴ Source: Employment of Foreign Manpower Act (Chapter 91A) <https://www.mom.gov.sg/-/media/mom/documents/services-forms/passes/wpsspassconditions.pdf>

¹⁹⁵ Source: <https://www.employmentlawhandbook.com/employment-and-labor-laws/states/new-york/leave-laws/#4>

¹⁹⁶ Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/vacation#section-9>

¹⁹⁷ Source: Employment of Foreign Manpower Act (Chapter 91A) <https://www.mom.gov.sg/-/media/mom/documents/services-forms/passes/wpsspassconditions.pdf>

¹⁹⁸ Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/vacation>

¹⁹⁹ Source: <https://dhsc.wda.gov.tw/en/Media/Notice>

²⁰⁰ Source: New York Department of Labor <https://dol.ny.gov/system/files/documents/2021/03/labor-rights-and-protections-for-domestic-workers-in-new-york.pdf>

²⁰¹ Source: NYC Consumer and Worker Protection <https://www1.nyc.gov/assets/dca/downloads/pdf/about/PaidSafeSickLeave-MandatoryNotice-English.pdf>

²⁰² Source: Ontario Government <https://www.ontario.ca/document/your-guide-employment-standards-act-0/sick-leave>

²⁰³ Source: Ministry of Manpower <https://www.mom.gov.sg/faq/work-permit-for-foreign-worker/what-is-household-services-scheme>

²⁰⁴ Source: <https://www.straitstimes.com/singapore/part-time-home-cleaning-scheme-to-be-permanent-may-also-include-grocery-shopping-car>

companies can be deployed to multiple houses on a part-time basis to provide selected household services. In addition to providing more flexibility to FDHs, a better work structure and work protection, this scheme also allows families to receive support on an ad-hoc basis, freeing women from certain household chores without having to hire a full-time live-in helper.

Training:

3.3.9.11 Singapore²⁰⁵ provides Caregiver Training Grant to equip FDHs with basic skills for taking care of elderly family members. This training grant allows FDHs to complete two days of classroom training before arriving at employer's home, and to complete three hours of on-the-job training to ensure that the FDH can apply the knowledge learnt. The cost of training ranges between S\$200-500 (HK\$1,151-2,876). Caregivers Training Grant can offset up to S\$200 (HK\$1,151) of the training cost.

3.3.9.12 Taipei²⁰⁶ imposes mandatory training and language courses for FDHs on elderly care. FDHs must receive at least 90 hours of training in care service before applying for working visa. They must attend 24-70 hours of training in Chinese language to ensure smooth communication with the care recipients. Both types of training take place in the FDH's home country, and they have to pass the assessments for care service and Chinese language before entry to Taiwan.

3.3.9.13 Taipei²⁰⁷ also offers free at-home training for persons with special needs (under Taipei City's Easy and Secured Hiring of Foreign Caregivers Project). Professional team consisting of nurses and bilingual interpreters provide the training. First, health management assessment of the care recipients is conducted. Then, the team will provide one-on-one instructions for foreign caregivers with respect to the necessary and appropriate skills and daily life counseling, such as oral care, turning patients in bed and patting their backs, moving patients, and other simple movements.

Financial assistance:

3.3.9.14 Singapore^{208 209} offers a concessionary levy to families who hire domestic helpers to fulfil certain functions namely 1) Young child below 16 years old; 2) Elderly person who is at least 67 years old; or 3) Person with disabilities who must be certified by Singapore-registered doctor to require help with at least 1 activity of daily living (ADL), such as showering, feeding, dressing or toileting. More specifically a levy of S\$60 (=HK\$347) per month instead of S\$300 (=HK\$1,736) for one helper per eligible person, capped up to two helpers per household. Persons with disabilities with 3 or more ADLs are eligible for the Home Caregiving Grant, with a monthly grant of S\$200 (=HK\$1,157).

²⁰⁵ Source: Agency for Integrated Care <https://www.aic.sg/caregiving/eldercarer-foreign-domestic-worker-scheme>

²⁰⁶ Legislative Council <https://www.legco.gov.hk/research-publications/english/1617rb04-foreign-domestic-helpers-and-evolving-care-duties-in-hong-kong-20170720-e.pdf>

²⁰⁷ Source: Taipei City Government https://english.gov.taipei/News_Content.aspx?n=A11F01CFC9F58C83&s=C0F4EA7282628DDB

²⁰⁸ Source: Ministry of Manpower <https://www.mom.gov.sg/passess-and-permits/work-permit-for-foreign-domestic-worker/foreign-domestic-worker-levy/levy-concession>

²⁰⁹ Source: Agency for Integrated Care <https://www.aic.sg/financial-assistance/foreign-domestic-worker-levy-concession>

Table 10. Support and training for carers

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
<i>Home-Based Services</i>							
Services for children	<p>(1) Neighbourhood Support Child Care Project: Home-based childcare service providing childcare service for children aged under 9 at the child carers' own residence or a suitable place as approved by the operator. Home-based child care service is available from 7:00 a.m. to 11:00 p.m.</p> <p>(2) SWD has launched a two-year Project on Child Care Training for Grandparents (the Project) in</p>	Home child minders: to become an officially recognised childcare provider, one must pass a certification exam	N/A	<p>1) Hoiku Mama (a lady who will care for up to two or three children in her own home)</p> <p>(2) Hoiku shitsu Family-Style Childcare Program (a day care centre run out of a home, that will take up to 30 children)</p> <p>(3) Home Visit-Type Childcare Programs: At-home, visit-based childcare providers are dispatched to the residences of children to provide one-on-one childcare. There are two types of programmes: one is for children with disabilities who</p>	N/A	Have regulation to license home or family-based childcare with minimal training in early childhood development and health and safety	Have regulation to license home or family-based childcare with minimal training in early childhood development and health and safety

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	late November 2019 with a total provision of around 1 200 training places. The Project aims at equipping grandparents with contemporary child care knowledge and skills so as to strengthen the support for nuclear families.			require medical care due to disability or illness and have significant difficulty in group childcare, and the other is for children on a waiting list who are on hold for entrance to a licensed nursery school.			
Payment	Fee-charging basis. Fee reduction / waiving available						
Services for elderly people	1) Integrated Home Care Services (Frail Cases) [IHCS (FC)] 2) Integrated Home Care Services (OC) [IHCS(Ordinary Cases)]	In-home Care Service	In-home Care Service	In-home Care Service (home-visit services and nursing care) under long-term care insurance system	Different home-based service options available including Home Personal Care	Different programmes available for in-home services for elderly people	Home and Community Care Support Services

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	3) Enhanced Home and Community Care Services (EHCCS)						
Payment	Fees are charged on a sliding scale. In general, the Government subsidised 95% of the cost with the user paying less than 5%.		Financial support available for elderly people with disabilities and low-incomes	Older adults who are certified for the LTCI service pay a 10% copayment for services; the remaining 90% is covered by the LTCI budget	Average price for Home Personal Care is about S\$24.50 (HK\$140) per hour before means-test subsidy	Receive a service or participate in a program through private health insurance, a managed care agency, Medicaid or Medicare - depending on whether financially and medically eligible and meet the criteria of the services or programs - or by paying for it yourself	<p>If qualified, a wide range of services at home and in the community are paid by the Ontario Government.</p> <p>If not qualified, community support services that often have a client co-payment may be available.</p>
Services for persons with disabilities	1) Home Care Service for Persons with Severe Disabilities	Respite Care and Short Term Care	Contracted service provided by family physician-led teams	Home help services / Visiting care for persons with disabilities / Activity support	Home-Based Behavioural Intervention Services	Home and Community-Based Services Waiver (Office for People With Developmental Disabilities)	Homemakers and Nurses Services Program (HMNS) (for persons with disabilities with

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	2) Integrated Support Service for Persons with Severe Physical Disabilities						limited income or assets)
Payment	1) Fee-charging basis 2) Fee-charging basis		This service is under medical insurance hospital reimbursement	Grant of nursing care payment and special nursing care payment		Under Medicaid	Government funded
<i>Foreign Domestic Helpers</i>							
Allowed to hire FDHs?	Yes	Yes	No	No	Yes	Yes	Yes
Employer eligibility	Monthly household income of no less than HK\$15,000 per helper or assets of comparable amount to support the expenses for the entire (i.e. 2 years) contractual period	1) Families with triplet or more all under 3; 2) Families with elderly and children (must pass the evaluation); or 3) Living with linear relatives aged 6-, 75+, or parents in law			1) Be 21+; 2) Financial ability; and 3) Responsible and have completed employer course	No specific regulation	No specific regulation
Nature of work	Various domestic chores, take care of employer's family members	Various domestic chores, take care of employer's family members			Domestic chores	Various domestic chores, take care of employer's family members	Various domestic chores, take care of employer's family members

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
Legal identity of foreign domestic workers	Work permit: "Domestic Helper from Abroad"	Alien Resident Permit			Work permit: "Domestic Worker"	Domestic Employee Visa	"Foreign National" Employee
Working hours	Not regulated	Not regulated			Suggested to be <44 hours per week	Below 40-44 hours per week	Below 48 hours per week
Minimum wage for local employees applicable to foreign domestic helpers	No* Live-in domestic helpers in Hong Kong, regardless of local or foreign, are exempted from the Minimum Wage Ordinance (Chapter 608)	No			No minimum wage for local employees	Yes	Yes
Minimum wage for foreign domestic helpers	No less than HK\$4,630 per month	No less than NT\$17,000 per month (HK\$4,784)			No	US\$15 per hour (HK\$117)	CA\$16.5 per hour (HK\$102)
Duration of employment	2 years contract (subject to renewal)	≤12 years			≤ 2 years renewable	Not regulated	Not regulated
Night work	Not regulated	Not regulated			Not regulated	Not regulated	Not regulated
Overtime	Not regulated	Not regulated			If FDW works on rest day, employer must compensate at least 1 day salary or replacement day	1.5 times the regular rate of pay	1.5 times the regular rate of pay

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
					within same month		
Weekly rest	One day per week	Not regulated			One day per week	One day per week	Maximum 48 working hours per week
Annual leave	7-14 days	7 days			Not regulated	3 days	14-21 days
Public holidays	Granted (statutory holidays under the Employment Ordinance (Chapter 57))	Not regulated (based on employment contract signed by both parties)			Not regulated (Foreign domestic helpers are not entitled to Public Holidays. Nevertheless, employers can make the choice to offer public holidays following the Employment Act of Singapore.)	Not regulated	Not regulated
Sick leave	Accumulated at the rate of 2 days per month during the first year; and 4 days per month after. Entitled to payment of sickness allowance as set out in the Employment	Not regulated			Not regulated (but an employer is responsible for FDH's medical needs)	40 hours per calendar year	3 days per calendar year

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
	Ordinance (Chapter 57)						
Lodging	Employers should provide	Employers should provide			Employers should provide	Employers do not need to provide	Employers do not need to provide
Board	Employers should provide food free of charge or pay the prevailing rate of food allowance. The employer shall provide the FDH with essential facilities free of charge, including light and water supply, toilet and bathing facilities, bed, blankets or quilt, pillows, wardrobe, etc.	Employers should provide meals			Employers should provide food free of charge	Not regulated	\$2.55 for each meal (HK\$15.63); \$53.55 per week for all meals (HK\$328.27)
Termination of employment notice period	1 month	Not regulated			Not regulated	5 days	Not regulated
Authority in charge	Labour Department & Immigration Department	Ministry of Labor			Ministry of Manpower	New York State (NYS) Department of Labor;	Ministry of Labour, Training and Skills

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
						U.S. Department of Labor – Division Office in NYC	Development (Ontario)
Governing regulation	Employment Ordinance (Chapter 57), Guidebook for the employment of Domestic Helpers from Abroad	Regulations on the Permission and Administration of the Employment of Foreign workers, Employment Service Act			Employment of Foreign Manpower Act (Chapter 91a)	The Domestic Workers' Bill of Rights in NYS, bill No. S02311E	Ontario's Employment Standards Act; Employment Protection for Foreign Nationals Act, 2009 Pay Equity Act
Miscellaneous	1) Medical and insurance fee; 2) Related administration fee; 3) Other fees (e.g. visa fee)	1) Health insurance; 2) Taiwan stabilization fund; 3) Guaranteed amount; 4) Labour insurance or related (optional)			1) Medical insurance and treatment 2) Foreign employee levy	1) Compensation insurance and disability benefit insurance; 2) Unemployment insurance	
Other leaves and bonuses	Paternity leave with 5 days and 80% of average salary	Emergency leave				1) Voting leave (only 2 hours are paid)	1) Family related leave, e.g.: carer, medical, bereavement; 2) Critical illness leave 3) Organ donor

Comparison Criteria	Hong Kong	Taipei	Shanghai	Tokyo	Singapore	New York City	Toronto
							leave 4) Reservist leave 5) Crime-related child disappearance leave 6) Domestic or sexual violence leave
Transportation fee	The employers are responsible for flight tickets to and from Hong Kong					1) No flight ticket regulation; 2) Daily transport must be paid by employers	1) Employers pay the transportation costs to and from Canada; 2) No daily transport regulation

CHAPTER 4: STOCK-TAKING OF GOVERNMENT POLICY AND SERVICE LANDSCAPE IN HONG KONG

4.1 Objective

To examine prevailing policies and services in Hong Kong and make recommendations on possible enhancement to existing policies to encourage women in the four Target Groups to join the labour force.

4.2 Methodology

The Project Team conducted the stock-taking of the following eight policy domains – (i) childcare, (ii) elderly care, (iii) paternity leave and family leave policies, (iv) maternity leave, (v) flexible work arrangements, (vi) employment services, (vii) employment training and (viii) support and training for carers. The Project Team conducted the stock-taking exercise of HKSAR Government policies and services based on the information in official sources including, for example, the latest papers issued to the Legislative Council, press release, and relevant websites by the Government. In addition to conducting desktop research, the Project Team also conducted engagement sessions with collaborating partners providing relevant public services to our Target Group population (see Chapter 2), and questionnaire (see Chapter 5) and focus group interviews (see Chapter 6). These help to provide views on areas for improvement, which are included into the findings of the stocktaking and mapping exercise.

4.3 Findings

4.3.1 Childcare

Policy description

4.3.1.1 In the last decade, Hong Kong has placed meeting the growing need for welfare services for children at a higher priority. The government increased its expenditure on welfare services for children by 142% from HK\$4,015.5 million in the 2011-2012 financial year to HK\$8,715.7 in the 2019-2020 financial year. Understanding the current phenomena of low female labour force participation for mothers with young children requires consideration about their difficulties to secure or entrust their children to childcare services. Childcare allows the primary caregiver, most often the mother, to take time away from childrearing for market activities. In a study conducted by Vuri (2016), results showed that countries with a higher availability of affordable childcare exhibited high maternal labour force participation rates. Additionally, the provision of childcare, especially/ for pre-school aged children, helped mothers achieve a satisfactory work-life balance. Results from the same study also showed that higher childcare subsidies resulted in a substantial increase in childcare utilization. The affordability, availability and accessibility of childcare services are therefore important factors to consider in order to ensure quality services and release time from caregiving for working mothers. Childcare services provided in Hong Kong will be reviewed in this section based on these three factors.

4.3.1.2 To provide mothers with opportunities to work alongside caregiving, expanding and upgrading childcare services are not the only solutions. Government policies and employers can aim to redesign the workplace by implementing family-friendly employment policies which can work in tandem with childcare services. More about flexible work arrangements is covered in Section 4.3.5.

Policy and Services in Hong Kong

Childcare services in Hong Kong

4.3.1.3 **Child Care Centre (CCC):** In March 2020, a population-based planning ratio for aided CCC places had been incorporated into the Hong Kong Planning Standards and Guidelines (“HKPSG”) with a view to reserving suitable premises in housing development projects for CCC operations. The HKPSG made clear that “such standard should be applied flexibly having regard to a number of case-specific factors”. For developed areas, considerations are given to the childcare service provision of the district and a basket of factors including the service utilisation rate, ratio of aided to non-aided CCCs, the number of planned CCC places, the service demand based on local population characteristics, district land supply, transportation and consideration on surrounding environment, etc. The planning ratio at 100 aided CCC places per 25 000 general population has been adopted. It may require 10 years or more to meet the proposed planning ratio. Meanwhile, the Government has allocated \$20 billion to purchase properties for accommodating welfare facilities, including CCCs, day care centres for the elderly, neighbourhood elderly centres, on-site pre-school rehabilitation services, etc. to help meet the acute shortfall of premises. The Government plan is to provide at least one additional aided standalone CCC in each district through various means, with those districts with more young families and service demand having more. In addition, it was advised that 10

aided standalone CCCs (about 900 aided CCC place) had been planned for provision in the coming three-four years starting from 2021-22 through various development projects.

4.3.1.4 Residential Child Care: In the Chief Executive's 2020 Policy Address, the Government will increase the number of residential childcare places by phases, a total of 30 and 24 additional small group home places plus four and three additional places of emergency or short-term care in small group homes had been planned for provision in New Territories East and Hong Kong East respectively in 2022-2023.

4.3.1.5 After School Care Programme (ASCP): aims to provide supportive care services for primary school children whose parents are unable to give proper care to them during after-school hours. ASCP is operated by non-governmental organisations on a self-financing and fee-charging basis. Through the *Fee-Waiving Subsidy Scheme* (FWSS), SWD provides fee waiving or fee reduction subsidies for children of low-income families to attend ASCP. Services include homework guidance, parental guidance and education, skill learning and other activities. A host of enhancement measures have been implemented since October 2020 to strengthen the services and further support families in need. They include the addition of 2 500 full fee-waiving places, relaxation of application eligibility, increase of subsidy level, provision of extra subsidy for students with special educational needs, and streamlining means-test procedures.

4.3.1.6 Mutual Help Child Care Centre (MHCCCs): currently run by NGOs on a fee-charging and self-financing basis, providing a flexible form of childcare services for children under 3 (children under 6 may also use service). SWD has commenced re-engineering the 19 MHCCCs across the territory from 2021-22 to provide ASCP for pre-primary children and increase the number of social workers and supporting staff to better meet the childcare needs in the community. 10 MHCCCs have been re-engineered to provide *After School Care Programme for Pre-primary Children* (ASCP(PC)) since August 2021. For the remaining 9 MHCCCs, they will be re-engineered in phases by 2024-25.

Alternatives to CCCs

4.3.1.7 Neighbourhood Support Child Care Project (NSCCP) aims to provide a flexible form of day care service for children aged under 9 to meet the needs of the parents at the neighbourhood level. NSCCP provides both home-based child care service and centre-based care group. (See 4.3.8 for more details)

Affordability

4.3.1.8 Children from low income families receiving full-day child care service can apply for Kindergarten and Child Care Centre Fee Remission Scheme to cover part or whole of service fee from the Student Finance Office of the Working Family and Student Financial Assistance Agency (WFSFAA). In February 2020, the Government introduced the *Child Care Centre Parent Subsidy* to partially subsidise the service fees for CCC afforded by parents directly in order to alleviate their financial burden. Besides, the subsidy level of aided standalone CCCs has been raised from 20% to 40% in 2020-21.

4.3.1.9 FWSS provides financial assistance for children of low-income family to attend ASCP. Since October 2020, with a host of enhancement measures implemented, SWD added

2 500 full fee-waiving subsidy places, increased the subsidy level, and is providing extra subsidy for children with special educational needs.

Availability and accessibility

4.3.1.10 With respect to the quality of early childhood education and care, since 2019, the manning ratio of qualified childcare workers in day and residential CCCs has been increased to 1:6 for children aged 0 to below 2; and to 1:11 for children aged 2 to below 3. Singapore has the lowest staff-to-child ratios for the youngest children aged 0-2 as Hong Kong recently increased the ratio. However, Hong Kong still stands out among the lowest staff-to-child ratios for the pre-primary ages compared with the other jurisdictions with only Singapore having a lower ratio.

4.3.1.11 On the other hand, when assessing the availability of childcare, we found that Hong Kong has a high enrolment rate of pre-primary education when compared to other cities, and most children enrol in private pre-primary education institutions²¹⁰.

4.3.1.12 We calculated a proportion for average salary of childcare workers relative to median/average income across jurisdictions. Hong Kong has relatively generous wages for childcare workers at 159% of median individual income. Taipei's wage is at 48%, Singapore at 40-70%, NYC at 72%, Toronto at 81-86%, and Tokyo at 134%

Possible room for improvement

4.3.1.13 HKSAR government has launched several important initiatives to address the issues of availability, accessibility and affordability of childcare services. Considering that childcare is one of the most common reasons for not looking for a job as indicated by respondents in our survey and focus group discussions (See Chapter 5 and Chapter 6), childcare services could be further improved to meet the needs of employees with children.

4.3.1.14 Hong Kong could consider the following recommendations:

1. *Improve childcare provision based on existing plans and services*
 - 1.1 Continue to implement the provision plan for CCC according to population profile and near transportation access (Short-term)
 - 1.2 Expedite the service provision of ASCP to pre-primary children and increase service supply (Medium-term)
2. *Improve childcare service quality through a strengthened workforce*
 - 2.1 Review the implementation mode and effectiveness of NSCCP including increasing incentive payments and standardize training to improve service quality and attract more people to become home-based child carers (Short-term)
 - 2.2 Introduce occupations to provide support to childcare workers on a 1+1 basis based on the Singaporean 'para-educator' and 'para-educarer' model. The manning ratio could be improved to 1+1:6 for children aged 0 to below 2 and 1+1:11 for children aged 2 to below 3. Trainings and certificates could be obtained while on the job (Medium-term)

²¹⁰ Source: Yip et al. (2018)

3. *Increase subsidies to NGOs and parents*
 - 3.1 Increase subsidies to NGOs to increase and improve the service provision of ASCP (Long-term)
 - 3.2 Increase subsidies payable to parents for the use of childcare services (Long-term)

4.3.2 Elderly Care

Policy description

4.3.2.1 Caring for elderly persons can induce significant caregiving stress and may be further exacerbated when the elderly care recipient is suffering from multiple forms of chronic illness (Carers Hong Kong, 2019). Furthermore, caregiving burden amongst middle-aged family caregivers ('the sandwich generation') can be significant as they need to care for both elderly persons and children, and struggle between allocating time and resources between work and caregiving obligations. Many family caregivers, typically women, are compelled to quit their jobs to provide care, which may reduce the family income and even causes disconnection from society (Carers Hong Kong, 2019). Therefore, providing affordable and accessible elderly care services may help to release time from caregiving and allow women to consider market activities or stay in the labour market. This section reviews two major mechanisms in elderly care services: financial assistance and service provision. The financial assistance section discusses eligibility, level of subsidies, and how the sources of financial assistance support the needs of care. Service provision can be considered as having four domains: service accessibility, availability, cost-sharing, and care workforce (i.e., the recipient-to-staff ratios between the care workers versus the elderly) (Kraus et al, 2010; Dyer et al, 2019).

Policy and services in Hong Kong

Elderly services in Hong Kong

4.3.2.2 The Social Welfare Department (SWD) provides various subsidised elderly services to elderly persons in Hong Kong. Underscored by the core principles of 'ageing in place as the core, institutional care as back-up', the mission of elderly services (or long-term care services (LTCs)) is to enable elders to live in dignity and to provide necessary support for them to promote their sense of belonging, sense of security and sense of worthiness (Legislative Council, 2013). All Hong Kong elderly persons assessed as suitable for LTCs under the Standardised Care Need Assessment Mechanism for Elderly Services (SCNAMES) performed by accredited assessors are eligible to enter the Central Waiting List for Subsidised Long-Term Care Services for the Elderly (CWL) and receive the appropriate type of LTCs without means tests. There are two types of subsidised elderly services in Hong Kong: community care and support services (CCS), and residential care services (RCS). Community care and support services are categorised into home-based services (e.g., Integrated Home Care Services (IHCS), Enhanced Home and Community Care Services (EHCCS), etc. on which details can be found in 4.3.8), and centre-based services, e.g., Day Care Centres / Units for the Elderly (DEs / DCUs) that provide a wide range of centre-based community care and support services such as day time care, rehabilitation exercises and social activities to enable frail elderly persons to remain living in the community for as long as possible. In addition, District Elderly Community Centres (DECCs) and Neighbourhood Elderly Centres (NECs) which provide support services to elderly persons and their carers in need, including care skills training and counselling services aiming at supporting elderly persons to live in the community and relieving the stress of their carers. Residential care services primarily consist of Care and Attention (C&A) Homes, and Nursing Homes, which provide different degrees of intensity of residential services according to the frailty level of the elderly person. In general, the Government subsidised about 90% of the cost of LTCs for the elderly, with the user pays for about 10%.

4.3.2.3 The Government subsidises about 90% to more than 95% (for home care services) of the cost of the LTC services described in 4.3.2.2 above regardless of the financial position of the user or his/her family, with the elderly paying less than 5% (for home care services) to around 10%. To explore the feasibility of “users pay in accordance with affordability” (i.e. the less that the elderly person can afford, the more the Government subsidises) principle, the SWD implemented the *Pilot Scheme on Community Care Service Voucher* (CCSV) for the Elderly and launched its third phase in October 2020. It also implemented the *Pilot Scheme on Residential Care Service Voucher* (RCSV) for the Elderly in 2017, which has been extended for three years from March 2020 to March 2023. In February 2022, the Government announced in the 2022-23 Budget that the Pilot Scheme on RCSV for the Elderly will be regularised. Adopting the “money-following-the-user” approach, CCSV and RCSV holders can select services from recognised service providers according to their needs. As of March 2022, there were about 6 300 and 2 000 users of CCSV and RCSV respectively.

Financial assistance

4.3.2.4 Eligible elderly persons in Hong Kong may apply for social security according to their needs, including –

CSSA Scheme: A means-tested scheme that provides a safety net for those who cannot support themselves financially due to old age, disability, ill-health, single parenthood, unemployment, etc. Different categories of recipients receive different levels of assistance to meet their basic needs.

Old Age Living Allowance: A means-tested cash allowance that supplements the living expenses of those aged 65 or above who are in need of financial support.

Old Age Allowance: A non-means-tested cash allowance that helps those aged 70 or above meet special needs arising from old age.

Disability Allowance: A non-means-tested cash allowance that helps those with severe disabilities meet special needs arising from disability.

4.3.2.5 Lastly, the Government introduced since June 2014 the Pilot Scheme on Living Allowance for Carers of Elderly Persons from Low-income Families to provide carers of elderly persons from low-income families with a living allowance to help supplement their living expenses so that elderly persons in need of long-term care services may, under the help of their carers, receive proper care and remain ageing in the community.

Service Provision

4.3.2.6 With regards to the *quality of professional services*, Hong Kong launched the *Navigation Scheme for Young Persons in Care Services* (“Navigation Scheme”) in 2015. Hundreds were recruited under this scheme to develop their profession along an established career path through on-the-job training. In 2021-22, ERB introduced enhanced arrangements to allow more flexibility in training and working hours under the *First-Hire-Then-Train Scheme* to attract more job seekers to join the care sector. Since the commencement of the enhanced Scheme, 32 were recruited to work in Residential Care Homes for the Elderly (RCHes). It is the Government’s policy that local workers must be given priority in filling vacancies in the job market. Only employers, including operators of RCHes experiencing

genuine difficulty in hiring suitable local workers may apply to import care workers through the *Supplementary Labour Scheme* in accordance with its requirements on ensuring employment priority for local workers including local recruitment exercise, manning ratio of local workers to imported workers and imported workers remunerated at no less than the applicable median monthly wage. SWD also implemented the *Training Subsidy Scheme for Staff of Residential Care Homes*. This is part of measures taken to continuously strengthen the monitoring of RCHEs and residential care homes for persons with disabilities (RCHDs) and enhance their service quality. This five-year scheme provides full subsidies for home managers, health workers and care workers of all RCHEs and RCHDs in the territory to enroll in Qualifications Framework (QF)-based training courses. In addition, the Government has introduced an amendment bill into Legislative Council (LegCo) in May 2022 to improve the quality of RCHEs and RCHDs.

4.3.2.7 Regarding the *availability of service provision*, Hong Kong Government is taking a multi-pronged approach to increase welfare services (incl. long-term residential care, day rehabilitation, pre-school rehabilitation and community support services) following the incorporation of population-based planning ratio in the Hong Kong Planning Standards and Guidelines, such as reserving floor areas in government development project, encouraging NGOs to make better use of their sites through the “Special Scheme on Privately Owned Sites for Welfare Uses”, etc. The residential care service is planned on a cluster basis while the community care service on a district basis. The planning ratio is applied flexibly, having regard to the service distribution in various districts in the cluster, the land supply and service demand as a result of population growth and demographic changes, etc. Meanwhile, the Government announced in the 2019-20 Budget that it will allocate \$20 billion over some three years to purchase properties for accommodating welfare facilities, including childcare centres, day care centres for the elderly, neighbourhood elderly centres, on-site pre-school rehabilitation services, etc. to help meet the acute shortfall of premises.

4.3.2.8 **Subsidised residential care services:** The service places of subsidised residential care services for the elderly has gradually increased from 27 300 in July 2017 to 30 400 in April 2022. Apart from places from new RCHE projects, The Government has been purchasing an additional 5 000 EA1 places through the Enhanced Bought Place Scheme over five years starting from 2019-20 to increase the supply of subsidised residential care places for the elderly and enhance the overall service quality of private RCHEs. Around 2 300 places have commenced service by the end of April 2022, and the remaining around 2 700 additional places will commence service gradually in the coming years. The development projects which are currently under implementation or planning by the Government will provide about 10 000 RCHE places (including subsidised and non-subsidised places) in the coming years.

4.3.2.9 **Subsidised home care services:** In October 2019, SWD provided an additional 2 000 places for Enhanced Home and Community Care Services (EHCCS). SWD increased a total of 3 000 service places for Integrated Home Care Services (Frail Cases) [IHCS(FC)] in two phases in October 2020 and April 2021. Overall, the service places of home care services for the elderly has been gradually increased from 8 365 in July 2017 to 13 365 in April 2021.

4.3.2.10 **Subsidised day care centre services:** The Government has implemented in May 2020 the Bought Place Scheme on Day Care Units for the Elderly to set up seven new day care units. As at January 2022, the number of service units has been increased to 92 over the territory, providing a total of over 3 700 service quota. The development projects which are currently

under implementation or active planning by the Government will provide about 3 600 subsidised day care places in the coming years.

4.3.2.11 In regard to *waiting time for subsidised elderly community care services*, as at 31 March 2022, the average waiting time of centre based and home care is around 8 and 6 months respectively. In regard to *waiting time for subsidised elderly residential care services*, as at 31 March 2022, the average waiting time of care and attention places and nursing home places is around 18 and 21 months respectively.

Possible room for improvement

4.3.2.12 Overall, the government has implemented a wide range of schemes and services to enable ageing-in-place for elderly persons and to increase service and financial support for carers of elderly persons. Nevertheless, there is room for further improvement with regards to elderly care services. The number of people in waitlist for subsidised care and attention places and nursing home places is high, reflecting a shortage in service supply compared to the demand. Studies also recognised the shortage of frontline professional staff to cater to the diverse social, emotional, financial, and psychological needs of elderly persons as population ageing continues (Hong Kong Policy Research Institutes, 2017).

4.3.2.13 Government could consider the following recommendations:

4. *Continue to implement the provision plan for elderly care services according to population profile. As Hong Kong population is ageing, additional resources should be allocated to meet the demand for elderly care services (Short-term)*
5. *Strengthen the quality of elderly care by attracting a larger workforce and enhancing training support for care workers.*
 - 5.1 The elderly care sector is facing genuine difficulties in recruiting suitable staff locally, the Government should consider how application procedures for importation of care work manpower could be streamlined while ensuring priority is given to local workforce in recruitment (Short-term)
 - 5.2 Encourage operators of RCHes to join the First-Hire-Then-Train Scheme (Short-term)
 - 5.3 Improving the work shifts and benefits of elderly care staff and consider other possible measures to incentivize local work force (Medium-term)
 - 5.4 Allocate additional funding to develop and subsidise trainings to improve quality of services (Long-term)
6. *Assess the outcome of Pilot Scheme on Community Care Service Voucher (CCSV) for the Elderly and consider expanding it subject to availability of resources (Medium-term)*

4.3.3 Paternity Leave and Family Leave

Policy description

4.3.3.1 Paternity leave and family leave have important policy implications relative to women's labour force participation. Firstly, from the employer's perspective, attitudes towards employing female employees are something which can be changed. In the current state of affairs, if a particular job position requires investment in job training, some employers may discriminate against women on the ground that women may take frequent absence due to childcare responsibilities or unanticipatedly resign due to childbirth. Second, as argued originally by Becker (1985) and validated by numerous studies (Hersch & Stratton, 1994; Andersen, 2018; Alonso et al., 2019) significant changes in the household's time allocation can be achieved by minor changes and shifts in policy. Changing the allocation of labour via paternity leave could change the extent of time spent on market activities for female workers. In a study conducted by Amin, Islam and Sakhonchik (2016) for the World Bank, among a sample of 53 developing countries, women's employment among private firms was significantly higher in countries that mandate paternity leave versus countries that did not. The estimate suggests an increase of 6.8 percentage points in the proportion of employed women associated with the mandating of paternity leave, indicating the important effect of paternity leave policy on female employment. From female workers' perspective, the adoption of family leave policy also communicates to both employers and employees that the flexibility of caring for family members should be supported and normalised in the workplace, therefore encouraging more women to take up employment.

Policy in Hong Kong

Paternity leave

4.3.3.2 Hong Kong²¹¹ provides 5 days of paid paternity leave²¹², which is the lowest compared with the three other jurisdictions that provide paternity leave, i.e., Taipei, Shanghai and Singapore. Paternity leave in Hong Kong is funded by the employer to the employees. To make up for the manpower loss owing to the paternity leave taken by employees, apart from hiring replacement worker(s), employers could adopt different mitigation measures, such as reshuffling work duties of existing staff. The current statutory rate of paternity leave is pitched at four-fifths of the employee's average daily wages, as in the case of maternity leave. This helps preserve the distinction between the kinds of statutory leave applying to all across the board such as statutory holiday and annual leave which attract full pay from other kinds of leave such as maternity leave or sickness days which are paid at a less than full pay level and are only incidental to certain employees. Hong Kong also requires employees to have a longer duration of prior employment compared with the other jurisdictions (40 weeks; 9.5 months) in order to qualify for paid paternity leave.

²¹¹ Source: Labour Department, Employment Ordinance, Cap. 57

²¹² A male employee is entitled to paternity leave for each confinement of his spouse/partner if he meets the following requirements:

- he is the father of a new-born child or a father-to-be;
- he has been employed under a continuous contract (i.e., employed continuously by the same employer for 4 weeks or more and has been working for at least 18 hours each week); and
- he has notified his employer in accordance with the law.

Family leave

4.3.3.3 Hong Kong is the only city under our investigation that did not provide childcare or family leave policies as legal requirements.

Possible room for improvement

4.3.3.4 While most cities provide childcare leave for families with children or family leave for working families to cope with caregiving demands, Hong Kong is absent in providing such support.

4.3.3.5 Hong Kong could consider the following recommendations:

7. *Explore paid childcare and/or family care related leave to allow greater flexibility for both female and male workers to care for children and other family members, though a careful balance should be struck between improving employees' benefits and the affordability of employers if additional employment benefits by way of labour legislation are to be introduced (Medium-term)*
8. *Other measures to support mothers*
 - 8.1 Explore different measures (e.g., flexible work arrangements, extended paid or unpaid paternity leave, paid childcare leave) to provide more time for fathers to bond with their newborns and help alleviate care burden from mothers (Medium-term)

4.3.4 Maternity Leave

Policy description

4.3.4.1 A well thought and designed maternity leave policy is essential to providing female employees with thorough job and income protection during and after time away from work for childbirth. First, maternity leave provides job protection through the option to return to the same job after taking leave, and second, it provides income security during the period of leave for employees who return to work. Del Rey, Kyriacou & Silva (2020) explored the effect of maternity leave duration on female labour supply using an unbalanced panel of 159 countries. They confirm the existence of an inverted U-shaped relationship between maternity leave duration and female labour participation with a threshold of around 30 weeks. Below this threshold, increasing maternity leave increases female participation rate because the positive effect associated with the reduction of worktime cost of employed mothers strongly dominates the effect of negative wage penalty. Similar results were found in a study conducted by Low and Sánchez-Marcos (2015) while assessing the role of different aspects of maternity leave policies. A substantial effect on the labour supply of mothers of young children was found in particular for mothers of children aged 0 to 5. This demonstrates the importance of paid maternity leave on the return to work after childbirth.

Policy in Hong Kong

4.3.4.2 With regard to *duration of maternity leave*, after the Government²¹³ extended the maternity leave to 14 weeks, the length of maternity leave is on a par with most cities under comparison. Regarding the *replacement rate of salary* during maternity leave, Hong Kong²¹⁴ offers 80% of salary. The statutory rate of maternity leave in Hong Kong (i.e., four-fifths of the employee's average daily wages) stands in the middle as compared with the 6 other jurisdictions. In terms of the *eligibility rules*, the Government²¹⁵ requires a woman to be employed under a continuous contract for not less than 40 weeks (~9.5 months) immediately before the commencement of scheduled maternity leave to be eligible for maternity leave pay, which is the most stringent compared to all other cities. All those employed under a continuous contract for less than 40 weeks before the commencement of maternity leave are eligible for unpaid maternity leave. Regarding *funding sources*, Government²¹⁶ requires employers to fully finance maternity leave benefit for the first 10 weeks of statutory maternity leave, while maternity leave pay for the 11th-14th weeks can be reimbursed by the Government subject to a cap of HK\$80,000 per employee.

Possible room for improvement

4.3.4.3 In sum, Hong Kong's 14 weeks of maternity leave is on a par with other cities. The salary replacement rate during maternity leave in Hong Kong stands in the middle as compared with the 6 other jurisdictions. However, Hong Kong institutes the most stringent eligibility requirements for paid maternity leave, and many non-traditional workers are not covered. Because giving birth to children is a major disruption to women's labour force participation (Lu et al., 2017), covering women from all kinds of background with maternity leave can better ensure their attachment to labour force after childbirth.

²¹³ Source: Labour Department, Employment Ordinance, Cap. 57

²¹⁴ Source: Labour Department, Employment Ordinance, Cap. 57

²¹⁵ Source: Labour Department, Employment Ordinance, Cap. 57

²¹⁶ Source: Labour Department, Employment Ordinance, Cap. 57

4.3.4.4 Hong Kong could consider the following recommendation:

9. *Explore greater flexibility for more female workers to receive paid maternity leave (e.g., lowering the prior employment requirement of 40 weeks for taking paid maternity leave) subject to societal consensus and employers' affordability* (Medium-term)

4.3.5 Flexible Work Arrangements

Policy description

4.3.5.1 Employees with caretaking responsibilities, especially those living with young children, elderly people, or persons with disabilities, need to be able to accommodate their working hours to attend caretaking duties. Not only may instituting flexible work arrangement reduce discrimination against female workers, who are most often considered the main caretaker in the household, it may also provide incentives for women to join or re-join the labour force after childbirth. Promoting flexible work arrangements may also bring significant changes in the household's time allocation by normalising men taking time away from work for caretaking duties, and simultaneously increasing time spent in market activities for female workers. Although providing flexible work arrangement may be viewed as harming job productivity, promoting alternatives to the traditional work mode of 9 AM to 6 PM in the company is in fact not at the expense of productivity. 37% of jobs can be successfully performed entirely at home, and while better educated and higher paying industries are believed to demonstrate less productivity loss, an experiment on call centre employees found a 13% performance increase for home-based workers (Bloom et al., 2015; Bartik et al., 2020; Dingel & Neiman, 2020). Another emerging work arrangement trend is “flexitime”, in which employees must attend core working hours but can select flexible starting / finishing times (Labour Department HKSAR, 2015). Lifting restrictions on normal working hours and locations as well as guaranteeing employees' rights to care for their children or other family members in times of need can grant employees the flexibility to balance work and family care. Many flexible work arrangements options are available for employers to adopt and should be duly promoted to support family-friendly workplaces.

Policy in Hong Kong

4.3.5.2 Hong Kong²¹⁷, alongside Tokyo²¹⁸, Singapore²¹⁹ and New York City, does not offer statutory commitment to regulate enterprises to institute flexible work arrangements. However, the Government encourages employers to adopt family-friendly employment practices (FFEP) and to allow flexible work arrangement through different schemes.

4.3.5.3 The *Good Employer Charter*²²⁰ (Labour Department) encourages employers of different trades and scale, including small and medium enterprises, to adopt employee-oriented and progressive good human resource management practices, including FFEP. Employers should formulate family-friendly employment policies by assessing different family responsibilities borne by their employees and help them fulfil their work and family needs simultaneously to create a family-friendly harmonious workplace. Organisations interested in signing the Charter are required to fill in an enrolment form and indicate the employment policies / practices they are adopting. Vetted eligible employers are authorised to use the charter logo for two years.

²¹⁷ Source: Hong Kong Labour Department <https://www.labour.gov.hk/eng/public/wcp/Flexitime.pdf>

²¹⁸ Source: [https://content.next.westlaw.com/9-637-4003?_lrTS=20210418140957682&transitionType=Default&contextData=\(sc.Default\)&firstPage=true#co_anchor_a100240](https://content.next.westlaw.com/9-637-4003?_lrTS=20210418140957682&transitionType=Default&contextData=(sc.Default)&firstPage=true#co_anchor_a100240)

²¹⁹ Ministry of Manpower <https://www.mom.gov.sg/employment-practices/good-work-practices/work-life-grant>

²²⁰ Source: Labour Department <https://www.gec.labour.gov.hk/eng/index.html>

4.3.5.4 The *Family-Friendly Employers Award Scheme*²²¹ (Family Council and Home Affairs Bureau) aims to give recognition to employers who attach importance to the spirit of family-friendliness, encourages them to continue to put in place measures to raise awareness in the business sector of the importance of family core values, and foster a pro-family culture and environment.

4.3.5.5 In addition, the Labour Department has all along been promoting FFEP through various channels and a wide range of publicity activities, including seminars, exhibitions, publications, advertisements at public transport networks and journals of employers' associations and labour organisations, newspaper supplements, etc.

4.3.5.6 The provision of nursing breaks or breastfeeding facilities is also not regulated in Hong Kong but recommended. For instance, the *Employer's Guide to Establishing Breastfeeding Friendly Workplace*²²² (Family Health Service) raises awareness about breastfeeding and the benefit of establishing lactation breaks at the workplace. It also advises organisations and companies on how to implement measures to achieve a breastfeeding friendly workplace.

Possible room for improvement

4.3.5.7 In Hong Kong²²³, the median weekly working hours of 43 hours were higher than that of other advanced economies, such as the United States²²⁴ (average at 35.9 hours) and Ontario²²⁵ (average at 35.9 hours). The long working hours point to the difficulties for working adults to balance family responsibilities. Although Hong Kong Government has recommended flexible work arrangements, it should explicitly incentivise enterprises to institute flexible work arrangements in order to provide employees with more flexibility to balance work and family responsibilities. From our policy review, offering flexible work arrangements and nursing breaks have become norms in numerous cities, the Government should consider adopting more proactive measures to allow employees to benefit from flexible work arrangements. All along, Hong Kong has been, through various channels and a wide range of publicity activities, actively encouraging employers to adopt "employee-oriented" good human resource management measures, including the implementation of FFEPs. Employers are encouraged to adopt FFEPs that serve the best interests of their enterprises and employees, having regard to their individual circumstances and affordability of the unique business environment and operations of specific industries, as well as the actual needs of their employees. The Government will continue to explore more channels and adopt suitable promotional measures in publicizing FFEPs among employers.

²²¹ Source: Family Council https://www.familycouncil.gov.hk/en/Employment/award_schemes.html

²²² Source: Family Health Service <https://www.fhs.gov.hk/english/breastfeeding/30031.html>

²²³ Source: Census and Statistics Department <https://www.censtatd.gov.hk/en/EIndexbySubject.html?pcode=B1130303&scode=180>

²²⁴ Source: International Labor Organization <https://ilostat.ilo.org/topics/working-time/>

²²⁵ Source: Statistics Canada <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410004301&pickMembers%5B0%5D=1.7&pickMembers%5B1%5D=3.1&pickMembers%5B2%5D=5.2&pickMembers%5B3%5D=6.1&cubeTimeFrame.startYear=2016&cubeTimeFrame.endYear=2020&referencePeriods=20160101%2C20200101>

4.3.5.8 Hong Kong could consider the following recommendations:

10. *Promote and enhance FFEP schemes*

- 10.1 Continue to adopt suitable promotional measures to raise awareness about FFEP schemes among employers and the public (Short-term)
- 10.2 Enhance existing FFEP schemes to provide attractive grants to employers to foster family-friendly work practices (Long-term)

11. *Incentivise business/companies/organisations*

- 11.1 Incentivise private businesses/companies/organisations to provide flexible work arrangement (Medium-term)
- 11.2 Incentivise private businesses/companies/organisations to provide nursing break at workplace (Medium-term)

4.3.6 Employment Services

Policy description

4.3.6.1 In this report, employment services refer to those services offered by the Government and other statutory bodies to assist job seekers in finding suitable employment. In addition to general employment services offered to the general population, employment services may also target specific populations, including the elderly and middle-aged, persons with disabilities, youth, women and ethnic minorities. Such services may take different forms, such as informational services, advisory services, career aptitude assessment services and job matching services. Inadequate employment services support for women and a lack of knowledge of available services may restrain female employment. Therefore, enhancing employment services and boosting the promotion of these services could be helpful to increase female labour force participation.

Services in Hong Kong

General employment services

4.3.6.2 Hong Kong's public employment services are mainly provided by the Labour Department. The Labour Department provides free employment and recruitment services to job seekers and employers through its 13 job centres, three recruitment centres for the catering, retail and construction industries, Telephone Employment Service Centre and Job Vacancy Processing Centre. Job seekers may obtain personalised employment advisory services provided by experienced employment officers at LD's job centres, who will also assist them in matching and finding suitable jobs by providing them with job search advice, information on the job market, training/retraining information, conducting career aptitude assessment, etc. in accordance with their individual needs and preferences.

4.3.6.3 Labour Department's *Interactive Employment Service* (iES) website (www.jobs.gov.hk) provides job vacancy and employment information to job seekers while employers can submit and publicise job vacancy information through the website. Various dedicated webpages have also been set up on the iES website to cater for the needs of different job seekers (such as the elderly and ethnic minorities) and employers. To facilitate job seekers with higher education qualifications and/or with professional work experiences (including females) in seeking jobs, a dedicated webpage on Higher Education Employment has been set up in the iES website, which provides relevant employment information and job search functions according to their needs. Concurrently, job seekers can make use of the iES mobile application running on smart phones or mobile devices to search for suitable job vacancies and receive push notifications on newly posted vacancies which match their pre-set criteria as well as job fairs organised by Labour Department (Panel on Manpower of Legislative Council, 18 Feb 2021). Job seekers' resume will be transferred to employers through online system or other methods when they decide to apply for the job.

Targeted employment services

4.3.6.4 To meet the wishes of some job seekers to work part-time to release time to take care of their family or because of age, LD staged district-based job fairs on part-time job and set-up a webpage dedicated to part-time vacancies on the iES website. From January to September 2021, LD had organized 33 district-based job fairs on part-time jobs. Among the 2

849 job seekers, 1 684 were women (59.1%). A total of 369 placements were achieved through these job fairs, of which 218 were female job seekers (59.1%).

4.3.6.5 LD launched a pilot scheme in September 2020 to encourage different groups of job seekers (i.e., elderly, young people and persons with disabilities) to undergo and complete on-the-job training through the provision of a retention allowance. These employees are offered a retention allowance of \$3,000 if they stay in full-time posts for three months. Thereafter, they would receive an additional allowance of \$1,000 for completion of each subsequent month until the end of the six to 12-month on-the-job training. For part-time posts, the respective amounts payable will be halved.

4.3.6.6 Specific services and programmes provided by Labour Department are targeted to the EM population. Job centres have been providing dedicated services for EM job seekers, including arrangement of interpretation services with NGOs and dissemination of information on vacancies suitable for EMs. In 2020, ten district-based inclusive job fairs were organised. Additionally, two employment assistants proficient in EM languages at Kowloon West Job Centre and Yuen Long Job Centre provide employment services for EM job seekers, especially those of South Asian origins, since May 2017. The *Racial Diversity Employment Programme* (RDEP) provides on a pilot basis since November 2020, one-stop employment services for EM job seekers in case management approach through NGOs. The *Employment Services Ambassador* (ESA) programme engages young EM trainees who can communicate in EM languages as ESA in LD's job centres, industry-based recruitment centres and job fairs to undergo on-the-job training. Since September 2018, the on-the-job training period for ESAs extended from six months to one year. Since 2014, the programme has engaged a total of 169 ESAs. The ESA Programme helps LD better serve EM job seekers and enriches EM trainees' own working experience and resume, benefiting their job search in the open market.

Possible room for improvement

4.3.6.7 The number of job seekers registered for the Labour Department's employment services and the number of job seekers placed into employment by making use of the department's service have been increasing since 2019. Employment services geared towards the specific needs of women could better assist women to find jobs meeting their demands. Since lack of awareness of available and specific employment services was often mentioned in this study (see Chapter 5 and Chapter 6), more effort could be put in particularly in improving communications and publicity of the employment services relevant to different groups of female job seekers.

4.3.6.8 Hong Kong could consider the following recommendations:

12. *Continue to finetune employment services for women with higher education qualifications and/or with previous professional work experience and evaluate what contributes to desired outcomes for further finetuning* (Short-term)
13. *Enhance general career opportunities for female job seekers*
 - 13.1 Consider adjusting and enhancing existing employment programmes (e.g., EPEM, WTS) to better fit the specific demands and needs of female job seekers and incentivize women to join these programmes (Medium-term)
 - 13.2 Continue to explore different measures to expand career opportunities to incentivize female workers to re-join and stay in employment (Medium-term)

- 13.3 Continue to incentivise private businesses/companies/organisations to train, hire and retain female workers (Medium-term)
- 14. *Boost opportunities for EM female job seekers*
 - 14.1 Consider how to further increase recruitment of EM job seekers in Government departments (Medium-term)
 - 14.2 Explore how different programmes similar to ESA could be offered to EM women of different age groups (Medium-term)
- 15. *Explore whether more support could be provided to women who have entrepreneurial aspiration to develop self-employment opportunities, especially those that could lead to business start-up* (Medium-term)

4.3.7 Employment Training

Policy description

4.3.7.1 Employment training is defined as to “prepare individuals for a rapidly changing, increasingly demanding world of work, and to improve their employability. An individual's employability includes the ability to secure and retain employment and improve his or her productivity and income-earning prospects” (International Labour Organization, 2000). Employment trainings are relevant for the general population but particularly crucial for those who enter the labour market for the first time, those changing occupations or sectors of work, and those who have been out of the labour market for a long time. Considering that these situations prevail among women in the four target groups (See Chapters 2, 5 & 6), tailored employment trainings could significantly increase the employability of this specific population, and substantially benefit women looking to stay in their current employment and contribute to improving their productivity.

Services in Hong Kong

4.3.7.2 Hong Kong provides various forms of employment training programmes catered to different population groups to enhance employability.

4.3.7.3 ERB currently offers over 700 training courses straddling 28 industries and generic skills. The *Modular Certificates Accumulation Scheme* (MCAS) allows trainees to take designated half-day or evening courses and receive a certificate bearing a qualification equivalent to the corresponding full-time courses. It covers training in post-natal care worker, elderly care worker, infant and child care worker, occupational therapy assistant and physiotherapy assistant. ERB²²⁶ has established a specific programme, the *First-Hire-Then-Train* Scheme, to support latent workforce. Participating employers under this scheme provide jobs with suitably modified working hours, leave arrangements, on-the-job training, and the corresponding supports so as to tackle the special needs of middle-aged women. For the EM population, ERB currently offers around 50 dedicated training courses which are conducted in English, including full-time placement-tied and part-time skills upgrading and generic skills training courses. As of February 2022, it offers 14 Chinese language courses dedicated for EMs. ERB established the “Focus Group on the Training Needs of the Ethnic Minorities” to solicit views from different stakeholders on its dedicated courses and explore new initiatives to cope with the training needs of EMs. It also established the “Task Force for Reviewing Language Courses” to examine comprehensively its language training courses, among other measures targeted at EM job seekers.

4.3.7.4 Other programmes conducted under the aegis of Labour Department also provide employment training catered to different groups. The *Employment Programme for the Elderly and Middle-aged* (EPEM), provides services that aim at encouraging employers to engage unemployed job seekers aged 40 or above in full-time or part-time long-term job vacancies and provide the job seekers with on-the-job training (OJT), through the provision of training allowance to employers. Upon completion of OJT, employers can apply for OJT allowance of up to HK\$ 5,000 and HK\$ 4,000 per month per eligible employee aged 60 years or above for 6 to 12 months and 40 to 59 years for 3 to 6 months, respectively. Retention allowance is

²²⁶ Source: ERB https://www.erb.org/training_courses/erb_courses/first_hire_then_train_general/en/

provided for eligible employees aged 60 years or above through LD's three-year pilot scheme since September 2020.

4.3.7.5 The *Work Orientation and Placement Scheme* (WOPS) provides OJT allowance payable to employers to encourage them to employ job seekers with disabilities. LD has also launched a pilot scheme in September 2020, which provides retention allowance to encourage persons with disabilities employed through WOPS or referral of Selective Placement Division to stay in their jobs.

4.3.7.6 Both ERB and LD also provide internship programmes to strengthen employability. ERB's *20x50 Internship Programme* was designed for youth and mature people with a view to enhancing their knowledge about the prevailing employment market situation and strengthening their skillset through a one-month internship programme. Young people can work between 30-35 hours weekly under this programme with the maximum number of hours in the internship programme not exceeding 140 hours. Those aged 50 and above can work 18 to not more than 30 hours weekly with the maximum total number of hours not exceeding 130 hours. Upon completion of the internship, interns are eligible for allowance and bonus up to HK\$8,800. LD's *Work Trial Scheme* was developed to enhance the employability of job seekers who have difficulties in finding jobs through one-month full-time or part-time work trial. On completion of the one-month full-time work trial, each participant will receive an allowance of up to \$8,300, while the allowance for part-time work trial participant will be calculated at \$49 per hour, of which \$500 is contributed by the participating organization.

Possible room for improvement

4.3.7.7 Though the "First-hire-then-train" Scheme encourages employers from all industries to participate, from the perspective of programme design, the vacancies made available in the "First-Hire-Then-Train" Scheme are in general limited to a range of job sectors covering industries with persistent shortage in manpower, and are limited to employers that are willing to offer employment to those who have no industry background and to release their employees to take training courses during service. Examples include jobs in care work, cleaning work, hotel housekeeping, catering service, recreational club house service, etc. Lack of employers' support and participation may limit opportunities for women to pursue their career in other job sectors, thus disincentivising return to employment. Taken together, job training programmes in Hong Kong could be improved and expanded in various ways to cater the different needs of women looking to join or re-join the labour force.

4.3.7.8 Hong Kong could consider the following recommendations:

16. Broaden training courses for female job seekers

- 16.1 Continue to broaden training courses in different industries under ERB to meet market demands and enhance communications and promotion of the multitude of training options (Short-term)
- 16.2 Provide more retraining courses with diverse language support (Short-term)

17. Adjust and enhance internship programmes to target newer arrival/immigrant women and strengthen promotion of internship programmes for women who left the labour force (these groups often lack familiarity with the labour market situation in HK and could benefit from an internship programme to enhance their knowledge and strengthen their skillset) (Medium-term)

4.3.8 Support and Training for Carers

Policy description

4.3.8.1 In addition to caretaking of children and elderly people, families (women in particular) may also have to care for persons with disabilities in the household, which may induce tremendous caregiving stress and restrain them from taking up employment. In this section, we review different types of home-based care options available to help reduce women's share of household and caretaking. We discuss home-based community care services available for the care of children, elderly people and persons with disabilities, in addition to services provided by foreign domestic helpers. As reviewed above, childcare and elderly care services in Hong Kong face certain challenges, in particular with regards to availability of care workers. For example, the availability of childcare places in Hong Kong is suboptimal and the quality of childcare, as measured by staff-to-child ratios, was lower than most jurisdictions in the non-local comparison. With regard to elderly care, Hong Kong has a high shortfall of care workers. FDHs and other home-based services became important resources in Hong Kong that families may rely on. Available financial assistance for families hiring home-based carers is also reviewed in this section.

Policy and services in Hong Kong

Home-based services

4.3.8.2 Home-based services are available to support families caring for children, elderly people and persons with disabilities.

4.3.8.3 **Neighbourhood Support Child Care Project (NSCCP)** provides a flexible form of child care service for children aged under 9, and promotes community participation and mutual help in the neighbourhood. NSCCP provides both home-based child care service and centre-based care group. Home-based child care service operates from 7:00am to 11:00pm. Service users with social needs and financial hardship may apply to operators for fee reduction / waiving. To enhance the service quality of NSCCP, SWD has provided additional provision to operating NGOs since January 2020 to increase professional and supporting staff to strengthen the training and monitoring of home-based child carers, and raise the level of incentive payment for home-child carers to a standard level of HK\$25 per hour in order to encourage more volunteers to serve as child carers. To better meet the keen demand for day child care services, the Government will review the implementation mode and effectiveness of the project, including the need for home-based child carers to undergo certified training and the level of their pay, with a view to enhancing service quality as well as attracting more people to become home-based child carers. The review is expected to be completed by mid-2023.

4.3.8.4 **Integrated Home Care Services (Ordinary Cases) [IHCS(OC)]** provide home-based community support services to the elderly persons aged 60 or above, persons with disabilities, and individuals and families with social needs living in the community.

4.3.8.5 Pilot Scheme on **Home Care and Support for Elderly Persons with Mild Impairment** provides home care and support services to around 4 000 low-income elderly persons with mild impairment and waitlisting for IHCS(OC). The Government announced in the 2022-23 Budget that the Pilot Scheme will be regularised.

4.3.8.6 **Integrated Home Care Services (Frail Cases) [IHCS (FC)] / Enhanced Home and Community Care Services (EHCCS)** provide a range of home-based community care services to frail elderly persons. Home care services team will also provide support to carers.

4.3.8.7 **Home Care Service for Persons with Severe Disabilities** provides a package of home-based support services to meet the personal care, nursing care and rehabilitation training needs of persons with severe intellectual / physical disabilities / moderate nursing care need or functional impairment. It also aims at relieving the stress of their family members / carers and improving their quality of life.

4.3.8.8 **Integrated Support Service for Persons with Severe Physical Disabilities** provides support to persons with severe physical disabilities who need constant attention and care and enable them to continue living in their familiar community. In addition to providing cash subsidies for the procurement of medical equipment and medical consumable, this programme also aims at strengthening support services for persons with severe physical disabilities to prepare for their discharge from hospital and follow up with integrated home-based services with a view to facilitating their full integration into the community.

4.3.8.9 The Government released the Report of the Consultancy Study on Needs and Support Required of Carers of Elderly Persons and of Persons with Disabilities in Hong Kong in June 2022. The consultancy study emphasised that carer support is a shared responsibility of family, community, business and the Government, and the injected resources should be integrated so as to enhance the effectiveness of services. The Government accepted in principle the directions and 11 recommendations put forward in the study report and will follow up on them.

Foreign Domestic Helpers

4.3.8.10 In addition to household chores, FDHs may also provide care services for children, elderly people and persons with disabilities. Regarding eligibility rules for employers to hire FDHs, Hong Kong²²⁷ requires an employer to have sufficient income and subject to other requirements from the Government. With respect to remuneration, live-in domestic helpers in Hong Kong, regardless of local or foreign, are exempted from the Minimum Wage Ordinance given the provision of in-kind benefits arising from live-in domestic workers' dwelling in the household of employers free of charge; instead, the Government regulated a separate minimum wage for FDHs: HK\$4,630 per month (24% of median individual income). With respect to overtime pay, Hong Kong²²⁸ does not explicitly regulate the amount of overtime pay. With regard to weekly rest, FDHs are granted one day per week of rest. In terms of public holidays, Hong Kong ensures FDHs to have days off on statutory holidays. Lastly, FDHs can have 7-14 days of annual leave, and paid sickness days in accordance with the Employment Ordinance.

4.3.8.11 A new FDH seeking employment in Hong Kong is currently required to possess at least two-year working experience as a domestic helper. As the skillset, experience, calibre, qualifications, etc. which employers required of his/her FDH may differ, the range and types of possible mandatory/free trainings for FDHs would be difficult to determine. With the support of the Lotteries Fund, the Social Welfare Department implemented a Pilot Scheme on Training for FDHs in Elderly Care in 2018 to strengthen the skills of FDHs in taking care of frail elderly persons, so as to enhance the elderly persons' quality of life in the community and

²²⁷ Source: HK Gov <https://www.gov.hk/en/theme/guidebook/employment/family/foreigndomestichelper.htm>

²²⁸ Source: Labour Department <https://www.fdh.labour.gov.hk/res/pdf/FDHguideEnglish.pdf>

support ageing in place for them. Phase I of the Pilot Scheme was completed in September 2021 with a total of 1 250 training places being provided. Phase II will be held from October 2021 to September 2023. A total of 1 368 training places will be provided. The training mainly covers 12-hour common topics in elderly care and care skills, and includes four electives on caring for elderly persons with dementia and stroke. SWD will take into account the effectiveness of the Pilot Scheme and other relevant factors in determining its way forward. Subject to the evaluation of the Pilot Scheme, it is worthwhile to explore if similar scheme could be introduced to cover caretaking of individuals with disabilities.

Financial assistance

4.3.8.12 Programme-based services are available to provide families with financial assistance to hire home-based carers. CCF launched the **Pilot Scheme on Providing Subsidy for Higher Disability Allowance (HDA) Recipients in Paid Employment to Hire Carers** in October 2016. The Pilot Scheme aims to provide subsidy for HDA recipients engaged in paid employment to hire carers with a view to encouraging them to sustain employment. The Pilot Scheme has been extended under the current mode of operation up to end September 2023 to continue to provide the subsidy to existing beneficiaries provided that they continue to meet the eligibility criteria. In addition, the Government introduced since June 2014 the Pilot Scheme on Living Allowance for Carers of Elderly Persons from Low-income Families to provide carers of elderly persons from low-income families with a living allowance (see section 4.3.2.5 for details).

4.3.8.13 CSSA recipients that are medically certified to be in need of constant attendance may apply for the **Care and Attention Allowance** to cover expenses of care and attention services at home (including expenses of hiring a carer), subject to medical certification and a social worker's recommendation.

Possible room for improvement

4.3.8.14 Providing care and support is physically and emotionally demanding, and these caregivers, who are often disproportionately women, are at greater risks of poor health outcomes (Adelman, Tmanova, Delgado, Dion, & Lachs, 2014). Therefore, investment in informal caregivers is important to maintain a sustainable and responsive care system as an affordable alternative and supplement to formal care (Cecchini, 2018; Rodrigues, Schulmann, Schmidt, Kalavrezou, & Matsaganis, 2013). Improvements could be made particularly on the provision of quality and tailor-made home-based services for frail elderly persons and people with disabilities.

4.3.8.15 Hong Kong could consider the following recommendations:

18. Increase training for carers

- 18.1 Continue to provide suitable trainings to carers to strengthen their caregiving capacity and self-management abilities and assess whether, and if not how, diverse groups of women are engaging in trainings (Medium-term)
- 18.2 Assess the effectiveness of the Pilot Scheme on Training for FDHs in Elderly Care and consider offering training for FDHs taking care of family members across ages (including those with special needs) (Medium-term)

19. *Provide better support for caregivers in order to release women's time from caregiving*
 - 19.1 Integrate and consolidate existing services as well as building a one-stop carer-centric platform to provide useful information on existing services offered by the Government, non-governmental organisations, social enterprises and corporates (Short-term)
 - 19.2 Raise the awareness of carers about the availability of and access to carer support services through promotional campaigns and dissemination of information (Short-term)
 - 19.3 Strengthen existing peer support and mutual assistance network among carers in the community and assess whether, and if not how, diverse groups of women are engaging in offerings (Long-term)
20. *Explore options to support the hiring of FDHs by families with children under 18 and elderly over 65* (Medium-term)

CHAPTER 5: PRIMARY DATA FOR QUANTITATIVE SURVEY AND SECONDARY DATA ANALYSIS

5.1 Objective

To collect data from at least 2 500 women of the four Target Groups by way of questionnaire to study the considerations and difficulties of women in the four Target Groups in choosing whether or not to work.

5.2 Methodology

The Project Team completed a total of 2 889 individual data collection. Appendix 6 specifies the numbers of recruits from collaborating partners. A screening questionnaire was administered to check the eligibility of participants within one of the four Target Groups (See Appendix 7). Those women who were eligible within one of the four Target Groups were invited to complete the survey module on barriers to employment, which took no more than 15 minutes to complete (See Appendix 8). The survey questionnaire included questions previously used in the Thematic Household Survey and Hong Kong Panel Study of Social Dynamics surveys to enable comparison with other data sources for benchmarking this new survey. A few additional items related to considerations for deciding whether to join or stay in employment, the difficulties they encounter in considering employment, experiences with social programme participation, possible incentives which may encourage them to seek or stay in employment based on the initial FGD with stakeholders and women were also included in the questionnaire. Primary survey data was collected by face-to-face and telephone/video conference interviews from the four Target Groups with target sample size distribution and total sampled size set out in Table 11. Data collection was completed on 15 August 2021.

Table 11. Sample size of primary survey

Target Group	Sample Size	Start date	End date	Total data collected
Women aged 40-49 currently without paid job (Target Group 1)	500* individuals	22 March 2021	15 August 2021	580
Women aged 50 and over currently without paid job (Target Group 2)	500* individuals	22 March 2021	15 August 2021	580
Ethnic minority women currently without paid job (Target Group 3)	1 000* individuals	22 March 2021	15 August 2021	1 148
Female full-time homemakers who are from low-income households (Target Group 4)	500* individuals	22 March 2021	15 August 2021	581

* Participants for Focus Group Interview in Chapter 6 were not double counted for Quantitative survey

Note: Because of the broad diversity of Ethnic Minority women in Hong Kong in terms of ethnicity and socio-economic status we are oversampling the overall group of EMs in the survey phase in order to be able to conduct statistically meaningful analysis of the subgroups.

5.3 Findings

Basic demographics of the survey population

5.3.1 **Age:** Figure 4 visualises the completed surveys by Target Group, and where relevant by age. As TG1 and TG2 are age specific they have a fixed age distribution.

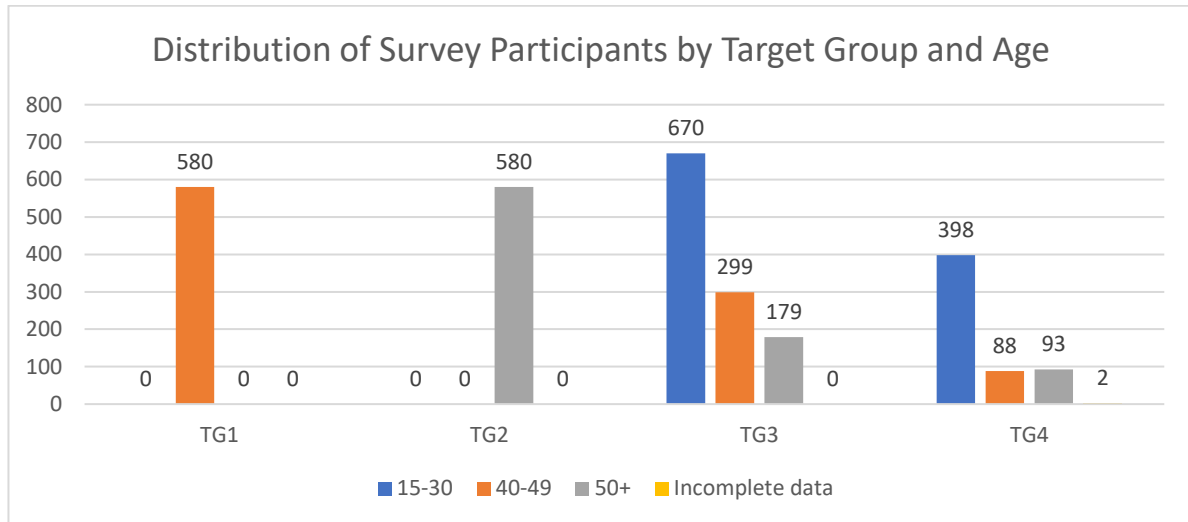


Figure 4. Distribution of survey respondents by Target Group and age

5.3.2 **Ethnicity:** Figure 5 shows the number of completed surveys by ethnicity for TG3 since it comprises different ethnicities. TG1, TG2 and TG4 are specific to the Chinese ethnicity. Within TG3, the largest ethnic groups being surveyed are Indian (27%), Pakistani (25%) and Nepalese (20%).

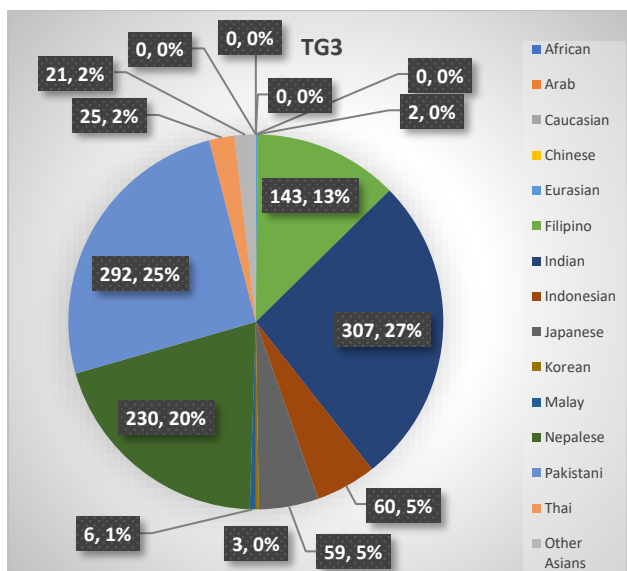


Figure 5. Distribution of survey respondents by ethnicity for TG3

5.3.3 **District:** Table 12 presents completed survey by Target Group and by district. A place-based method was used to identify territory-wide locations where distinct linguistic groups and lower-income families cluster residentially and also to ensure broad coverage geographically of the study sample across the territory.

Table 12. Distribution of survey respondents by Target Group and district

District	TG1	TG2	TG3	TG4
Central and Western	4	8	31	13
Eastern	38	21	23	63
Islands	2	4	229	4
Kowloon City	32	35	138	23
Kwai Tsing	63	116	91	60
Kwun Tong	18	21	18	21
North	44	38	4	35
Sai Kung	12	12	26	4
Sha Tin	31	25	24	11
Sham Shui Po	192	141	93	257
Southern	9	27	12	11
Tai Po	19	19	7	6
Tsuen Wan	22	38	29	9
Tuen Mun	15	10	30	12
Wan Chai	7	5	27	3
Wong Tai Sin	6	7	19	4
Yau Tsim Mong	27	16	159	28
Yuen Long	34	35	153	10
<i>Incomplete data</i>	5	2	35	7
TOTAL	580	580	1148	581

5.3.4 **Housing:** Figure 6 illustrates completed surveys by Target Group and by housing type. Among respondents, the majority (50%, 1 443) reside in public rented accommodation. TG3 has the highest proportion of respondents living in private rented accommodation (53%, 605) compared with TG4 (25%, 148), TG1 (22%, 129), and TG2 (10%, 58).

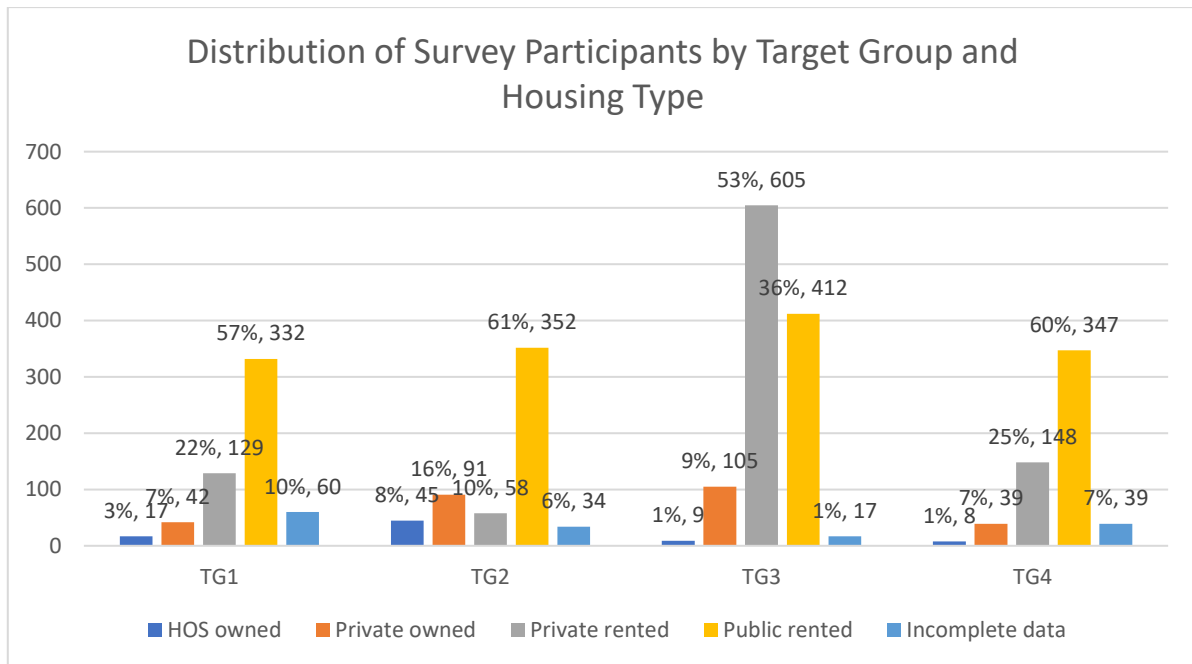


Figure 6. Distribution of survey respondents by Target Group and housing type

5.3.5 Highest level of education attained: Figure 7 below shows the number of completed surveys by Target Group and by highest level of education attained. Secondary 1 – Secondary 3 and Secondary 4 – Secondary 7 were the highest level of education attained for a large number of respondents in TG1 (79%, 454), TG4 (78%, 453), and TG2 (66%, 383). In TG3, 33% (381) of the respondents indicated Secondary 4 – Secondary 7 as the highest level of education attained. TG3 has the highest proportion of respondents indicating Undergraduate Degree as the highest level of education attained (23%, 261) compared with TG2 (4%, 21), TG1 (3%, 17), and TG4 (2%, 13).

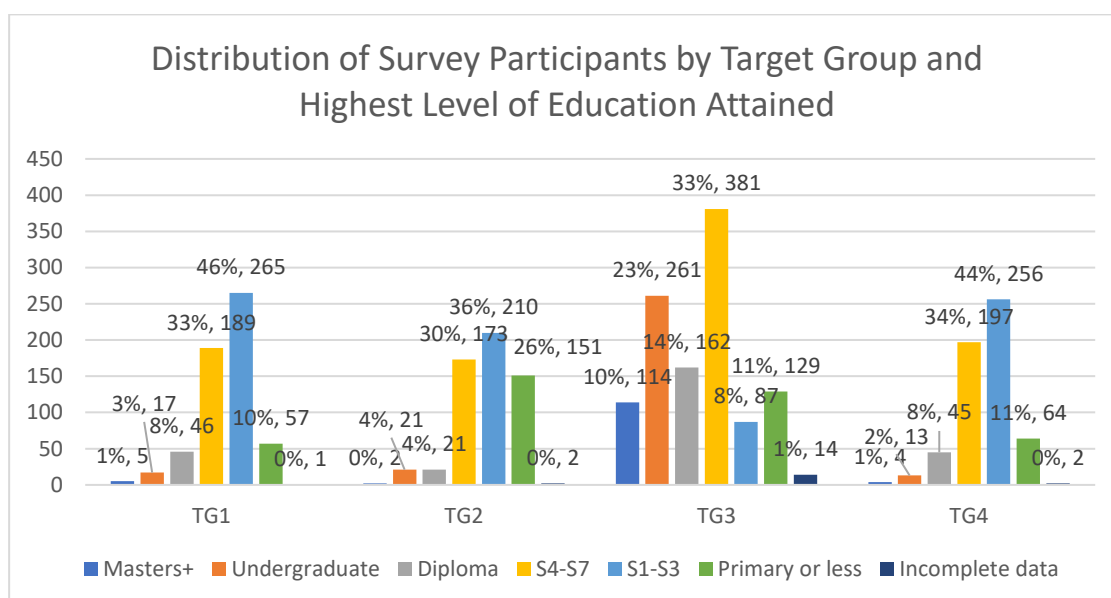


Figure 7. Distribution of survey respondents by Target Group and highest level of education attained

5.3.6 Marital status: Figure 8 displays completed surveys by Target Group and by marital status. Across all target groups, most of the respondents were married (70%, 2019). 22% (130) of respondents in TG1 were divorced, compared to 19% (108) for TG2, 12% (71) for TG4 and 3% (38) for TG3.

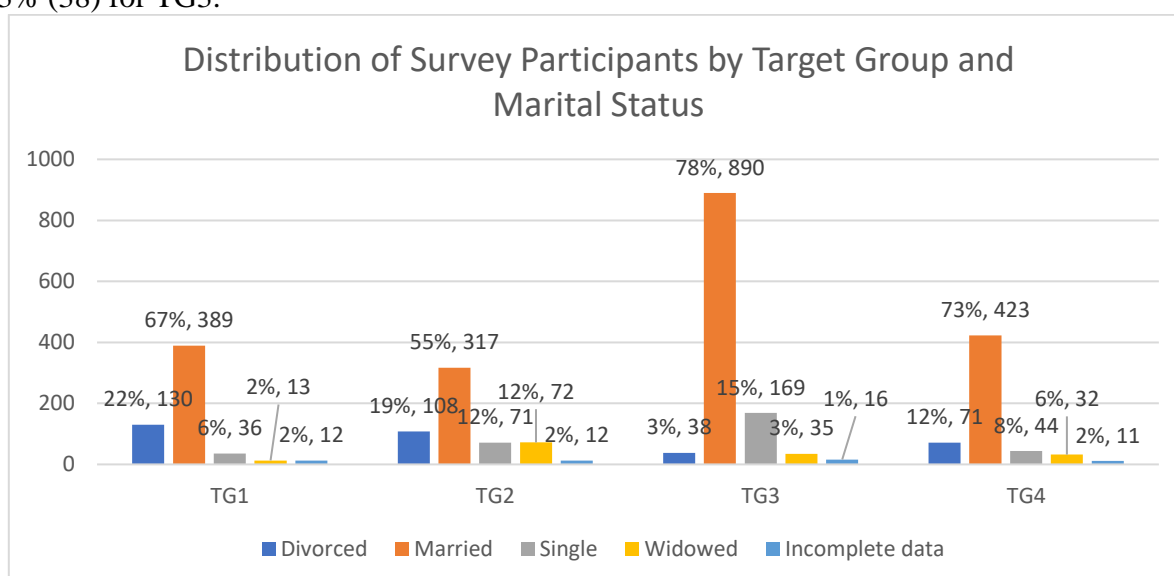


Figure 8. Distribution of survey respondents by Target Group and marital status

5.3.7 Household size: Figure 9 illustrates completed surveys by Target Group and by household size. More than half of all respondents (52%, 1493) have a household size of 3-4 people. TG3 has the highest proportion of respondents living in household equal or larger than 5 people (36%, 418), compared to 26% (152) for TG4, 18% (106) for TG1 and 10% (56) for TG2. TG2 has the highest proportion of respondents living in household equal of smaller than 3 people (70%, 406), compared to 49% (285) for TG1, 36% (208) for TG4 and 30% (343) for TG3.

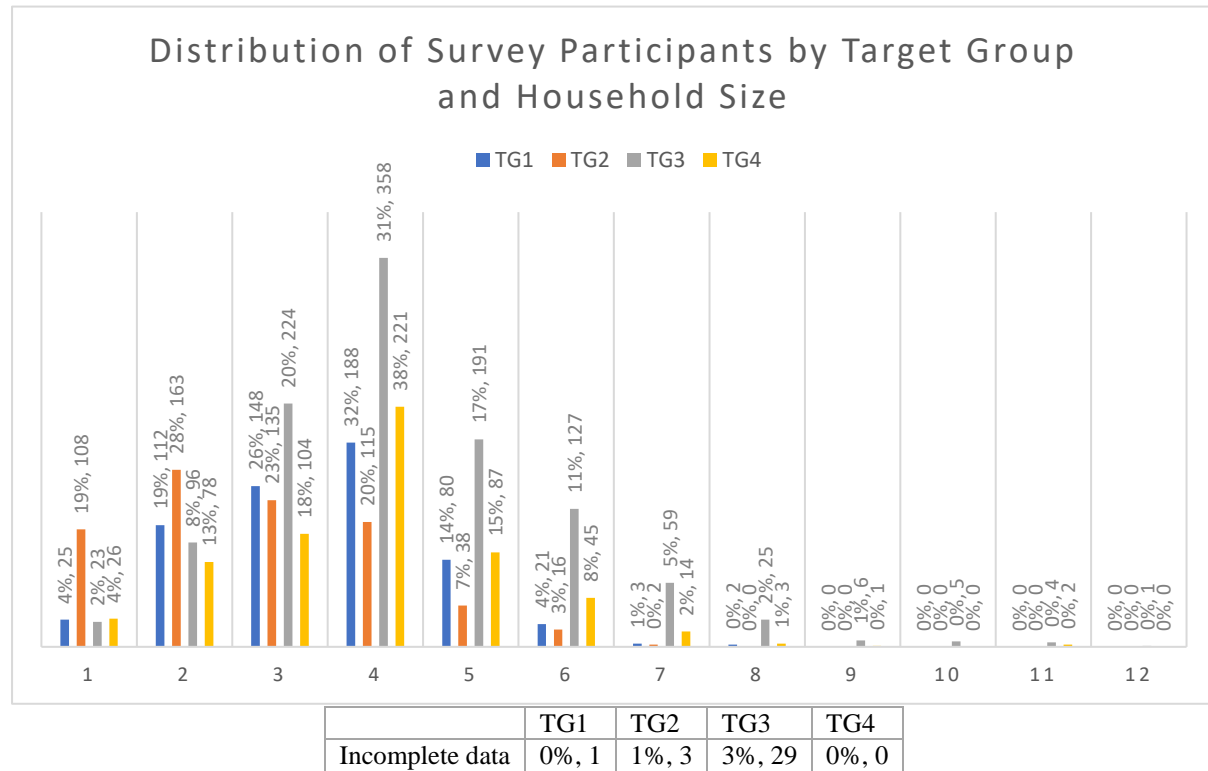


Figure 9. Distribution of survey respondents by Target Group and household size

5.3.8 **Mother tongue:** Table 13 presents the number of completed surveys by Target Group and by mother tongue. Across respondents from TG1, TG2 and TG4 (target groups specific to Chinese ethnicity), 68% (1 190) indicated Cantonese as their mother tongue, and 14% (239) indicated Putonghua as their mother tongue.

Table 13. Distribution of survey respondents by Target Group and mother tongue

Language	TG1	TG2	TG3	TG4	TOTAL
Arabic	0	0	0	0	0
Bengali	0	0	9	0	9
English	1	2	112	1	116
Cantonese	364	465	6	361	1196
Putonghua	102	39	2	98	241
Shanghainese	2	2	0	0	4
Hakka	33	26	0	28	87
Chiu Chau	19	10	0	26	55
Sze Yap	0	1	0	0	1
Fukien	11	8	2	19	40
Filipino	0	0	110	0	110
French	0	0	0	0	0
Gujarati	0	0	10	0	10
Hindi	0	0	83	0	83
Indonesian	0	0	50	0	50
Japanese	0	0	57	0	57
Kannada	0	0	3	0	3
Korean	0	0	3	0	3
Malayu	0	1	0	0	1
Malayalam	0	0	5	0	5
Nepali	0	0	227	0	227
Oriya	0	0	1	0	1
Pashto	0	0	32	0	32
Persian	0	0	1	0	1
Punjabi	0	1	124	1	126
Russian	0	0	0	0	0
Sindhi	0	0	9	0	9
Swedish	0	0	0	0	0
Tamil	0	0	54	0	54
Telugu	0	0	3	0	3
Thai	0	0	24	0	24
Urdu	0	0	205	0	205
Vietnamese	0	0	3	0	3
Yoruba	0	0	0	0	0
Other Chinese dialects	47	25	0	47	119
Incomplete data	1	0	13	0	14
TOTAL	580	580	1148	581	2889

Analysis by Target Group

5.3.9 This section presents findings specific to each Target Group in respect to recent employment history, caring responsibilities, views on employment, discrimination faced in previous employment, and use of welfare services. All figures are included under Appendix 9.

Target Group 1

Features of TG1: women aged 40-49 currently without a paid job (Sample size = 580)

Recent Employment History

5.3.10 68% (395) of respondents in TG1 have had a formal job or owned a business since they reached 15 years old. 57% (332) of TG1 respondents were service and sales workers in their most recent formal or informal employment. Among those with previous formal employment, 47% (185) of them worked part-time in their recent job. 46% (182) of them earned under \$5,000 a month. 59% (235) left the job to take care of their children.

Caring responsibility

5.3.11 86% (497) of respondents in TG1 live with their children. 12% (71) live with at least one elderly member.

Employment

5.3.12 36% (206) of respondents in TG1 are looking for jobs at the time of survey. Compared with other target groups, TG1 (and TG2) have the highest proportion of respondents looking for jobs at the time of survey. 69% (142) of those looking for a job prefer taking a part-time job, 45% (93) are willing to spend under 30 minutes daily for commuting, 47% (96) prefer the job could allow them the option to work both at the office and home. A flexible work arrangement matters especially for TG1 (and TG4). Childcare is the most common reason for not looking for a job with 88% (323) of TG1 respondents not looking for a job feeling this way. Compared with the other target groups, TG1 has the highest proportion of respondents indicating childcare as the main reason for not looking for a job. Flexible / convenient working hours (70%, 259) and relief from childcare duty (65%, 240) are the most important factors to consider joining the labour force for TG1 respondents not looking for a job.

Discrimination faced in previous employment

5.3.13 Compared with other TGs, a higher proportion of respondents (around 26% (103) - 59% (234)) in TG1 reported incidence of discrimination, such as not being asked their opinion when opinions from different people were needed and being unfairly humiliated in front of others at work.

Use of welfare services

5.3.14 The usage of childcare and elderly care services is very low (8% (38) and 4% (3) respectively among those living with child/elderly). The majority of respondents indicated they do not require such services, however some of the common reasons for not using these services include lack of awareness of the welfare services (cited by 24% (109) of child carers and 31% (21) of elderly carers) and concern about the cost (cited by 22% (100) of child carers and 18% (12) of elderly carers). TG1 has the highest proportion of respondents indicating they would consider using employment services (45%, 214), compared with TG4 (37%, 187), TG3 (34%, 331), and TG2 (31%, 138). Operation hours of the service centres, reported by 25% (122) of TG1 respondents not using employment services is the most common reason for not using this

type of services, followed by lack of knowledge, reported by 24% (113). 44% (257) of TG1 respondents received vocational training in the past, while 73% (231) of those who have not received any vocational training would consider getting vocational training. Across target groups, TG1 has one of the highest proportions of those who received vocational training in the past, and of those who would consider getting vocational training.

Target Group 2

Features of TG2: women aged 50 and over currently without a paid job (Sample size = 580)

Recent Employment History

5.3.15 81% (470) of respondents in TG2 have had a formal job or owned a business since they reached 15 years old; this is the highest among all four target groups. 39% (228) of TG2 respondents were service and sales workers in their most recent formal or informal employment. Among those with previous formal employment, 54% (252) of them worked full-time in their recent job. 42% (198) of them earned under \$5,000 a month. Across all target groups, children were the main driver for leaving the most recent job. 19% (90) of them left their most recent job to take care of their children, 14% (67) left their most recent job due to other family responsibilities. This is notable as this group covers women over 50 years of age, suggesting that once women leave the labour market for childcare responsibilities, they may not re-join.

Caring responsibility

5.3.16 23% (134) of respondents in TG2 live with their children. 19% (111) live with at least one elderly member.

Employment

5.3.17 37% (213) of respondents in TG2 are looking for jobs at the time of survey. Compared with other target groups, TG2 (and TG1) have the highest proportion of respondents looking for jobs at the time of survey. 67% (142) of those looking for jobs prefer taking a part-time job, 45% (95) are willing to spend under 30 minutes daily for commuting, 32% (69) prefer to work at the office, while 30% (64) prefer the job could allow them the option to work both at the office and home. Age and childcare are the most common reasons for not looking for a job with 40% (143) and 22% (79) respectively of TG2 respondents not looking for a job reporting this way. Flexible / convenient working hours (40%, 145), workplace near home (40%, 143) and simple / comfortable / safe job (32%, 116) are the most important factors to consider joining the labour force for TG2 respondents not looking for a job.

Discrimination faced in previous employment

5.3.18 Around 20% (96) - 48% (226) of TG2 have faced discrimination in previous employment, e.g., being humiliated in front of others at work

Use of welfare services

5.3.19 The usage of childcare and elderly care services is very low (8% (11) and 4% (4) respectively among those living with child/elderly). The majority of respondents do not require such services, however some of the common reasons for not using these services include lack of awareness of the welfare services (cited by 14% (17) of child carers and 14% (15) of elderly carers) and concern about the cost (cited by 14% (17) of child carers and 7% (7) of elderly carers) are also some of the common reasons for not using these services. 31% (138) of TG2 respondents who are not currently using employment services indicated that they would consider using the services. Compared with other target groups, TG2 has the lowest proportion

who indicated that they would consider using employment services. Lack of incentive to actively look for a job, reported by 25% (109) is the most common reason for not using employment services among TG2 respondents not using this type of services, followed by not being familiar with these services, reported by 21% (94). 51% (297) of TG2 respondents received vocational training in the past, while 41% (112) of those who have not received any vocational training would consider getting vocational training. Across all target groups, TG2 has the highest proportion of those who received vocational training in the past, and on the other hand, the lowest proportion who indicated that they would consider getting vocational training.

Target Group 3

Features of TG3: ethnic minority women currently without a paid job (Sample size = 1 148)

Recent Employment History

5.3.20 56% (638) of respondents in TG3 have had a formal job or owned a business since they reached 15 years old. Compared with TG2 (81%, 470) and TG1 (68%, 395), respondents in TG3 (and TG4) are much less likely to have ever worked. 28% (320) of TG3 respondents were service and sales workers in their most recent formal or informal employment while 12% (137) were professionals. Among those with previous formal employment, TG3 has the highest proportion of those who worked full-time across all target groups, with 75% (481) reporting working full-time in their recent job. TG3 has the highest proportion of middle/high-income earners across all target groups. 39% (245) earned between \$10,001-20,000 a month. The very distinct groups of working women among TG3 as a whole is likely related to their socioeconomic status and diversity between ethnic groups. 46% (295) left their most recent job to take care of their children. Childcare responsibility was the most common reason for leaving the most recent job.

Caring responsibility

5.3.21 68% (783) of respondents in TG3 live with children. 9% (104) live with at least one elderly member.

Employment

5.3.22 30% (340) of respondents in TG3 are looking for jobs at the time of survey. Compared with other target groups, TG3 (and TG4) have the lowest proportion of respondents looking for jobs at the time of survey. Although 58% (197) of those looking for jobs prefer taking a part-time job, TG3 has the highest proportion of those who would prefer taking a full-time job across target groups (26%, 87). 43% (147) of TG3 respondents are willing to spend under 30 minutes daily for commuting, 41% (139) prefer the job could allow them the option to work both at the office and home. Childcare is the most common reason for not looking for jobs with 68% (488) of TG3 respondents not looking for a job reporting this way. Notable to TG3, 11% (81) also indicated language barrier to be an important reason for not looking for a job. Relief of child caring duty (40%, 288), flexible / convenient working hours (37%, 265), and workplace near home (34%, 242) are the most important factors for them to consider joining the labour force for TG3 respondents not looking for a job.

Discrimination faced in previous employment

5.3.23 Around 22% (140) - 34% (218) of TG3 have faced discrimination in previous employment. Members of TG3 (and TG1) were most likely to experience racial or ethnic slurs or jokes.

Use of welfare services

5.3.24 The usage of childcare and elderly care services is very low (3% (24) and 2% (2) respectively among those living with child/elderly, especially compared with the other TGs. The majority of respondents does not require such services, however lack of awareness of the welfare services (cited by 35% (256) of child carers and 25% (24) of elderly carers) and cost (cited by 13% (99) of child carers and 5% (5) of elderly carers) are also a common reason for not using these services. 34% (331) of TG3 respondents who are not currently using employment services indicated that they would consider using the services. Lack of incentives to actively look for a job, reported by 48% (471) of TG3 respondents not using employment services is the most common reason for not using this type of services, followed by lack of knowledge, reported by 47% (468). 18% (210) of TG3 respondents received vocational training in the past, which is the lowest across target groups. 51% (425) of those who have not received any vocational training would consider getting vocational training.

Target Group 4

5.3.25 Features of TG4: female full-time homemakers who are from low-income households (i.e., households with monthly household income below the poverty line) (Sample size = 581)

Recent Employment History

5.3.26 57% (334) of respondents in TG4 have had a formal job or owned a business since they reached 15 years old. Compared with TG1 and TG2, TG4 (and TG3) are much less likely to have ever worked. 54% (313) of TG4 respondents were service and sales workers in their most recent formal or informal employment. Among those with previous formal employment, 48% (161) worked part-time in their recent job. 45% (152) earned under \$5,000 a month. 62% (207) left their most recent job to take care of children.

Caring responsibility

5.3.27 83% (480) of respondents in TG4 live with children. 22% (129) live with at least one elderly member.

Employment

5.3.28 Across all target groups, TG4 has the lowest proportion of respondents looking for jobs, with only 26% (151) looking for jobs at the time of survey. 77% (117) of those looking for jobs prefer taking a part-time job, 54% (81) are willing to spend under 30 minutes daily for commuting, 52% (78) prefer the job could allow them the option to work both at the office and home. A flexible work arrangement matters especially for TG4 (and TG1). Childcare is the most common reason for not looking for jobs with 84% (350) of TG4 respondents not looking for a job reporting this way. Relief of child caring duty (62%, 259), flexible / convenient working hours (59%, 246), and workplace proximity (50%, 209) are the most important factors to consider joining the labour force for TG4 respondents not looking for a job.

Discrimination faced in previous employment

5.3.29 Around 21% (72) - 53% (179) of TG4 respondents have faced discrimination in previous employment, e.g., being humiliated in front of others at work.

Use of welfare services

5.3.30 The usage of childcare and elderly care services is very low (9% (41) and 4% (5) respectively among those living with child/elderly. The majority of respondents does not

require such services, however some of the common reasons for not using these services include concerns over the cost (cited by 29% (126) of child carers and 16% (19) of elderly carers), and lack of awareness of the welfare services (cited by 31% (135) of child carers and 26% (31) of elderly carers). 37% (187) of TG4 respondents who are not currently using employment services indicated that they would consider using the services. Lack of knowledge of the services, reported by 33% (163) of TG4 respondents is the most common reason for not using employment services, followed by operation hours of the service centres, reported by 26% (128), and lack of incentive to actively look for a job, reported by 15% (77) of TG4 respondents. 35% (203) of TG4 respondents received vocational training in the past, while 73% (265) of those who have not received any vocational training would consider getting vocational training. TG4 and TG1 have the highest proportions of those who would consider getting vocational training.

CHAPTER 6: PRIMARY QUALITATIVE DATA FROM FOCUS GROUPS

6.1 Objective

To collect views from at least 240 women falling within the four Target Groups (60 for each group) through focus group (face-to-face). The qualitative data analysis provides a range of possible explanations as to why outcomes in the quantitative analysis may have come about and to better understand motivations and incentives for women's labour force participation in the four Target Groups.

6.2 Methodology

6.2.1 We convened and conducted focus group discussions with women in each of the four Target Groups to understand their considerations of deciding whether to join or stay in employment, the difficulties they encounter in considering employment and possible incentives which may encourage them to seek or stay in employment. The FGDs ran concurrently with survey implementation as the sampling process overlapped. Eligible women were only being counted as participating to fulfil one of the Target Group quotas and one of the modes of data collection (survey/FGD). Start date for these FGDs was 22 March 2021. If privacy issues or public health risk were of concern for some women in the Target Groups, we offered the option to have an in-depth individual interview although the majority of our participants have been willing to join in small group FGDs.

Sampling and recruitment

6.2.2 The focus group sessions' target was to collect views from at least 60 women participants from each of the four Target Groups or 240 women participants in total. The Project Team directly recruited participants from the four Target Groups and worked with collaborating organisations collaboratively to engage with the women. The Project Team was responsible for checking the eligibility of the potential respondents (i.e., contacting and completing the screening questionnaire with the potential respondents), being the moderators of the FGDs, completing the focus group discussion report form and transcribing and translating data from the FGDs as necessary. The collaborating partners were reimbursed for use of their facilities for recruitment and data collection based on standard rates. Incentives in the form of HKD 100 supermarket voucher were offered to the women who choose to participate in the FGDs/in-depth interviews.

6.2.3 A total of 249 participants have been recruited for in-depth interviews/FGDs in this study through collaborating partners and team members. Table 14 below indicates the number of FGDs/interviews conducted by target group.

Table 14. Sample size of FGDs/interviews

Target Group	Sample Size
Women aged 40-49 currently without paid job (Target Group 1)	61 individuals
Women aged 50 and over currently without paid job (Target Group 2)	60 individuals
Ethnic minority women currently without paid job (Target Group 3)	66 individuals
Female full-time homemakers who are from low-income households (Target Group 4)	62 individuals

Core questions

6.2.4 Semi-structured focus group/interview guide (See Appendix 10) plus report form (See Appendix 11) were used in the focus group/interview. The FGDs/in-depth interviews with women from the four target groups were conducted face-to-face in facilities provided by collaborating partners and via videoconference. Different questions were asked, which mainly covered 5 areas:

- Participant's work experience, including "What are your main reasons to participate/not to participate in paid work", "In your opinion, what are the main barriers preventing you from participating in paid work?"
- Caretaking, including "What is your main role in the family?", "Do you have children/elderly/persons with disability at home? How many? Who takes care of them? Do they require special care?"
- Language skills, including: "What are your language competences?", "Would you consider learning/further studying any of these languages for the sake of work?"
- Participation in paid work, including "What are your views about participating in paid work?", "What type of specific requirements would you have to consider taking a paid job (e.g., part-time, flexible schedule, location)?"
- Support and services, including "What is your knowledge of and any prior experiences with existing social policies, programmes and services (job referral, vocational training, etc.)? How did you find out about these? How were these experiences?", "What types of formal or informal support from the government/employers/community would be helpful to you taking up/being satisfied in paid work?"

Procedures of FGD/interviews

6.2.5 For all FGDs and in-depth interviews, 2 HKU team members led the semi-structured focus group/in-depth interviews. Ethics approval was obtained from the University of Hong Kong (Reference Number: EA210099). The interview sessions lasted between 30-60 minutes. Before each interview, consent was obtained from participants either in writing or orally. The HKU team clearly explained to the participants the research objectives, purposes of the interview, and that the interviews were audio-recorded for research purposes. The audio records and report forms are all stored in an online drive folder and only accessible by authorised team members.

6.3 Findings

6.3.1 A thematic analysis approach was applied to conduct the analysis. All interviews were audiotaped, summarised post-session, and analysed using both inductive and deductive approaches. Meaningful quotes were extracted where appropriate. Findings will help inform the government on the barriers and concerns of women from the four Target Groups in finding work and will give suggestions to facilitate women's labour force participation.

6.3.2 Recurrent themes across all four target groups were:

- Employment seen as source of self-fulfilment
- Employment seen as an opportunity for growth and socialisation
- Caretaking as the main reason for not participating in paid work
- Concerns over quality/availability/accessibility of childcare services
- Hiring domestic workers perceived as an unviable option

- Work culture in Hong Kong perceived as unaccommodating
- Concerns over language requirements in the workplace
- Inadequate employment services and training
- Further challenges posed by Covid-19.

6.3.3 This next section highlights key themes most relevant for each Target Group, and also any unique factors.

Target Group 1 (women aged 40-49 currently without a paid job)

6.3.4 The most common barrier to work for TG1 is childcare. The majority of the respondents in this target group have young children, mostly in primary school levels requiring extensive and constant care. Compared with other target groups, relatively more women in this group expressed willingness to participate in paid work once their children grow up. Many of them used to have part-time jobs before the pandemic. For those who have had work experiences in Hong Kong, they expressed that it is difficult for them to balance family caretaking, housework and employment. Interviewees revealed for example: “I still need to do all the housework after returning from work. No one will cook and boil the water or do the laundry”; “I am the unpaid domestic worker in my home”. Most of the interviewees are not using any services, whether childcare, elderly care or personal care services. Some indicated parent-children relationship is the biggest concern; some suggested they worry about the development of their children if they work outside the home. They worry their children would misbehave or fail in their studies if they are not well taken care of by parents.

6.3.5 Among this age group, women with different education background, language proficiencies and socio-economic status have different barriers/concerns/views on work. For former professionals who have children, some of the barriers to re-enter labour force are lack of job offers due to age, salary requirement or family responsibilities, and unwillingness to take up entry level jobs. An experienced nurse revealed her difficulties in getting a job besides family caretaking and kids: “It is difficult to find jobs that match my experience and expectations. The more professional experience one has, the more difficult it will be to find jobs that match the experiences and expectations. I do not want to take entry level job given my experience and qualifications in the industry”. She revealed the traditional attitude of bosses also reduce her opportunity to find jobs. For example, some bosses might worry that she will resign abruptly given her role as a mother. The private hospitals do not want to employ her because of her age and salary requirement. “They want to recruit someone who is young and hence pay them less compared to me”.

6.3.6 Although most of the respondents indicated that they do not hire domestic workers, respondents with higher socioeconomic status/education level perceived less barriers to re-enter the labour force as they are able to recruit domestic helpers. One woman holding more advantaged socioeconomic status, with higher education background and better proficiency in English reflected different views on participating in work: “I used to work [in the insurance industry] for money, but now I view work as more about helping others.” She does not need to take care of housework since her family recruited a domestic helper, it is therefore easier for her to re-join paid work once her children grow up.

6.3.7 Among those with less advantaged socioeconomic status, such as lower education levels, they expressed difficulties in securing jobs with higher salary and being limited to labour intensive and elementary level occupations.

Target Group 2 (women aged 50 and over currently without a paid job)

6.3.8 This Target Group generally expresses unwillingness to participate in future paid work, especially respondents with lower education level.

6.3.9 Common barriers to paid work for this Target Group include age, health condition, taking care of other family members. For example, a respondent revealed: “the bosses and the job industry generally prefer fresh graduates and younger individuals”, “everything before checking the ID card goes very well. But after checking my ID card [and seeing my age], the Human Resource person suddenly told me they had recruited someone else already”. Regarding health condition, a respondent mentioned “I needed to look after children when I was young. After they entered secondary schools, I started having health problems so it will be hard for me to find suitable jobs”. Some of the respondents already reached retirement age and participating in paid work is not considered as a top priority. Rather, they would choose to participate in volunteer work that could “contribute to the society” rather than “just making money”. Additionally, although most of their children are already grown up and in their working age, they still feel the need to take care of them if they live together, which is not uncommon in Hong Kong.

6.3.10 Women who have higher education level/more professional work experience tend to view work as an opportunity for growth, and hence are more willing to participate in paid work compared with those who have lower education attainment. Putonghua and English proficiency are also major concerns and barriers in finding work among TG2 interviewees who are local Chinese. They perceive that finding work becomes increasingly complicated now as employers are looking to develop the Mainland market and prefer to employ new arrivals from the Mainland China rather than locals. English proficiency is a barrier for participating in work and career advancement as many of them have a relatively low level of English proficiency, and they believe it affects their work performance or choices of jobs. Most of them admitted they would only consider jobs that do not require proficiency in English.

Target Group 3 (ethnic minority (EM) women currently without a paid job)

6.3.11 Many EM respondents adhere to traditional gender roles. They adhered to the traditional belief that “head of the family”, or the main breadwinner should be male, while women should be homemakers and responsible for household duties, especially childcare. In cases where respondents previously had a job, their salary was seen primarily as a supplement to the household salary. According to some of the Nepalese respondents, for example, this was because men were able to earn significantly more than women, highlighting gender wage gap. While many women have a certain level of flexibility to handle both household duties and work, some do not have this option. Some respondents, mostly Pakistani or those with Pakistani husbands, communicated that in their culture a woman participating in work is seen as a shame to the family, and if they want to work, they needed to ask for permission from their partner or father. In regard to household duties, many of them revealed that they do not receive help from their spouse.

6.3.12 A large number of EM respondents conveyed that childcare and homemaking are the main reasons for not participating in the workforce, yet they do not interpret it as a barrier but more of an active and conscious decision. The majority of them see childcare as the main priority and duty of a mother and prefer to be the main caregiver especially when the children

are young. This perception is also backed by a family consensus. According to some respondents, deviating from it would result in disapproval from family members, especially their husbands. The need to provide constant care and attention to younger children is the obvious reason for being the main caregiver. Some added that the early childhood period is an important developmental stage for their children, hence needing a mother's presence.

6.3.13 Regarding welfare services such as childcare services, many of the respondents are not aware of such services and almost none had ever used them in the past. Despite this lack of first-hand knowledge, many of them still have negative perceptions about the services, especially regarding their accessibility. Some respondents who have some knowledge of these services lamented about the long waiting list of childcare centres. Some Pakistani respondents highlighted that such centres are often unable to accommodate large families like theirs with many children who all required services. There were also other perceptions among respondents, including that day care centres accord priority to CSSA recipients and put children from non-CSSA recipients on the long waiting lists. All these factors cause the respondents to decide not to consider using childcare services.

6.3.14 Some EM respondents, mostly among those Muslim populations, noted that workplaces in Hong Kong usually do not accommodate certain religions. They explained that religious dressing (abaya/hijab) is often not permitted in the workplace or they are reluctant to wear uniforms which do not match with their traditional attire. It is not uncommon in many sectors, e.g., hospitality or education sectors. Other religious requirements such as special food requirements or prayer times are also often not permitted in the workplace in Hong Kong. In the food sector, having to deal with food items prohibited by faith is another concern for some respondents looking for employment.

6.3.15 A majority of the EM respondents revealed that they have previously experienced racial/language discrimination in the workplace, which discourage them from seeking another employment in Hong Kong. Most of these women are permanent residents of Hong Kong. They believe employers prefer local Chinese employees over non-Chinese, regardless of qualifications or merit. Respondents highlighted a number of stereotypes observed in the workplace. For instance, in one of the discussions, respondents mentioned their co-workers hold the view that they do not expect the respondents are professionals or highly qualified in their field due to the stereotype that all Filipinas are domestic workers. Another respondent recalled that her colleagues asked her questions like “why are you so dark?”. While such experience does not strongly deter respondents from taking up jobs, it is a nuisance. A participant working in senior position in the hospitality field noted her colleagues used Cantonese language to purposefully exclude the participant, eventually forcing her to quit her job.

6.3.16 A lack of work experience in a relevant field (even with relevant qualification) is a major barrier. This was observed mostly among respondents on dependent visas, with higher education levels (UG and above) in areas like IT, engineering, etc. and competent in English language. Some also communicated that the accreditation from their home country is often not recognised in Hong Kong. Regarding job seeking, respondents with higher education levels complained that most job offers (through Labour Department, NGOs) are limited to elementary level work. Generally, most respondents are reluctant to apply for job through services provided by the Labour Department as they seem to require Chinese, offer lower pay and involve more work to apply for a position.

Target Group 4 (female full-time homemakers who are from low-income households (i.e., households with monthly household income below the poverty line))

6.3.17 For respondents aged below 40 in TG4, most of them need to take care of their newborn and very young children. This is often perceived as the major hurdle in joining or re-entering the labour force. Some interviewees revealed that childcare services enable them to find part-time jobs. Among those using childcare services, most of them expressed concerns over the quality and availability of childcare services. The majority of interviewees who are aware of such services complained about the cost, quota/supply of services; and some worried about the service quality. Some interviewees also complained about the Government subsidy policies: “They are discouraging us from working, since the amount of subsidies have to be deducted from the amount of salary I got.” In terms of afterschool services, interviewees conveyed that NGO’s afterschool tutorial class are often too short or only arranged once a week, hence hindering mothers from working longer hours.

6.3.18 TG4 respondents generally perceived participating in paid work as a way to support their families’ finance. Most of them have expectations of earning at least the minimum wage. A common theme shared among the interviewees is that the long working hour culture in Hong Kong is not favourable to women taking care of family members. It is also perceived that employers prefer to employ younger or older women who can work longer hours rather than women who have family obligations and duties. Interviewees wish to have more flexibility in regard to work hours. They prefer taking up part-time employment, with shorter geographical distance between home and workplace. Most of them expressed that they are able to work part-time from around 9:00 to 14:30, when their children are at school, and prefer not to work outside normal school days.

6.3.19 Many respondents regard having a job as keeping a connection with the outer world, being able to maintain a social network, and meeting new friends. A woman with higher education background expressed alternative views on work: “Working does not have to be limited to being an employee. I could develop my own company, sell my education material... and these can also be viewed as work”.

Subgroup: New-Arrivals from the Mainland China

6.3.20 One important sub-group of TG1, TG2 and TG4 respondents are new-arrivals who recently arrived from Mainland China (27%, 463 of total respondents from TG1, TG2 and TG4). Common barriers for this sub-group to participating in paid work include language (Cantonese and English), not being familiar with the culture/society, and a lack of accessible information. Some also experienced discrimination which discourage them to seek another employment. One interviewee shared how she experienced discrimination working in a restaurant because she did not speak nor understood Cantonese. She communicated that the manager did not allow her to take a rest and kept arranging work for her even though she indicated that she was pregnant; the manager still arranged physically demanding work for her and did not allow others to help her. For women with higher educational background or professional qualifications from the Mainland China, their qualifications are often not recognised in Hong Kong and this prevents them from finding work in their sector of qualification. They mostly choose to quit the field and switch to another sector, taking up elementary work. Some suggested that the Government help recognise relevant qualifications. The lack of information literacy and easily accessible information are some of the key hurdles in finding jobs, services or support. Some respondents are new to Hong Kong, with language

barriers and a limited social network. They do not know where to seek information and support, and thus they may only rely on friend and family referrals, when available.

Further challenges posed by the Covid-19 pandemic

6.3.21 This study was conducted during the Covid-19 pandemic. The Covid-19 pandemic has challenged businesses throughout the world and raised unprecedented issues for employers and employees alike. It has significantly affected employment situations in Hong Kong, with a particular impact on the female workforce. Respondents in this study have voiced out the multiple ways the pandemic had affected their employment and job search.

6.3.22 Due to the pandemic, many employees who worked in short-term jobs and jobs in the aviation and tourism sectors were made redundant. Respondents who were in these situations expressed difficulty in finding another job. For instance, a respondent who used to work in the lunchbox distributing industry had become unemployed since the Covid-19 outbreak. She revealed her difficulties in getting a new and better paid job: “I don’t have a high education level so the jobs I can do are limited to labour intensive and elementary level work”. Many wished to see more job advertisement provided by private sectors in government’s websites and more job opportunities offered by the Government under the pandemic period. Some also expressed willingness to make use of the unfavorable employment situation to join career training courses.

6.3.23 Additionally, the pandemic exacerbated the need for childcare as many mothers had to stay home to take care of their children during the multiple phases when schools were shut, and students had to attend class online, at home. Together with the ongoing strain on businesses, and the shortage of some 40 000 FDHs, women have been particularly affected. One of the respondents explained that her domestic helper had quit during the pandemic, and the company she was employed in had shut down. She stated: “It is so difficult to find a new helper because of the current situation. When things are not too bad, my husband was working during the day, and I was working at night. But then the situation became worse, unfortunately my company shut down. So, I found it very difficult to find a job at night so I can take care of the kids during the day”.

6.3.24 Caretaking of children also affected the older population. Many respondents in our study who are now retired explained that looking for a job was not seen as a priority especially during the pandemic. With their grandchildren attending classes at home and many children’s parents working full time, grandparents have recurrently taken the role of daytime caretakers. Respondents conveyed that they would only get back in the labour market if the financial situation of their family strongly demanded so.

6.3.25 Many women in TG4 explained that their lower socio-economic background propelled them into looking for a job during the pandemic. For instance, a respondent expressed: “My wage will be a kind of supplement on top of my husband’s wage, as his salary reduces under Covid-19”. However, the lack of suitable job opportunities was a main challenge to securing employment.

6.3.26 Covid-19 has undeniably disrupted employment, with women being particularly affected. The extensive challenges faced by the respondents in this study, stemming from the economic hardship during the pandemic, have demonstrated that a large proportion of women are too often seen as merely supporting the labour force rather than being crucial members of

the labour market. The lessons learnt from the pandemic should demonstrate the importance and urgency of improving the labour force participation of women in Hong Kong. In addition, the Government could seize the opportunity arising from the special work from home arrangement during the Covid-19 outbreak to take the lead in promoting flexible work arrangements. It could encourage and incentivise companies to create jobs based at home and to offer the option of flexible work arrangement to facilitate women in balancing family and work, attracting a larger female workforce. (See section 4.3.6 for more details about flexible work arrangements)

CHAPTER 7: IMPLICATION AND RECOMMENDATIONS

7.1 Proposed Recommendations

7.1.1 In accordance with the findings in the five parts of the Study, a total of 23 recommendations under the eight policy domains are set out in this chapter. Taking into account the time and resources required for implementation, the recommendations are further categorised into short-, medium- and long- recommendations.

Policy Area: Childcare

Key findings of the Study

7.1.2 As reflected from stakeholder engagement (Chapter 2), questionnaire surveys (Chapter 5), and focus group interviews (Chapter 6), childcare is one of the most common reasons for women across the Target Groups to not look for a job. The study highlights how many women in the Target Groups lack the knowledge of the childcare services available in the community. Additionally, childcare services, including centre-based and after-school services, could be further enhanced in terms of supply and quality to meet the needs of female employees with children.

Recommendation 1 (Short-/Medium-term)

Improve childcare provision based on existing plans and services

- 1.1 Continue to implement the provision plan for CCC according to population profile and near transportation access (Short-term)
- 1.2 Expedite the service provision of ASCP to pre-primary children and increase service supply (Medium-term)

7.1.3 Home-based childcare services are provided through NSCCP in Hong Kong. Despite that additional provision has been provided to operating NGOs since January 2020 to strengthen the training and monitoring of home-based child carers, the supply still fails to meet the demand as these child carers are volunteers and the level of incentive payment at HK\$25 per hour may not be attractive enough to attract more people to serve as carers.

7.1.4 With reference to the international comparison in Chapter 3, most non-local jurisdictions selected for comparison, including Taipei, Shanghai, NYC and Toronto, have a higher manning ratio for childcare services. In particular, the para-educator and para-educarer model of Singapore could be a reference point for drawing up measures to improve the quality of childcare services in Hong Kong's context.

Recommendation 2 (Short-/Medium-term)

Improve childcare service quality through a strengthened workforce

- 2.1 Review the implementation mode and effectiveness of NSCCP including increasing incentive payments and standardize training to improve service quality and attract more people to become home based child carers (Short-term)
- 2.2 Introduce occupations to provide support to childcare workers on a 1+1 basis based on the Singaporean 'para-educator' and 'para-educarer' model. The

manning ratio could be improved to 1+1:6 for children aged 0 to below 2 and 1+1:11 for children aged 2 to below 3. Trainings and certificates could be obtained while on the job (Medium-term)

7.1.5 After School Care Programme (ASCP) aims to provide supportive care services for primary school children whose parents are unable to give proper care to them during after-school hours. Increasing the provision and quality of ASCP could encourage parents to use this type of childcare services.

7.1.6 Findings of questionnaire surveys (Chapter 5) and focus-group interviews (Chapter 6) reflect that cost is a common reason for women in the Target Groups to not use childcare services. Even though the subsidy level of aided standalone CCCs has been raised from 20% to 40% in 2020-21 and 2 500 full fee-waiving subsidy places of ASCP have been added since October 2020, financial assistance to parents may be further increased to encourage usage of childcare services.

Recommendation 3 (Long-term)

Increase subsidies to NGOs and parents

- 3.1 Increase subsidies to NGOs to increase and improve the service provision of ASCP (Long-term)
- 3.2 Increase subsidies payable to parents for the use of childcare services (Long-term)

Policy Area: Elderly Care

Key findings of the Study

7.1.7 Questionnaire surveys (Chapter 5) and focus-group interviews (Chapter 6) indicate caretaking as a major obstacle for women in the Target Groups to enter the labour force and many of them are carers of elderly persons in their families. There is room for improvement of elderly care services, including residential care, home care and day care services, in terms of service availability.

Recommendation 4 (Short-term)

Continue to implement the provision plan for elderly care services according to population profile. As Hong Kong population is ageing, additional resources should be allocated to meet the demand for elderly care services

7.1.8 Despite the on-the-job training being provided by the Navigation Scheme for Young Persons in Care Services and Employees Retraining Board's First-Hire-Then-Train Scheme, and training subsidies for staff of residential care homes, there should be additional measures in place to address the shortage of frontline professional staff in the elderly care industry and improve the service quality.

Recommendation 5 (Short-/Medium-/Long-term)

Strengthen the quality of elderly care by attracting a larger workforce and enhancing training support for care workers.

- 5.1 The elderly care sector is facing genuine difficulties in recruiting suitable staff locally, the Government should consider how application procedures for importation of care work manpower could be streamlined while ensuring priority is given to local workforce in recruitment (Short-term)
- 5.2 Encourage operators of RCHes to join the First-Hire-Then-Train Scheme (Short-term)
- 5.3 Improving the work shifts and benefits of elderly care staff and consider other possible measures to incentivize local work force (Medium-term)
- 5.4 Allocate additional funding to develop and subsidise trainings to improve quality of services (Long-term)

7.1.9 Similar to childcare services, findings of questionnaire surveys (Chapter 5) and focus group interviews (Chapter 6) reflect that cost is a common reason for women in the Target Groups to not use elderly care services.

Recommendation 6 (Medium-term)

Assess the outcome of Pilot Scheme on Community Care Service Voucher (CCSV) for the Elderly and consider expanding it subject to availability of resources

Policy Area: Family Leave

Key findings of the Study

7.1.10 All jurisdictions under review (Chapter 3) offer childcare or family care related leave to eligible employees, while the provision of such leaves is not a requirement for employers in Hong Kong.

Recommendation 7 (Medium-term)

Explore paid childcare and/or family care related leave to allow greater flexibility for both female and male workers to care for children and other family members, though a careful balance should be struck between improving employees' benefits and the affordability of employers if additional employment benefits by way of labour legislation are to be introduced

Recommendation 8 (Medium-term)

Other measures to support mothers

8.1 Explore different measures (e.g., flexible work arrangements, extended paid or unpaid paternity leave, paid childcare leave) to provide more time for fathers to bond with their newborns and help alleviate care burden from mothers (Medium-term)

Policy Area: Maternity Leave

Key findings of the Study

7.1.11 Hong Kong currently provides 14 weeks of maternity leave with a wage replacement rate of 80%. International comparison (Chapter 3) reflects that some non-local jurisdictions have more comprehensive paid maternity leave policies in terms of longer duration (such as Shanghai offering 98 days + additional 60 paid leave days and Singapore providing 16 weeks). The salary replacement rate during maternity leave in Hong Kong stands in the middle as compared with the 6 other jurisdictions, with some jurisdictions offering higher wage replacement rate (such as Singapore and Shanghai offering 100% wage replacement rate and Taipei also offering 100% wage replacement rate if employed more than 6 months). Additionally, some non-local jurisdictions have less stringent prior employment requirements to be eligible for paid maternity leave and a larger coverage of working women.

Recommendation 9 (Medium-term)

Explore greater flexibility for more female workers to receive paid maternity leave (e.g., lowering the prior employment requirement of 40 weeks for taking paid maternity leave) subject to societal consensus and employers' affordability

Policy Area: Flexible Work Arrangements

Key findings of the Study

7.1.12 As reflected from Stakeholder engagement (Chapter 2), the typical long working hours in Hong Kong cannot accommodate women's caretaking responsibilities. Employment organisations pointed out that it is relatively hard for them to commit to a work schedule.

7.1.13 On the other hand, as set out in Chapter 3, flexible work arrangements focusing on pregnancy and early childhood phase of childcare have been provided in Taipei, Shanghai and Toronto to adjust the working hours. Singapore introduced grants to enterprises to provide flexible work arrangements. Employers in Shanghai should arrange one hour of breastfeeding time for breastfeeding female employees within the working hours of each day. Taipei, Shanghai, and New York introduced policies to require certain enterprises to prepare facilities and location for breastfeeding.

7.1.14 As indicated in Chapter 4, the Government in Hong Kong has been implementing different policies to encourage employers to adopt FFEPs. The provision of nursing breaks or breastfeeding facilities is also not regulated in Hong Kong but recommended. Guidelines have been provided by the Department of Health to advise organisations and companies on how to implement measures to achieve a breastfeeding friendly workplace. Additionally, the median weekly working hours in Hong Kong are higher than those in other advanced economies and there is room for enhancement in terms of stepping up publicity and incentivising businesses to adopt FFEPs, such as flexible work time and support for breastfeeding.

7.1.15 Questionnaire surveys (Chapter 5) also revealed that flexible / convenient working hours is one of the most important factors to consider joining the labour force among the respondents of TG1 - TG4. Similarly, interviewees of the focus group discussions (Chapter 6) responded that they wished to have more flexibility in regard to work hours and work mode.

Recommendation 10 (Short-/Long-term)

Promote and enhance FFEP schemes

10.1 Continue to adopt suitable promotional measures to raise awareness about FFEP schemes among employers and the public (Short-term)

10.2 Enhance existing FFEP schemes to provide attractive grants to employers to foster family-friendly work practices (Long-term)

Recommendation 11 (Medium-term)

Incentive business/companies/organisations

11.1 Incentivise private businesses/companies/organisations to provide flexible work arrangement (Medium-term)

11.2 Incentivise private businesses/companies/organisations to provide nursing break at workplace (Medium-term)

Policy Area: Employment Services

Key findings of the Study

7.1.16 As set out in Chapter 4, the Labour Department in Hong Kong has been providing different forms of general and targeted employment services, such as job centres in different districts and industries, online iES, personalised employment advisory services and dedicated webpage on part-time vacancies. On the other hand, findings in questionnaire survey (Chapter 5) and focus-group interviews (Chapter 6) demonstrate the lack of awareness of available and specific employment services. Additionally, some former female professionals revealed difficulties in getting a job that matches with their experiences and expectations. More efforts could be put to improve publicity of the employment services which fit the needs of female job seekers.

7.1.17 As reflected in the Stakeholder engagement (Chapter 2), NGOs suggested providing heightened support and financial assistance to NGOs to develop creative and sustainable grassroots solutions for the different target groups. Provision of a retention allowance is an option to encourage female workers to re-join and stay in employment. As mentioned in Chapter 4, LD launched a pilot scheme in September 2020 to encourage different groups of job seekers (i.e., elderly, young people and persons with disabilities) to undergo and complete on-the-job training through the provision of a retention allowance.

Recommendation 12 (Short-term)

Continue to finetune employment services for women with higher education qualifications and/or with previous professional work experience and evaluate what contributes to desired outcomes for further finetuning

Recommendation 13 (Medium-term)

Enhance general career opportunities for female job seekers

- 13.1 Consider adjusting and enhancing existing employment programmes (e.g., EPEM, WTS) to better fit the specific demands and needs of female job seekers and incentivize women to join these programmes (Medium-term)
- 13.2 Continue to explore different measures to expand career opportunities to incentivize female workers to re-join and stay in employment (Medium-term)
- 13.3 Continue to incentivise private businesses/companies/organisations to train, hire and retain female workers (Medium-term)

7.1.18 As regards ethnic minorities, an NGO indicated in the Stakeholder Engagement (Chapter 2) that services targeting general population of EM women are rather lacking; for example, there are no dedicated service hotlines for ethnic minority women looking for jobs. Another organisation mentioned that the Government should take the lead in hiring ethnic minority women.

7.1.19 To facilitate ethnic minorities in seeking jobs, the Labour Department launched the Employment Services Ambassador Programme to engage young EM trainees in the Labour Department's job centres, industry-based recruitment centres and job fairs to undergo on-the-

job training. The Employment Services Ambassador Programme helps the Labour Department better serve ethnic minority job seekers and enriches ethnic minority trainees' own working experience and resume, benefiting their job search in the open market. In addition, the Labour Department has hired two employment assistants proficient in EM languages at two of its job centres to provide employment services for EM job seekers, either in person or through telephone, since May 2017. The Racial Diversity Employment Programme launched by the department on a pilot basis since November 2020 offers one-stop employment services for EM job seekers in case management approach through NGOs.

Recommendation 14 (Medium-term)

Boost opportunities for EM female job seekers

14.1 Consider how to further increase recruitment of EM job seekers in Government departments (Medium-term)

14.2 Explore how different programmes similar to ESA could be offered to EM women of different age groups (Medium-term)

7.1.20 As mentioned in the focus group discussions (Chapter 6) some women prefer being self-employed. Since self-employment may better fit the requirements of certain women in terms of flexibility, closer attention should be put on how to support these women to develop their businesses while operating in a family-friendly environment.

Recommendation 15 (Medium-term)

Explore whether more support could be provided to women who have entrepreneurial aspiration to develop self-employment opportunities, especially those that could lead to business start-up

Policy Area: Employment Training

Key findings of the Study

7.1.21 As set out in Chapter 4, the Employees' Retraining Board and the Labour Department have been providing various forms of employment training programmes catered to different population groups, including women, to enhance their employability.

7.1.22 While the Employees' Retraining Board currently offers over 700 training courses straddling 28 industries and generic skills, employment training could be further enhanced in terms of the scope of training courses offered and publicity. Findings of the questionnaire survey (Chapter 5) and focus group interviews (Chapter 6) also reveal that some of the women in the Target Groups are not aware of the employment training options available.

7.1.23 In particular, ethnic minority women and newer arrival/immigrant women encounter language barriers and also stereotypes and exclusion at the workplace. They also face the barriers of a lack of work experience and challenges in securing accreditation from education and training received in their home country. In view of the above obstacles hindering the participation of ethnic minority and newer arrivals/immigrants, in the labour market, targeted training programmes, especially retraining courses with diverse learning support and internship programmes, may be useful.

Recommendation 16 (Short-term)

Broaden training courses for female job seekers

16.1 Continue to broaden training courses in different industries under ERB to meet market demands and enhance communications and promotion of the multitude of training options (Short-term)

16.2 Provide more retraining courses with diverse language support (Short-term)

Recommendation 17 (Medium-term)

Adjust and enhance internship programmes to target newer arrival/immigrant women and strengthen promotion of internship programmes for women who left the labour force (these groups often lack familiarity with the labour market situation in HK and could benefit from an internship programme to enhance their knowledge and strengthen their skillset)

Policy Area: Support and Training for Carers

Key findings of the Study

7.1.24 Employing home-based carers or foreign domestic helpers can help provide services to families and relieve the caretaking burden of women. However, the needs of individual families differ and hence carers' skillsets, experiences and qualifications may not be the same. Providing training to foreign domestic helpers and other home-based carers may facilitate them in performing their duties more effectively.

Recommendation 18 (Medium-term)

Increase training for carers

- 18.1 Continue to provide suitable trainings to carers to strengthen their caregiving capacity and self-management abilities and assess whether, and if not how, diverse groups of women are engaging in trainings (Medium-term)
- 18.2 Assess the effectiveness of the Pilot Scheme on Training for FDHs in Elderly Care and consider offering training for FDHs taking care of family members across ages (including those with special needs) (Medium-term)

7.1.25 Informal caregivers, who are mostly women, form an integral part of a sustainable care system. To address the physical and emotional demand faced by caregivers, support for carers should be enhanced and services available to release their time from caregiving should be made easily accessible.

Recommendation 19 (Short-term / Long-term)

Provide better support for caregivers in order to release women's time from caregiving

- 19.1 Integrate and consolidate existing services as well as building a one-stop carer-centric platform to provide useful information on existing services offered by the Government, non-governmental organisations, social enterprises and corporates (Short-term)
- 19.2 Raise the awareness of carers about the availability of and access to carer support services through promotional campaigns and dissemination of information (Short-term)
- 19.3 Strengthen existing peer support and mutual assistance network among carers in the community and assess whether, and if not how, diverse groups of women are engaging in offerings (Long-term)

7.1.26 Questionnaire surveys (Chapter 5) and focus groups discussions (Chapter 6) revealed that many families wish to hire foreign domestic helpers but are unable to do so due to related costs. Exploring options to support the hiring of a foreign domestic helper could help to relieve some families' caretaking burden.

Recommendation 20 (Medium-term)

Explore options to support the hiring of FDHs by families with children under 18 and elderly over 65

Others

Key findings of the Study

7.1.27 As demonstrated in the policy analysis (Chapter 4) as well as in questionnaire surveys (Chapter 5) and focus group discussions (Chapter 6), the care sector in Hong Kong is facing multiple challenges ranging from a limited workforce, long waiting times and a lack of public awareness on services available in the community. Continuously exploring creative and innovative ways to boost and improve the care sector is an essential part to foster a sustainable care system.

Recommendation 21 (Short-term)

Further promote the development of “Pay-for-Success” model to attract more investors in funding innovative services in the care sector and step-up publicity among the public

Recommendation 22 (Medium-term)

With reference to the proposed set of recommendations, consider providing funds and support targeting women social entrepreneurs developing innovative ideas to address current needs in the care sector

7.1.28 The Hong Kong Qualifications Framework (HKQF) not only covers qualifications obtained from academic education and training, but also enables formal recognition of the skills, knowledge, and relevant experience acquired by practitioners in the workplace through the Recognition of Prior Learning (RPL) mechanism which is based on the competency standards set out in the Specification of Competency Standards of various industries. At present, the RPL mechanism has been implemented in 17 industries (incl. elderly care services). As at 30 September 2021, about 37 800 applications from practitioners for assessment under the RPL mechanism, involving over 85 700 clusters of competencies, were processed or being processed by the assessment agencies concerned. Yet, many women participating in the focus group discussions (Chapter 6) including ethnic minorities and newer arrivals with higher educational background or professional qualifications mentioned that their qualifications and accreditations from their home countries are often not recognised in Hong Kong, which prevents them from finding work in their sector of qualification. They mostly choose to quit the field and switch to another sector, taking up elementary work. Some suggested that the Government help recognise relevant qualifications.

Recommendation 23 (Medium-term)

Continue to foster the recognition of professional qualifications from overseas in different industries in Hong Kong

7.2 List of Recommendations

7.2.1 Table 15 below summarises the proposed recommendations as categorised into 12 short-term, 21 medium-term and 5 long-term recommendations, and sets out the level of priority for implementation of each recommendation. The timeframe for implementation takes into account the practicality, as well as the time, manpower and financial resources required for implementation. The level of priority is decided based on the urgency of particular policy issues and the return on investment on some of the proposed measures.

Table 15. List of recommendations

	NO.	RECOMMENDATION	SHORT	MEDIUM	LONG	PRIORITY
CHILD CARE	1	Improve childcare provision based on existing plans and services	X	X		MEDIUM
	1.1	Continue to implement the provision plan for CCC according to population profile and near transportation access	X			
	1.1	Expedite the service provision of ASCP to pre-primary children and increase service supply		X		
	2	Improve childcare service quality through a strengthened workforce	X	X		HIGH
	2.1	Review the implementation mode and effectiveness of NSCCP including increasing incentive payments and standardize training to improve service quality and attract more people to become home based child carers	X			
	2.2	Introduce occupations to provide support to childcare workers on a 1+1 basis based on the Singaporean ‘para-educator’ and ‘para-educarer’ model. The manning ratio could be improved to 1+1:6 for children aged 0 to below 2 and 1+1:11 for children aged 2 to below 3. Trainings and certificates could be obtained while on the job		X		
	3	Increase subsidies to NGOs and parents			X	MEDIUM
	3.1	Increase subsidies to NGOs to increase and improve the service provision of ASCP			X	
	3.2	Increase subsidies payable to parents for the use of childcare services			X	
	4	Continue to implement the provision plan for elderly care services according to population profile. As Hong Kong population is ageing, additional resources should be allocated to meet the demand for elderly care services	X			MEDIUM
ELDERLY CARE						

	NO.	RECOMMENDATION	SHORT	MEDIUM	LONG	PRIORITY
	5	Strengthen the quality of elderly care by attracting a larger workforce and enhancing training support for care workers	X	X	X	HIGH
	5.1	The elderly care sector is facing genuine difficulties in recruiting suitable staff locally, the Government should consider how application procedures for importation of care work manpower could be streamlined while ensuring priority is given to local workforce in recruitment	X			
	5.2	Encourage operators of RCHEs to join the First-Hire-Then-Train Scheme	X			
	5.3	Improving the work shifts and benefits of elderly care staff and consider other possible measures to incentivize local work force		X		
	5.4	Allocate additional funding to develop and subsidise trainings to improve quality of services			X	
	6	Assess the outcome of Pilot Scheme on Community Care Service Voucher (CCSV) for the Elderly and consider expanding it subject to availability of resources		X		LOW
FAMILY LEAVE	7	Explore paid childcare and/or family care related leave to allow greater flexibility for both female and male workers to care for children and other family members, though a careful balance should be struck between improving employees' benefits and the affordability of employers if additional employment benefits by way of labour legislation are to be introduced		X		HIGH
	8	Other measures to support mothers		X		MEDIUM
	8.1	Explore different measures (e.g., flexible work arrangements, extended paid or unpaid paternity leave, paid childcare leave) to provide more time for fathers to bond with their newborns and help alleviate care burden from mothers		X		

	NO.	RECOMMENDATION	SHORT	MEDIUM	LONG	PRIORITY
MATERNITY LEAVE	9	Explore greater flexibility for more female workers to receive paid maternity leave (e.g., lowering the prior employment requirement of 40 weeks for taking paid maternity leave) subject to societal consensus and employers' affordability		X		LOW
	10	Promote and enhance FFEP schemes	X		X	MEDIUM
FLEXIBLE WORK ARRANGEMENTS	10.1	Continue to adopt suitable promotional measures to raise awareness about FFEP schemes among employers and the public	X			
	10.2	Enhance existing FFEP schemes to provide attractive grants to employers to foster family-friendly work practices			X	
	11	Incentive business/companies/organisations		X		HIGH
	11.1	Incentivise private businesses/companies/organisations to provide flexible work arrangement		X		
	11.2	Incentivise private businesses/companies/organisations to provide nursing break at workplace		X		
EMPLOYMENT SERVICES	12	Continue to finetune employment services for women with higher education qualifications and/or with previous professional work experience and evaluate what contributes to desired outcomes for further finetuning	X			LOW
	13	Enhance general career opportunities for female job seekers		X		MEDIUM
	13.1	Consider adjusting and enhancing existing employment programmes (e.g., EPEM, WTS) to better fit the specific demands and needs of female job seekers and incentivize women to join these programmes		X		
	13.2	Continue to explore different measures to expand career opportunities to incentivize female workers to re-join and stay in employment		X		
	13.3	Continue to incentivise private businesses/companies/organisations to train, hire and retain female workers		X		
	14	Boost opportunities for EM female job seekers		X		HIGH

	NO.	RECOMMENDATION	SHORT	MEDIUM	LONG	PRIORITY
	14.1	Consider how to further increase recruitment of EM job seekers in Government departments		X		
	14.2	Explore how different programmes similar to ESA could be offered to EM women of different age groups		X		
	15	Explore whether more support could be provided to women who have entrepreneurial aspiration to develop self-employment opportunities, especially those that could lead to business start-up		X		LOW
EMPLOYMENT TRAINING	16	Broaden training courses for female job seekers	X			HIGH
	16.1	Continue to broaden training courses in different industries under ERB to meet market demands and enhance communications and promotion of the multitude of training options	X			
	16.2	Provide more retraining courses with diverse language support	X			
	17	Adjust and enhance internship programmes to target newer arrival/immigrant women and strengthen promotion of internship programmes for women who left the labour force (these groups often lack familiarity with the labour market situation in HK and could benefit from an internship programme to enhance their knowledge and strengthen their skillset)		X		MEDIUM
SUPPORT AND TRAINING FOR CARERS	18	Increase training for carers		X		MEDIUM
	18.1	Continue to provide suitable trainings to carers to strengthen their caregiving capacity and self-management abilities and assess whether, and if not how, diverse groups of women are engaging in trainings		X		
	18.2	Assess the effectiveness of the Pilot Scheme on Training for FDHs in Elderly Care and consider offering training for FDHs taking care of family members across ages (including those with special needs)		X		
	19	Provide better support for caregivers in order to release women's time from caregiving	X		X	HIGH

	NO.	RECOMMENDATION	SHORT	MEDIUM	LONG	PRIORITY
	19.1	Integrate and consolidate existing services as well as building a one-stop carer-centric platform to provide useful information on existing services offered by the Government, non-governmental organisations, social enterprises and corporates	X			
	19.2	Raise the awareness of carers about the availability of and access to carer support services through promotional campaigns and dissemination of information	X			
	19.3	Strengthen existing peer support and mutual assistance network among carers in the community and assess whether, and if not how, diverse groups of women are engaging in offerings			X	
	20	Explore options to support the hiring of FDHs by families with children under 18 and elderly over 65		X		LOW
OTHERS	21	Further promote the development of “Pay-for-Success” model to attract more investors in funding innovative services in the care sector and step-up publicity among the public	X			MEDIUM
	22	With reference to the proposed set of recommendations, consider providing funds and support targeting women social entrepreneurs developing innovative ideas to address current needs in the care sector		X		HIGH
	23	Continue to foster the recognition of professional qualifications from overseas in different industries in Hong Kong		X		HIGH

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APPENDICES

Final Report

LWB/T2/9/3

Consultancy Study on Considerations and Difficulties of Women in Choosing Whether or Not to Work

Name of Company: **Social Work and Social Administration (SWSA), The
University of Hong Kong.**

Project Leader: **Lucy Jordan, Associate Professor (SWSA)**

Consultancy Study on Considerations and Difficulties of Women in Choosing Whether or Not to Work

Table of Contents

Appendix 1 Women's Groups	3
Appendix 2 Employers' Organisations	8
Appendix 3 Non-Governmental Organisations	10
Appendix 4 Other Organisations	23
Appendix 5 Policy Indicators Sources	26
Appendix 6 Recruitment from collaborating organisations	66
Appendix 7 Screening questionnaire	68
Appendix 8 Main questionnaire on barriers to employment	79
Appendix 9 Quantitative survey findings	99
Appendix 10 FGD/Interview guides	121
Appendix 11 Focus Group Discussion report form	123

Appendix 1 Women's Groups

Below are summaries of the women's groups we engaged with and how their work is related to this study.

Association of Women East Kowloon District

Background: Established in 1996, the Association of Women East Kowloon District has served women in Hong Kong for over two decades.

Scope of work: The organisation pays attentions to the society, participating in community construction, safeguarding women's rights and promoting the establishment of equal and harmonious families.

Target population: Women in Hong Kong, focusing on women from East Kowloon District.

Organisation's relevance to study: The organisation can help find women who are 40+ with no jobs or women from low-income households.

HER Fund

Background: Established in 2004, HER Fund empowers women and girls through allocating different resources to them. It also promotes gender equality and advocates for women's rights.

Scope of work: HER Fund eliminates discrimination and violence towards women, and develop women's potential through community education, various funding, training and different programmes.

Target population: Diverse women (including lesbian, women living in poverty, teenagers, women facing sexual violence, etc.) are their target group.

Organisation's relevance to study: The organisation can help us reach women from different background, which helps us consider the different types of barriers and difficulties faced by women in the workplace.

Hong Kong Breast Cancer Foundation

Background: The Hong Kong Breast Cancer Foundation was established in 2005, and it is the first non-profit organisation to mitigate the threat and burden of breast cancer in Hong Kong.

Scope of work: The organisation raises public awareness of breast cancer and promotes the importance of breast health, supports breast cancer patients on the road to rehabilitation, and advocates to improve Hong Kong people's breast health, popularise breast cancer prevention and control knowledge.

Target population: Women and breast cancer patients in Hong Kong.

Organisation's relevance to study: The Foundation can help us find women aged 40 or above without paid jobs or employment.

Hong Kong Federation of Women's Centre

Background: Founded in 1981, HKFWC not only promotes gender equality, but also liberates women from traditional social norms. It possesses six centres across Hong Kong.

Scope of work: It aims to empower women by providing various women-oriented services, including Counselling & Legal Support, Training & Employment Support, Continuing Education, Community Networking, Cherish Food - Food Save Service, Childcare & After-school Care, various Social Participation and Volunteer Development.

Target population: Women of different ages.

Organisation's relevance to study: The Federation can provide us access to women aged 40 or above from different regions in Hong Kong.

Hong Kong Women's Workers Association

Background: The Hong Kong Women's Workers Association is a registered NGP established in 1989, with the goal of assisting working women, fighting for women's labour rights and interests, and working with women to create a harmonious space for their career development.

Scope of work: The organisation unites women's labour force, promote the self-awareness and self-development of women workers. It also advocates laws to protect women's rights and interests, makes comments on policies that are inconsistent with women's and labour's rights, follows and participates in events that can promote social justice.

Target population: All grassroots women involved in the labour market.

Organisation's relevance to study: The organisation's services cover training women to become workers, thus they can help reach women aged 40+ who are not in the workforce. Also, they pay attention to the lives of ethnic minorities, which meets our goal, too.

Hong Kong Young Women Christian Association

Background: The Hong Kong Young Women Christian Association (HKYWCA) was founded in 1920 and is affiliated to the World Young Women Christian Association. Adhering to the purpose of serving the society and benefiting the people, this organisation aims to promote women's empowerment.

Scope of work: The organisation offers diversified services for women, including but not limited to early childhood education, rehabilitation, women's career development and continuing education, elderly services, holiday lodge and hospitality.

Target population: The organisation offers services to women across religion, age or ethnicity.

Organisation's relevance to study: HKYWCA can help us reach unemployed women and Ethnic Minority women.

Korea Women's International Network (KOWIN)

Background: Established by the Republic of Korea's Ministry of Gender Equality and Family in 2011. Korea Women's International Network promotes knowledge exchange and solidarity among Korean women at home and abroad by improving the efficiency of international cooperation activities.

Scope of work: KOWIN aspires to establish a global Korean women's network organisational system and lay a foundation for creating practical mutual benefits by discovering female human resources and establishing a global network by organising networking and cultural events to provide a platform for Korean women in diverse fields to connect.

Target population: KOWIN has established exchange with domestic and foreign women and Korean women who are active in over 170 countries and is working on further strengthening solidarity between generations and regions by building networks for Korean women overseas, nurturing next-generation Korean women leaders abroad, and enhancing the identity of Korean women.

Organisation's relevance to the study: KOWIN is extensively involved in organising events for Korean women from different walks of life and was easy to collaborate with through the information on their website.

Kowloon Women's Organisation Federation

Background: Kowloon Women's Organisation Federation (KWOF) was founded in 2000. Associated with over 27 organisations and 3 district service centres, KWOF was established to encourage women participation in society across Kowloon City, Sham Shui Po, Yau Tsim Mong, and Wong Tai Sin districts etc. Yin Lai Women Association is one of the subsidiary members of KWOF, focusing on community service in the Kowloon City area.

Scope of work: This organisation pays attention to the HK society, takes part in community-building, establishes non-profit women's schools, and tries its best to provide women with plenty of opportunities. Besides, it focuses on ensuring gender equality, promoting the development of welfare services for women, children and elderly as well as calling for the establishment of equal and harmonious families.

Target population: Currently with over 41,700 members, Kowloon Women's Organisation service women residents who live in Kowloon Island, with focus on women residents of Kowloon city district, Sham Shui Po district, Yau Tsim Mong district and Wong Tai Sin district.

Organisation's relevance to study: Kowloon Women's Organisation Federation has been offering women services such as courses in the non-profit schools they build, cultural and recreational activities they organise, etc. The women they serve capture those who are 40+ and without jobs.

Sha Tin Women's Association

Background: Sha Tin Women's Association was founded in 1972. It has been providing different services to Hong Kong women residents who live in Sha Tin district. The association aims to increase women's awareness of community affairs participation, to gain different benefits for women and children, which to create a harmonious society.

Scope of work: The association offers different services for different target groups, such as body check for women, social service for children and youth, counselling services and employment services for women who are not working.

Target population: Hong Kong women residents who live in Sha Tin district.

Organisation's relevance to study: Sha Tin Women's Association has been offering employment services to women who are not working currently.

Tai Po District Federation of Women

Background: The Tai Po Pun Chung Community Education Centre was officially established as a charity on 21 December 2006 and operates on a non-profit-making and self-financing basis.

Scope of work: The centre aims at promoting education, helping the poor, providing charitable and social services, and promoting the participation of service users in community service, assisting them to reach their potential and affirming themselves.

Target population: The centre provides services to all residents in the Tai Po Pun Chung area.

Relevance to the study: Tai Po Pun Chung Community Education Centre can help us reach unemployed women in Tai Po Pun Chung area.

The Women's Foundation

Background: It was established in 2004. The Foundation works on different women issues aiming to empower women. It currently focuses on three areas, challenging gender stereotypes, empowering women in poverty, and advancing women leaders.

Scope of work: The Women's Foundation empower women and raise the public awareness towards women issues through research, community education, advocacy and different programmes.

Target population: It targets women in general, and women living in poverty.

Organisation's relevance to study: Since the organisation focuses on different women issues, they can provide us with an access to women aged 40 or above and women from low-income households.

Tuen Mun District Women's Federation

Background: The Tuen Mun Women's Federation was established in 1976 as a non-profit registered charitable organisation.

Scope of work: Covering the elderly, middle-aged and young, and its main services include: women's development, elder support, youth, children and families, cross-boundary support, community support, professional education and volunteer development.

Target population: The centre provides services to elderly, middle-aged and young people in the Tuen Mun area.

Relevance to the study: The Tuen Mun District Women Federation can help us find unemployed women in Tuen Mun.

Yin Lai Women Association

Background: Founded in 2021. Associate with Kowloon Women's Organisations Federation. Details are covered under Kowloon Women's Organisations Federation.

Appendix 2 Employers' Organisations

Below are summaries of the employers' organisations we engaged with and how their work is related to this study.

Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers - Kowloon (HKCCLA)

Background: A non-profit making Catholic organisation dedicated to serve all the grassroots workers and their families that are socially marginalised by the force of economic and cultural factors, regardless of their age, religion and sex in order to improve labour conditions for said individuals.

Scope of work: HKCCLA caters to the needs of workers belonging to ethnic minority communities in Hong Kong through the provision of language and outreach services to facilitate access to public service and employment support provided by the government at all times.

Target population: HKCCLA works with socially and economically marginalised workers with a focus on ethnic minority communities in grassroots jobs.

Organisation's relevance to the study: Since HKCCLA works extensively with ethnic minorities, they can provide access to ethnic minority women who are not working or seeking employment.

Employment Support Services (EMSS) - HK PHAB Association

Background: PHAB is an organisation providing various services for both physically disabled and abled. EMSS is one of the main services are offered to physically disabled and unemployed by PHAB. The service not only aims to empower service users, but also promote social inclusion. The centre of EMSS is located in Chai Wan.

Scope of work: EMSS includes both work training and the employment support service.

Target population: Physically disabled, unemployed women, and people with chronic disease are included.

Organisation's relevance to study: The organisation can give access to unemployed women and women from low-income households.

Hong Kong Catholic Association for Labour Affairs (HKCCLA)

Background: Founded in 1991, HKCCLA actively pays attention to local labour issues and assistant workers in achieving all-around development.

Scope of work: HKCCLA cultivates labour leaders, tries to develop the potential of workers and increase their confidence, make them understand the value and importance of working. The organisation also tries its best to care for workers and respond to the problems faced by workers, cooperate with labour-focused groups to jointly fight for labour rights, livelihood security, and promote the development of labour movement.

Hong Kong Employment Development Services – Yuen Long Office

Background: Hong Kong Employment Development Services (EDS) was founded in mid-2002 with the assistance of the Hong Kong Council of Social Services (HKCSS). EDS has gradually been taking over the management and services units of Employment Services of HKCSS since April 2003. The organisation aims at providing professional Employment Counselling and Training Services to disadvantaged job seekers.

Scope of work: The scope of services is varied, such as youth training and internship programme, employment programme for new arrivals, employment programme for elderly, and career counselling services.

Target population: The organisation offers services to diversified group of job seekers, including youth with special educational need, middle-aged, new arrivals, single parents, Ethnic Minorities, unemployed persons receiving CSSA, and elderlies.

Organisation's relevance to study: EDS at Yuen Long office help us to recruit female participants who are current unemployed but willing to get back to the work force.

Target population: The organisation takes a broad interpretation of the word "labour," which means all employees. The priority objects of their service are mainly grassroots workers.

Organisation's relevance to study: The organisation also includes ethnic minorities. It also focuses on the rights and interests of casual workers, which may consist of women from low-income households.

Appendix 3 Non-Governmental Organisations

Below are summaries of the non-governmental organisations we engaged with and how their work is related to this study.

Aberdeen Kai-Fong Welfare Association (AKA)

Background: AKA was founded in 1950 as one of the Neighbourhood Welfare Association in the 20th century. It assisted in disaster relief, harmonising the neighbourhood, and striving to serve residents on land and water during 1950. In 1976, AKA mainly provided different services to residents who lived in the Southern area.

Scope of work: AKA has 18 units serving Hong Kong residents who live in the Southern area and Central and Western District. They provide services for the elderly, children and youth, families, communities, and social enterprises etc.

Bangladesh Association of Hong Kong

Background: Bangladesh Association of Hong Kong was set up in October 2003 with the effort of and for the Bangladeshi community, focusing mainly on promoting Bangladeshi unity, culture and language in Hong Kong. It aims to also promote Southeast Asian culture and work as a bridging centre with other cultures.

Scope of work: The association provides a venue for Bangladeshi children to learn Bengali language and culture.

Target population: Services are extending mainly to the Bangladeshi community members.

Organisation's relevance to the study: The organisation has a wide reach of the target population who are tight-knit and difficult to reach.

Target population: Hong Kong residents who live in Aberdeen, mainly those living in Shek Pai Wan Estate.

Organisation's relevance to study: AKA offers employment services to people aged 50 to 70, who are currently not working.

Caritas Integrated Family Service Centre

Background: Caritas Integrated Family Service Centre (Caritas) was founded in July 1953 by the Catholic Diocese of Hong Kong. The primary purpose of its establishment was to offer relief and rehabilitation services to the low-income families. Caritas Hong Kong is a member of Caritas Internationalis, a federation of 165 Caritas organisations operating in over 200 countries throughout the world. Each caritas is committed to a united world without poverty, societies without divisions, equality among communities and a civilisation of love and solidarity.

Scope of work: The organisation offers diversified services to help different sectors of the community in Hong Kong, including social work services, education, medical care, community development and hospitality, etc.

Target population: The organisation initially aimed to address some of the social hardships and inequalities in Hong Kong resulting from the World War II, and subsequent social and political changes at the time. Nowadays, the organisation turns to a multi-service NGO with over 240 service units from about 150 locations.

Organisation's relevance to study: Caritas is able to reach out to the vulnerable group of women who are currently unemployed.

Caritas Social Work Services Division (CSWS)

Background: Established in 1960, CSWS addresses the concerns of disadvantaged community in Hong Kong. The organisation has around 180 centres spread across Hong Kong's 18 districts. The project team collaborated with the community centre of Caritas that focuses on ethnic minorities.

Scope of work: CSWS offers various services for the uplifting of the weaker section of society. The various services run by the organisation are: childcare, youth and community, family, rehabilitation, elderly care and community development.

Target population: The organisation caters to a large population that includes pre-school new arrival children, the unemployed, youth at risk, elderly, women, the disabled, drug addicts and mentally ill.

Organisation's relevance to study: CSWS can offer access to ethnic minority women as its target population also comprises ethnic minorities.

Centre for Harmony and Enhancement of Ethnic Minority Residents (CHEER) – Christian Action

Background: CHEER centre is one of the support service centres funded by the Home Affairs Department of HKSAR Government. It provides accessible services to ethnic minorities in Hong Kong like interpretation services and other programmes to facilitate social inclusion and integration in Hong Kong.

Scope of work: The centre assists ethnic minorities in knowing and accessing essential public services and resources, as well as enhancing language proficiency and problem-solving capacity through interpretation, and translation services, language programs, integration programs and counselling/referral services.

Target population: The services are directed towards all ethnic minorities in Hong Kong.

Organisation's relevance to the study: The organisation provides employment support services along with other career-skill building programs to ethnic minorities allowing them to potentially gain insight on challenges and thoughts on employment.

Evangelical Lutheran Church- Social Service

Background: ELCSS-HK was established in 1976. With an innovative, caring and people-oriented approach, they provide integrated services to the grassroots and the disadvantaged.

Scope of work: ELCSS-HK has commenced various employment training and community services to provide timely support to the community since 2000. Login Club for New Arrivals - rendering various support services to the new arrivals to increase their employment opportunities and help them to understand the local community for community integration.

Target population: The centre offers employment services for people who are unemployed, particularly new arrivals to Hong Kong, in the Kwai Tsing region.

Organisation's relevance to study: ELCSS-HK can help us reach unemployed women in Kwai Ching district.

HKSKH Lady Macle hose Centre

Background: HKSKH Lady MacLehose Centre has been providing diversified social services to minorities living in Hong Kong, as well as a one-stop service to South Asian residents since 2001. With the concern about these people's needs, the service includes support for helping them confront difficulties in life and promoting harmony amongst different races. There are staff from Hong Kong, Pakistan, Nepal and India to serve the Hong Kong community.

Scope of work: The mission of HKSKH Lady Macle hose Centre is to provide services to people from different minorities, seeking to build a society of racial equality and social charity, and providing ethnic minorities of different ages diversified social services.

Target Population: Mainly provides diversified social services to minority men, women, children, adolescents and families.

Organisation's relevance to the study: The organisation provides diversified social services to different ages of ethnic minorities and helps to get insight into the thoughts regarding living in society in Hong Kong.

HKSKH Outreaching Team

Background: This branch of the organisation is relatively new (parent branch from Lady Macle hose). It aims at providing appropriate support services to the low-income individuals of ethnic minority background and their families through reaching out and connecting with stakeholders in the community.

Scope of work: They have a lot of outreach programs including medical support and mobile library. They have so far worked on 170 cases and 50 cases of Rainbow fund.

Target Population: Most of their ethnic minority group includes Nepalese, Pakistani and Indian (Punjabi speaker). Most of their community members are young families with young children (primary). Main centre is located in Yuen Long, however, majority of their members live in Sha Tin.

Organisation's relevance to the study: The organisation is proactively engaged in facilitating integration of ethnic minorities into the wider community of Hong Kong. They have a big WhatsApp group with all the member that can easily be contacted.

Hong Kong Anti-Cancer Society (HKACS)

Background: Established in 1963, HKACS aims to reduce the cancer burden in Hong Kong. The centre of HKACS, which is located at Wong Chuk Hang, provides rehabilitation services to patients with cancer.

Scope of work: HKACS provides different services to reduce the cancer burden in Hong Kong. The various services run by the organisation are public education, counselling, residential care services, rehabilitation services, outreach, and funding for low-income cancer patients.

Target population: The organisation targets cancer patients (both from low-income and non-low-income households), carers and relatives of cancer patients, and the public.

Organisation's relevance to study: HKACS can offer access to women with low-income and women aged 40-65 since they serve patients from low-income households.

Hong Kong Christian Service

Background: Hong Kong Christian Service (HKCS) has been working towards a more humane and just society since 1952. It provides underprivileged families with suitable, professional and quality services to Ethnic Minority community. HKCS is also dedicated to promoting Christian Service for "The Healing and Growth of People" in the Community including Ethnic minorities.

Scope of work: HKCS provides treatment, guidance and education for those who are in need physically, intellectually, emotionally, socially or spiritually.

Target Population: Hong Kong people, newly arrived Ethnic Minorities, family and children, elderly and youth.

Organisation's relevance to the study: The organisation provides guidance and education to Ethnic Minorities including children and elderly and also helps them to overcome difficulties.

Hong Kong Integrated Nepalese Society Limited

Background: Registered under the social ordinance in 2004, HINS was recognised as Hong Kong Integrated Nepalese Society. Since 2004, HINS has worked extensively towards the integration of the local Nepalese and Chinese community, provided training concerning employment, organised social awareness building activities and engaged in tremendous community building activities to alleviate the grievances amongst the local Nepalese community.

Scope of Work: HINS has partnered with Equal Opportunity Commission, Hong Kong Police Force, United Nethersole Community Health Service, Hong Kong University (HKU), Lady Macle hose along with several Nepalese Social organisations to provide services such as community building, outreach and informational services as well as vocational training classes to the Nepalese community in Hong Kong.

Target Population: HINS primarily provides services to members of the local Nepalese community in Hong Kong with an emphasis on the socio-economic development of Nepali youth.

Organisation's Relevance to the Study: Due to HINS outreach work, collaboration with the organisation allowed the study to ensure the participation of the Nepalese community in Hong Kong and thus to develop a holistic understanding of the workforce participation amongst Nepali women.

Hong Kong New Immigrant Service Association

Background: Hong Kong New Immigrant Service Association was established in 1995 and began operation in 1997. It is a non-profit-making and tax-free institution. The Association serves new immigrant families and grass-roots families within seven years of their arrival in Hong Kong, including children, young people, young women, elders and their families. In addition, it also provides suitable services to residents of the community so that they can have a more comfortable and convenient life.

Scope of work: There are about five main kinds of services: self-improvement and pre-employment training courses, family and woman services, children services, teenager services, and community support services. Additionally, a food bank service is launched to provide short-term food assistance to low-income families, mutant families, unemployed, and homeless individuals.

Target Population: Grassroots families in Tsuen Wan but also residents of different districts, such as Tsuen Kwai Tsing District, Tuen Mun, Yuen Long, General Macao, and other areas.

Organisation's relevance to the study: The organisation gives a helping hand to women and provides woman services and employment training. Also, it targets new immigrants in Hong Kong, which can help us collect comprehensive data to gauge the situations of these groups. The Association has recruited 58 participants in Mid-April, and conducts direct recruitment every week.

Hong Kong Single Parents Association

Background: The Hong Kong Single Parents Association (HKSPA) was established in the early 1990s and has been serving HK citizens for more than 25 years. They help single parents build self-esteem, self-respect, and self-reliance and increase social acceptance of single parents and single-parent families.

Scope of work: The past two decades has witnessed the expansion of their services, which now include three major aspects: psychological support, childcare, and single-parent employment. It hopes to offer appropriate and in-place service support for single parents and their children.

Target population: The organisation provides support and services to local single parents.

Organisation's relevance to study: According to the HKSAR government, there are 73,428 single-parents in HK in 2016, and 77% of whom are women. Nearly 35% of those women have no jobs at all; the rest of them, though employed, earn less on average than the average

female worker. The organisation can help find women aged 40+ without jobs or employed women but with a low income.

Hong Kong Society for the Protection of Children

Background: Established since 1926, HKSPC protects and safeguard children's rights for whole-person development. It is their mission to build a healthy, happy and safe environment for children from all backgrounds.

Scope of Work: Currently, they operate 29 services units serving children aged 0 to 16 and their families, especially catering for the needs of working parent's single parents, low-income families, CSSA families, new arrival families and ethnic minority families. They serve around 3000 children and families on a daily basis.

Target Population: Children aged 0 to 16 and their families.

Organisation's relevance to the study: They have helped recruit participants in their centre to participate in our study.

HOPE (HKISS)

Background Information: ISS was established in Hong Kong as a headquarters delegation in 1958. International Social Service Hong Kong Branch HOPE Support Service Centre for Ethnic Minorities first started providing services and programmes on May 31, 2009. It works closely with other branches across the globe in providing inter-country social work and cross border social services to those in need such as needy children and families between Hong Kong. The organisation provides an array of services for families, children, youth and elderly in Hong Kong, some of which includes adoption, foster care and integrated family services. It extends its help and support across borders, races, ethnicities and beliefs. The organisation's aim in Hong Kong is to support and enhance the integration of Ethnic Minorities in Hong Kong society and to create an inclusive community that embraces cultural diversity and racial harmony.

Scope of work: HKISS offers a wide variety of programs and services including language classes, computer classes, after-school tutorial classes, youth programmes, employment services, cross culture activities as well as counselling/ guidance and referrals.

Target population: HKISS has branches all over Hong Kong with the mission to help Ethnic Minorities in Hong Kong.

Organisation's relevance to the study: With over a decade of services for Ethnic Minorities in Hong Kong, HKISS can help us connect with the right members for the study as well as help us promote the study with other sister branches.

International Baptist Church - Hong Kong

Background: The International Baptist Church is an English speaking, multicultural, family-oriented religious organisation.

Scope of work: The Church works with children, at-risk youth, the elderly as well as young adults to organise community building events such as prayer vigils and engaging in outreach programmes for extensive charity work for the vulnerable communities in Hong Kong.

Target population: The Church has different programs and outreach services to help different communities in Hong Kong and alleviate their suffering without any specific prerequisites.

Organisation's relevance to the study: The Church's extensive outreach has allowed it to connect with diverse communities in Hong Kong, and collaboration with the Church has facilitated the Study's access to this network in extremely beneficial ways.

India Association Hong Kong

Background: Founded around the late 1940s, the India Association is now a non-profit, non-sectarian organisation promoting Indian heritage through cultural and social functions, and advocacy work.

Scope of work: Besides social and charitable activities, the association focuses on advocating for policy reform for ethnic minority communities in Hong Kong, including areas of Chinese language policies, better access to education and better retraining and employment opportunities.

Target population: The India Association Hong Kong works for the benefit of Hong Kong's Indian community, as well as the Hong Kong community at large.

Organisation's relevance to the study: The India Association Hong Kong has a wide reach of the EM target population, mainly of Indian ethnicity. In addition, their efforts in retraining and employment services to members can provide insights for the projects on the specific needs and concerns of this group.

International Social Service, Hong Kong Branch

Background: The mission of International Social Service Hong Kong Branch (ISSHK) can be divided into three categories. For their service users, this organisation aims to assist individuals and families with personal or social problems requiring inter-country cooperation. Secondly, this organisation strives to contribute to the prevention of social problems by making recommendations, undertaking appropriate study or action and advocating social policies for society. Last but not least, the third mission of the organisation is to develop a dynamic, innovative and cohesive staff with the vision, commitment and professional skills to give their optimum best to those in need of our services.

Scope of work: ISSHK has held ample meaningful events in the past several years and the organisation has connections with education institutions to engage in policy implications. For example, ISSHK collaborated with City University of Hong Kong to organise the "Be Good Parents" programme for parents of cross-border and new arrival families to improve the parent-child relationship in 2016.

Target population: The service coverage of ISSHK comprises services for families, children and youths, migrants and the elderly.

Organisation's relevance to study: Considering the service coverage and the reputation of ISSHK, HKU research team reached out to the organisation for the consultancy project. One of their strengths is their ability to provide social work assistance across borders, races, ethnicities and beliefs, so they have a larger number of members and clients who migrated from Mainland China and South Asia. For the current project, ISSHK will recruit around 200 participants in total for surveys and focused group discussions from all three districts in Hong Kong.

JUNS HK

Background: JUNS HK is a student led organisation established in 2016. JUNS HK provides growth opportunities & support to empower and represent Nepali youth with a vision and an ambitious approach.

Scope of work: They try to understand the reason why the youth in their communities do not choose to pursue further education. Ashmi (founder) has helped started three other community groups and learning centre (below);

1. Earth Farm (the farming protect): https://www.instagram.com/earthfarm_/
2. Musubi HK: <https://www.instagram.com/musubihk/>
3. Kriti Learning Centre: <https://www.instagram.com/kritilearningcentre/>

Target population: JUNS HK focuses on the young Nepalese demographic (secondary students and post-secondary. We stated that young EM over the age of 18 are eligible to participate in the survey.

Organisation's relevance to the study: To get insight into the thoughts and concerns of young Nepali women living in Hong Kong in regard to employment.

New Home Association

Background: New Home Association (NHA) was founded in June 2010 and now provides a comprehensive range of services in Hong Kong and the Mainland China. It is recognised as a non-governmental and charitable organisation dedicated to providing one-stop professional social services for new arrivals from the Mainland China, ethnic minorities, and disadvantaged segments in Hong Kong. The aim of the organisation is to enable them to develop their full potential and to serve the community. It is also committed to promoting community participation, social inclusion, and to building an equal and caring society.

Scope of work: The mission of NHA is to provide high quality professional services to support new arrivals, ethnic minorities and other disadvantaged in adapting and contributing to the local communities, so as to promote the establishment of a supportive, caring and tolerant society. NHA has dedicated to family support services, employment and training services, and services for ethnic minorities.

Target population: NHA's services mostly target new arrivals in Hong Kong from mainland China, including other groups such as ethnic minorities.

Organisation's relevance to the study: For the consultancy project, data were mostly collected in NHA Jockey Club Hong Kong East Service Centre, located at Shau Kei Wan with a large population from the Eastern District. The organisation has recruited 278 participants from

late March to present. The organisation also reached out to the Sai Ying Pun centre to approach more potential participants to cover Central and Western District.

Pakistan Association of Hong Kong Limited

Background: Founded in 1963, the Pakistan Association of Hong Kong is dedicated to promote their cultural heritage through community activities and events, especially with an emphasis on sports activities like cricket.

Organisation's relevance to the study: The Association can help us connect with Pakistani women who fit Target Group 3.

Sathya Sai Baba Centre of Hong Kong, Tsuen Wan

Background: This centre is under the Sathya Sai International Organization, a spiritual and humanitarian organisation that promotes and practices harmony of religions and unity through serving the society.

Scope of work: The centre organises a broad range of activities that are spiritual, education and service oriented, along with regular prayer and Bhajan sessions.

Target population: The services are extended to the general public but are mostly participated by the Indian and Nepalese population in Hong Kong.

Organisation's relevance to the study: The centre is frequented by many Indian and Nepalese members of the community who can be recruited for the study.

Sham Shui Po Central Happy Teens Association

Background: As early as the 1960s, their Lei Cheng Uk Friendly Centre provided children and youth service at Lei Cheng Uk Estate and So Uk Estate. In 2003, all their Integrated Teams were restructured and Lei Cheng Uk and So Uk Integrated Team was named Sham Shui Po (Central) Integrated Children and Youth Service which was renamed Sham Shui Po Central Happy Teens Club in 2004. They focus on the holistic development of children and youth and particularly care for the disadvantaged and neglected teenagers. They help them to become mature and responsible members of the society.

Scope of work: The centre provides a wide range of centre-based activities including new-arrivals services and reach-out programmes in schools and the community. Their services include individual counselling, groups and activities, interest classes, community education activities and programmes for development of social responsibility and competence.

Target population: The centre offers services to children and youth aged 4 to 24 and their families, who are living or studying in Sham Shui Po District, particularly for disadvantaged and neglected teenagers.

Centre's relevance to study: SSPCHTA can help us find unemployed women from low-income family.

Society for Community Organisation (SOCO)

Background: In 1971, a group of people and church clergy, who cared about the development of Hong Kong and the establishment of a fair and reasonable social system, founded the Society for Community Organisation (SOCO) to advocate respects for civil rights and equality of citizens.

Scope of work: SOCO not only helps citizens who are in poverty and struggling to survive in this city, to build their self-confidence and understand their rights through training and a series of social action, but also reports policy issues to the government.

Target population: Generally speaking, SOCO helps people who are disadvantaged, including but not limited to hundreds of thousands of cage home residents, homeless, and millions of low-income citizens.

Organisation's relevance to study: Since SOCO provides support services for grassroots population and mobilises social resources to participate in poverty alleviation, they have access to people that meet our target groups, especially unemployed women from low-income households, and also help us connect with other organisations.

Society for Rehabilitation and Crime Prevention

Background: Founded in 1957, the Society for Rehabilitation and Crime Prevention has been providing high-quality rehabilitation services to assist Hong Kong residents that were suspected of violating the law, having violating the law, and released after serving their sentence.

Scope of work: The organisation helps people mentioned above by offering community education, crime prevention and mental health services. The types of services include personal and family counselling, vocational training, employment placement, volunteer activities, etc.

Target population: Hong Kong residents who are or have been charged with criminal offense, or released from prisons.

Organisation's relevance to study: the organisation has access to women who are unemployed who meet our target groups as they offer job training to ex-offenders who have no jobs.

The Family Planning Association of Hong Kong (FPAHK)

Background: FPAHK is dedicated to advocating, promoting and offering information, education, medical and counselling services on sexual and reproductive health to Hong Kong people.

Scope of work: The organisation offers sexual and reproductive health services, carries out programmes of sexuality education, advocates public education campaigns, develop women's clubs, and conducts research and studies for family and youth's benefits.

Target population: Men and women of different ages who need high-quality integrated health care and counselling services; teenagers who need family life education and sex education;

Organisation's relevance to study: The centre has Women's Clubs in Sheng Shui, Lam Tin, Ma On Shan, Tuen Mun, Tseung Kwan O, and Yuen Long thus can help us reach women falling within our target groups, with more diversity among different areas in Hong Kong.

The Hong Kong Telugu Samakhya

Background: The Hong Kong Telugu Samakhya (THKTS) is the cultural organisation of Telugu's in Hong Kong from the twin South Indian states of Andhra Pradesh and Telangana with Telugu being the primary language. It is a voluntary and non-profit organisation dedicated to promoting Indian and Telugu culture and traditions in Hong Kong. The Hong Kong Telugu Samakhya, was formed in the late 1990's with the initiation of Mrs. & Mr. K.P.Rao. Efforts in the past 13 years have allowed the organisation to grow into a big family of over 200 families.

Scope of work: The organisation is well known for holding and organising various kinds of events such as cultural events, Telugu Classes and outdoor activities/ picnics.

Target population: The organisation's primary target is the South Indian community living in Hong Kong.

Organisation's relevance to the study: They agreed to promote the study with their members as their target population falls within our target group.

The Philippine Association of Hong Kong (PAHK)

Background: The Philippine Association of Hong Kong (PAHK), founded in 1961, is a Hong Kong incorporated non-profit social organisation representing members with business & social interest here in Hong Kong and in the Philippines. Such representation also reflected on the projects that the association took such as the annual Philippine Independence Day Ball and other charities. Among the beneficiaries of the Association donations was the IPIL Foundation, which provides educational opportunities for vulnerable children in the Philippines. It also helped put up the Hong Kong Bayanihan Trust, a charity organisation that provides facilities for skills upgrading and recreation to Overseas Filipino Workers.

Scope of work: PAHK works towards providing a forum for the exchange of business, professional and employment information; to engage in social, cultural and civic activities for and behalf of the Filipino community; and to participate in the promotion of Philippine trade, investment and tourism through a variety of activities, events and services.

Target population: As an incorporated organisation here in Hong Kong S.A.R., the Philippine Association of Hong Kong (PAHK) serves as a forum not only for Filipinos living in Hong Kong but also for those of other nationalities who have a particular affinity to the Philippines.

Organisation's relevance to the study: Collaboration with the PAHK allowed the study to connect with Filipino women across several occupations in Hong Kong and develop an idea of the unique problems faced by Filipino domestic workers and women-led businesses when participating in the workforce.

United Christian Nethersole Community Health Service - Smoking Cessation Project for Ethnic Minorities and New Immigrants

Background: The organisation was established in 1972 as a not-for-profit medical organisation, United Christian Nethersole Community Health Service (UCN) is a sub-organisation of United Christian Medical Service. It provides the underprivileged with suitable, professional and quality services to Ethnic Minority community.

Scope of work: The mission of the project is to promote one-stop services of smoking cessation among the EM and NI and to promote a smoke-free culture in Hong Kong as the norm for EM and NI.

Target Population: Mainly Ethnic Minorities and new immigrants of Hong Kong.

Organisation's relevance to the study: The organisation provides basic knowledge on the harmful effects of smoking and education on health issues related to smoking to all EM men and women. It also helps them to have better insight into their health issues.

Yang Memorial Methodist Social Service

Background: Yau Tsim Mong Family Education Support – support the disadvantaged in our community, provide employment training and assistance services, and help build an inclusive and caring community.

Scope of work: Their services for the EM community includes: Translation services for EM, Employee retraining courses for EM, preventing drugs and building a community support for South Asians.

Target population: Most of the service users are mainly Nepalese and other EM groups.

Organisation's relevance to the study: The organisation is proactively engaged in facilitating integration of Ethnic Minorities into the wider community of Hong Kong.

Yuen Long Town Hall Management Committee Ltd

Background: Yuen Long Town Hall Management Committed Ltd (YLTH) was founded in 1975, and is previously known as a Yuen Long Town Hall, which was setup in 1965 to serve the needs of residents of Yuen Long.

Scope of work: The organisation works with the government to provide regional social welfare services, such as childcare, job training, education support etc. The organisation also provides venues for residents to participate in neighbourhood activities, and explores resources planning and promoting cultural music and artwork performed by the residents of Yuen Long.

Target population: The organisation offers services to diversified group of residents in Yuen Long, such as youth, ethnic minorities, new arrivals, elderly, single parent.

Organisation's relevance to study: YLTH connects us to meet with the target group of women who currently out of job in the district.

Zubin Foundation

Background: Zubin Foundation was founded in memory of Zubin who passed away suddenly at the age of 3. The foundation is located in Kwai Fong and now works as a think tank to improve the lives of Hong Kong's marginalised ethnic minorities by providing them with opportunities and reducing their sufferings.

Scope of work: Their work consists of conducting research to understand the issues, developing and implementing projects as well as influencing public policy to drive a systemic change.

Target population: Zubin Foundation targets ethnic minorities from all backgrounds and different groups of ethnic minorities including job seekers, fresh graduates as well as fresh immigrants.

Organisation's relevance to the study: The organisation has a big data base of ethnic minority members of the centre that we can promote our study to. The organisation's target group also includes job seekers, fresh graduates, and fresh immigrants, all of which fall within our studies target group too.

Appendix 4 Other Organisations

Below are summaries of the other organisations we engaged with and how their work is related to this study.

Apakabar

Background: Founded in 2006, Apakabar is a leading digital news agency that offers news to Indonesians living in Hong Kong. Apakabar provides information and latest news using social media - namely a Facebook page “Apakabar Plus” along with a portal www.apakabaronline.com.

Scope of work: With a growing follower base which was reported to be 134, 000 in August 2021, Apakabar Plus provides access to Indonesian diaspora in Hong Kong. Apakabar organised several community events such as music concert for charity.

Target Population: Indonesian residents in Hong Kong who are followers of its Facebook page.

Organisation’s relevance to the study: The news agency promoted the study on its Facebook page so that eligible followers could participate in the survey.

Hindu Temple, Happy Valley

Background: The Hindu Temple opened in 1953, is administered by the Hindu Association, registered under the Societies’ Ordinance, and also a registered charity organisation.

Scope of work: The temple schedules regular Puja, Bhajan sessions, and Aarti (prayer sessions) for devotees every day. Besides, educational tours and religious discourses are also organised regularly for scholars, different schools and universities.

Target population: The temple is open to the general public but the services are mostly used by the Hindu population in Hong Kong mainly from Indian and Nepali ethnicity.

Organisation’s relevance to the study: The venue could be ideal to recruit participants for the study as it is frequented by them regularly.

Khalsa Diwan Sikh Temple

Background: Khalsa Diwan Sikh Temple is a Gurdwara in the Wan Chai District of Hong Kong and it provides social services to Ethnic Minorities living in Hong Kong and Hong Kong people. The Khalsa Diwan actively promotes Sports and Cultural activities among the youth of the Community. They also provide free meals to everyone who comes to visit the temple.

Scope of work: It is a hub for Sikh community. They offer individuals from the community to meet and connect, beyond religious focus.

Target population: Mainly Sikh community but individuals from different religions are welcome as well.

Organisation's relevance to the study: The organisation provides various services. For the youth, they provide scholarships to deserving students who cannot afford further studies. For women and men who are newly arrived, they also provide Chinese classes and other classes to help them. Anyone can come to learn about the religion.

Kowloon Hindu Temple

Background: The Kowloon Hindu Temple is another worship place Hindus where regular Pujas, Bhajans and other events are organized regularly.

Organisation's relevance to the study: The temple is frequented by many Indian populations who can be recruited for the study.

Pinoy Tayo San Man (Radio Station) - FB group

Background: Pinoy Tayo Sanman is the longest running Pinoy radio program in Hong Kong together with the most popular tandem, DJ's Michael Vincent & Tita Kerry. The partnership has been giving news and information for the past 26 years.

Scope of work: The organisation primarily serves as an information portal utilising popular media such as Facebook to provide information regarding current affairs, spiritual events and local news to its members.

Target population: The organisation's media pages are tremendously popular amongst women with a huge following on social media exceeding 138,143 members and extremely active accounts on Twitter and Instagram.

Organisation's relevance to the study: Pinoy Tayo Sanman is extremely popular amongst women from different communities and ethnicities in Hong Kong and is easy to reach out to through social media platforms.

The SUN Hong Kong

Background: The SUN is an English-language based newspaper and is the no. 1 Filipino newspaper in Hong Kong. It was founded in 1995 by Filipinos and within a year, became the leading Filipino publication, targeting Filipino consumers.

Scope of work: Newspaper, airing of news and public affairs programs for a digital radio station in Hong Kong 3 times a week as well as helping foreign domestic helpers. The SUN has also gone beyond their regular work and offered help by reaching out to the most vulnerable members of their community, from helping children of OFWs get permanent residency in Hong Kong, to organising a charity event for their ageing musicians, to assisting victims of illegal recruitment pursue legal relief and finding a roof over their heads.

Target population: Filipinos in Hong Kong.

Organisation's relevance to the study: Paid advertisement can help us reach out to unemployed Filipina HK residents who read the SUN newspaper.

University of the Philippines Alumni Association in Hong Kong

Background: The UPAA-HK aims to assist students of their Alma Mater and the Hong Kong Filipino community. Today, the organisation has grown into a diverse group of journalists, lawyers, social workers, engineers, community organisers, homemakers, media professionals, artists, business owners, teachers, and more that seeks to encourage community spirit among alumni of the University of the Philippines residing in Hong Kong.

Scope of work: The UPAA-HK works towards organising the members' collective efforts in assisting their Alma Mater in the fulfilment of its academic mission as a world-class institution for tertiary education. They also organise events that help strengthen the University's role in the development of Philippine society and of the Filipino nation.

Target population: The UPAA-HK primarily works with the alumni, current and prospective students of the University of the Philippines Alumni Association in Hong Kong.

Organisation's relevance to the study: The UPAA-HK is actively involved with extremely talented Filipino women and are easy to connect with the through the Facebook group.

Appendix 5 Policy Indicators Sources

Background Characteristics and Information

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
% of women participating in the labour force	54% (2020)	Census and Statistics Department	52% (2020)	Department of Budget, Accounting and Statistics, Taipei City Government	40% (2017)	Shanghai Women's Federation	53% (Japan in 2020)	Statistics Bureau of Japan	61% (2020)	Ministry of Manpower & Singapore Department of Statistics	55% (2020)	City of New York, Office of the Comptroller, 2020	61% (Ontario in 2020)	Statistics Canada
Population	7,428,300 (2020)	Census and Statistics Department	2,602,418 (2020)	Department of Budget, Accounting and Statistics, Taipei City Government	24,281,400 (2019)	Shanghai Statistical Yearbook, 2020	14,064,696 (2020)	Tokyo Census 2020	5,685,807 (2020)	Singapore Department of Statistics	8,804,190 (2020)	United States Census Bureau	2,794,356 (2021)	Statistics Canada
Proportion of people aged 18-	12% (0-14) (2020)	Census and Statistics Department, Monthly Digest (Aug 2021)	16% (0-18) (2020)	Department of Budget, Accounting and Statistics, Taipei City Government	10% (0-14) (2020)	National Bureau of Statistics of PRC	12% (0-18) (2019)	Tokyo Metropolitan Government Statistical Yearbook, 2019	20% (0-20) (2020)	Singapore Department of Statistics	20% (0-18) (2020)	New York City 2020 Census		
Proportion of people aged 65+	19% (2020)	Census and Statistics Department, Monthly Digest (Aug 2021)	19% (2020)	Department of Budget, Accounting and Statistics, Taipei City Government	16% (2020)	National Bureau of Statistics of PRC	22% (2020)	Statistics of Tokyo	15% (2020)	Singapore Department of Statistics	17% (2019)	Department of Health, NYC		
Crude marriage rate ^a	3.7 (2020)	Census and Statistics Department, Annual Digest (2021ed.)	4.9 (2020)	Department of Civil Affairs, Taipei City Government	6.3 (2020)	Shanghai Civil Affairs Bureau	6.4 (2019)	Tokyo Metropolitan Government Statistical	5.2 (2020)	Singapore Department of Statistics	7.2 (2019)	National Center for Health Statistics		

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
								Yearbook, 2019						
Crude divorce rate ^a	2.1 (2020)	Census and Statistics Department, Annual Digest (2021ed.)	1.8 (2020)	Department of Civil Affairs, Taipei City Government	4.5 (2020)	Shanghai Civil Affairs Bureau	1.6 (Japan in 2020)	Statistics Bureau Japan	1.7 (2020)	Singapore Department of Statistics	1.8 (2020) (New York State)	CDC/NCHS, National Vital Statistics System	1.0 (2020) (Ontario)	Statistics Canada
Total fertility rate	0.87 (2020)	Census and Statistics Department, Annual Digest (2021ed.)	0.99 (2020)	Department of Budget, Accounting and Statistics, Taipei City Government	0.73 (women with hukou, 2020)	Shanghai Municipal Health Commission	1.36 (2020)	Ministry of Health, Labour and Welfare	1.10 (2020)	Singapore Department of Statistics	1.68 (2019)	Bureau of Vital Statistics, NYC Department of Health and Mental Hygiene	1.34 (2020) (Ontario)	Statistics Canada
Dependency ratio ^b	43% (2020)	Census and Statistics Department, Annual Digest (2021ed.)	48% (2020)	Department of Budget, Accounting and Statistics, Taipei City Government	35% (2020)	National Bureau of Statistics of PRC	54% (2020)	Statistics of Tokyo	54% (2020) ^c	Singapore Department of Statistics	55% (2020) ^c	World Population Review	64% (2020) (Ontario)	Statistics Canada
Median (or average) income per capita	HK\$235,200 (Q2 2021)	Census and Statistics Department, Quarterly Report on General Household Survey (April-June 2021)	[average disposable income per person] NT\$369,742 (HK\$99,226) (2020)	National Statistics Republic of China (Taiwan) 中華民國統計資訊網	[average] CNY69,442 (HK\$84,568) (2019)	Shanghai Statistics Bureau, 2020 Annual Report	[average] US\$28,872 (HK\$226,497) (2021)	OECD	S\$54,408 (HK\$313,733) (2020)	Manpower Research and Statistics Department	US\$41,625 (HK\$326,546) (2020)	NYC Census 2020	[average] CA\$47,617 (HK\$298,644) (2015)	City of Toronto
Tax on income	Progressive: 2-17% Standard rate: 15%	Government of HKSAR	Progressive: 5-40% [Taiwan]	Income Tax Act, Ministry of Finance	Progressive: 3-45%	State Taxation Administration of the People's Republic of China	Progressive: 5-45%	Ministry of Finance	Progressive: 0-22%	Inland Revenue Authority of Singapore	[Federal income tax] Progressive: seven tax rates ranging from 10% to 37% [New York	New York City Income Tax Guide	[Federal income tax] Progressive: 15-33% [Ontario] Progressive: 5.05-13.16%	Government of Canada

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
											City] Progressive: four tax brackets ranging from 3.078% to 3.876%			

Notes: ^a Annual rate per 1,000 individuals

^b dependency ratio includes population aged 0-14 and 65+

^c we used age 0-19 and 65+ per 20-64 to calculate Singapore's and NYC's dependency ratio

Childcare

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
Universal child benefits / childcare allowance	No	Tonelli et al, 2021	No	Tonelli et al, 2021	No	Tonelli et al, 2021	No	Tonelli et al, 2021	Yes	Tonelli et al, 2021	No	--	No	--
Means-tested child benefits / childcare allowance	Yes	Tonelli et al, 2021	Yes	Tonelli et al, 2021	Yes	Tonelli et al, 2021	Yes	Tonelli et al, 2021	Yes	Tonelli et al, 2021	Yes	Catholic Migration Services	Yes	Toronto City Government
Co-payments	Full or partial fee for children from low-income families receiving full day childcare service with welfare needs; fee subsidies for eligible service users of other day child care services	Social Welfare Department	Full or partial fee waived for low-income families	New Immigrants Area Taipei City			Full or partial fee waived for low-income families (Japan as a whole)	Cabinet Office	Income based (means-tested), parent co-payments above basic subsidy	ECDA	Full or partial fee for low-income families who need to work, look for work, or attend employment training	Office of Children and Family Services, New York State	Partial fee with income-test	Toronto City Government
Average childcare costs (for one child) as percentage of median household income							12.6% In % of disposable family income for two-earner couple with median earning	OECD Data	10.7% Calculated by Project Team based on the monthly average full day fees for child care (i.e. S\$1,017) divided	Early Childhood Development Agency	22.1% The cost for infant care for one child divided by the median family's income in New York	Economic Policy Institute	21.6% Calculated by Project Team based on the monthly infant care cost in Toronto (i.e. CA\$1,774) divided	Canadian Centre for Policy Alternatives Toronto City

Comparison Criteria		Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
										by the median household income of S\$114,240 (HK\$652,451) (2021)				by the median household income of CA\$98,174 (HK\$601,079) (2015)	
EC EC sta ff- to- chi ld rat ios	Infant aged 0-2 yrs	1:6	Legislative Council, 2020			1:3 - 1:5	The State Council of The People's Republic of China	1:3 - 1:6	OECD (2019)	1:5 - 1:8 (or 1+1:12 with para-educators/educarers)	ECDA (2020)	1:3 - 1:5	New York State Government	3:10 - 1:5	Ontario Government
	Toddler aged 2-3 yrs	1:11	Legislative Council, 2020	1:8	Laws & Regulations Database of Taiwan Region	1:7	The State Council of The People's Republic of China	1:6 - 1:20	OECD (2019)	1:8 - 1:12 (or 1+1:12 - 1+1:18 with para-educators/educarers)	ECDA (2020)	1:5 - 1:7	New York State Government	1:5 - 1:8	Ontario Government
Main difficulty to use childcare		1) Shortage of places; 2) Relative low ratio of qualified childcare workers to children compared to global practices; 3) Low affordability of monthly service fee; 4) Difficulty in maintaini	Legislative Council Panel on Welfare Services (March 2021) Legislative Council Panel on Welfare Services Background Brief (March 2021)	Need for more public childcare services or more affordable childcare service options	Child Welfare League Foundation					1) Shortage of teachers and operation cost; 2) Disadvantaged families are left out; 3) Long waiting time	Ministry of Social and Family Development, Singapore	Affordability, quality, availability	Center for American Progress	Availability, affordability, difficulty in finding care that fits work or study schedule, difficulty in finding the quality of care desired	Statistics Canada

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
	ng the service quality 5) Supply of home-based child carers under NSCCP failing to meet the demand as these carers were volunteers													
Monthly salary structure of staff	Salary scale of common posts (2019) (mid-point salary): 1) Childcare supervisor : HK\$38,595 2) Childcare worker: HK\$27,145	HK Social Welfare Department	The average early childhood educator gross salary in Taipei is NT\$36,029 (HK\$ 9,770) (including bonuses)	Directorate-General of Budget, Accounting and Statistics [accessed in April 2022]			Child care worker average salary: ¥380,600 (HK\$25,905)	Ministry of Health Labour and Welfare (2020)	Educators (work with children 2 months to 4 years old): S\$1,800-3,150 (HK\$10,395-18,191)	Ministry of Manpower, 2020	Childcare worker median salary: US\$2,402 (HK\$18,735)	Early Childhood Teacher Org	Daycare worker/supervisor: CA\$2,720-2,880 (HK\$16,672-17,653) (Canada)	Government of Canada
Salary (% of median/average individual income)	159%	Calculated by Project Team	48%	Calculated by Project Team			134%	Calculated by Project Team	40-70%	Calculated by Project Team	72%	Calculated by Project Team	81-86%	Calculated by Project Team
Qualification of childcare staff	The childcare staff serving in a childcare	Education Bureau	Minimum requirements for individuals	Laws & Regulations Database	Person who complete a tertiary school or	Shanghai Municipal Education Commission			Infant educator (care for infants 2-18	Early Childhood Development	Infant/toddler group teacher - At least 21 years	NYC Department of Health	(Ontario) One staff person per group of children is	Child Care Human Resources

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
	centre have to be registered as Child Care Worker or Child Care Supervisor. Any person who wishes to be registered as Child Care Worker or Child Care Supervisor has to successfully complete a training course approved by the Director of Social Welfare, which varies from short courses certificate / diploma / bachelor degrees		providing extended care services (article 20 of ECEC Act); Lowest level: graduate of senior high school level or above, and has completed 180 hours of professional training for after-school childcare conducted or commissioned by the education, social affairs, or labour affairs competent authority of the municipality or county	of Taiwan Region	above with early childhood education programme				months): EY1 certified or Higher Certificate in Infant Care/Certificate in Infant & Toddler Care or State Registered Nurse and attended Early Years Development Framework (EYDF) Certificate	ent Agency	old with Associate (AA or AS) degree in Early Childhood Education or Child Development Associate certification and study plan for AA or AS within 7 years or High school diploma or equivalent and various combinations of college credits, work experience and study plan specified in the New York City Health Code		required to have a two-year diploma in Early Childhood Education from an approved Ontario College of Applied Arts and Technology or the equivalent. Centre supervisors must have the same education and have at least two years' experience. There are no educational requirements for other staff to work in a childcare centre in Ontario.	Sector Council

Elderly Care

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
Financing														
Any universal or non-means-tested cash allowance scheme?	Yes	Social Welfare Department, HK Gov	Contribution Based Social Insurance	National Statistics, Taiwan Region	Yes	Shanghai Civil Affairs Bureau	Contribution Based Social Insurance	Ministry of Foreign Affairs of Japan	No	--	No	--	Yes	Ontario Government
Availability of Public LTC social insurance program	No	--	No	--	Yes	上海市醫療保障局	Yes	Japan Health Policy NOW, Health and Global Policy Institute	Yes	Chan, A. (2021)	No	--	No	--
Levels of subsidies of universal or non-means-tested cash allowance (monthly)	Old Age Allowance: HK\$1,515	Social Welfare Department, HK Gov	Varies by methods from Old Age Pension Benefit, see footnote	Bureau of Labor Insurance, Ministry of Labor	Allowance for seniors: CNY75-600	Shanghai Civil Affairs Bureau	Old-age Basic Pension: JPY777,800/year (HK\$48,192) or JPY64,817/month (HK\$3,973) (full benefit amount based on 40 years (aged between 20 and 59 years) of fully contributed coverage periods)	Japan Pension Service					Old Age Security: up to CA\$648.67 (HK\$3,968)	Government of Canada
Eligibility of means-tested programs	Income and/or Asset: CSSA and Old Age Living Allowance	HK Social Welfare Department	1) Indigenous people aged 55+: Indigenous People Payment	Bureau of Labor Insurance, Ministry of Labor	Pension service subsidy 1) Elderly whose family	Shanghai Civil Affairs Bureau			1) Silver Support Scheme: Singapore citizen aged 65 and above,	Ministry of Manpower Agency for Integrated Care	Income: Supplemental security income (SSI)	NYC Department of Aging	Income: Guaranteed Income Supplement and Widow Allowance	Government of Canada

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
			2) Income: Living Allowance for Mid- and Low- Income Senior Citizens	Health and Welfare	income per capita is higher than the minimum living standard of Shanghai and lower than the standard of low-income families in urban and rural areas in Shanghai, can enjoy 80% pension service subsidy 2) Elderly who are 80 years old or above, whose monthly income is higher than the standard of Shanghai urban and rural low-income households , and lower than the average monthly pension of the growth enterprise in Shanghai in the	Shanghai Civil Affairs Bureau			and must meet all of the following criteria: Contributing not more than S\$140,000 to CPF by age 55. If self-employed, earning not more than \$27,600 between ages 45 and 54. Living in a 5-room or smaller HDB flat. Recipients and their spouse do not owning a 5-room or larger HDB flat, private property, or multiple properties. Household earning not more than \$1,800 per person. All Singaporeans aged 65 and above will be automatically assessed for their eligibility	Agency for Integrated Care Agency for Integrated Care			for the Survivor	

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
					previous year, can enjoy 50% pension service subsidy				to receive Silver Support payouts. 2) Based on income/disability: Seniors' Mobility and Enabling Fund (SMF) / Interim Disability Assistance Scheme (IDAPE) 3) Foreign Domestic Helper (FDH) Levy Concession for Persons with Disabilities and Caregivers Training Grant and means-tested Home Caregiving Grant					
<i>Provision</i>														
Long-term care workers per 100 people aged 65 and over			0.6 (2020) Calculated by project team: Number of people aged 65	National Statistics Ministry of Health and Welfare			7 (Japan in 2019)	OECD	4 (2015)	Lien Foundation	5.7 (United States in 2016)	OECD	3.6 (Canada in 2016)	OECD

Comparison Criteria		Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
				and over = 469 812 Number of Workers in Elderly Long-term Care, Nursing and Caring Institutions = 2 840											
Residential services	Charge the recipient	Yes	Social Welfare Department	Yes	Department of Social Welfare, Taipei City Government	Yes	Shanghai Municipal People's Government	Yes	Ministry of Health, Labor and Welfare	Yes	Singapore Ministry of Health	Yes	Department of Health, New York State	Yes	Ontario Government
	Means tested cost-sharing	No (Yes for voucher schemes)	Elderly Commission Social Welfare Department	Yes	Department of Social Welfare, Taipei City Government	No	--	Yes	Ministry of Health, Labor and Welfare	Yes	Ministry of Health, Singapore	Yes	Department of Health, NYS	Yes	Ontario Ministry of Health and Long-Term Care
	Means testing for eligibility	No	--	No	--	No	--	No	Ministry of Health, Labor and Welfare	No	--	No	Department of Health, NYS	No	Ontario Government
Payment to relatives for relative care		Yes	HK Government Press Releases	Yes	New Taipei City Government	No	--	No	--	No	--	No	--	Yes	Government of Canada
Service availability (measured by waiting time)		Average waiting time for subsidised care and attention places (as at 31.3.2022) = 18 months; nursing home	Social and Welfare Department							Waiting time for subsidised LTC services: Approximately 1 month	Ministry of Health, Singapore			Waiting time for public LTC services: Approximately 7-8 months	Um and Iveniuk (2020)

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
	places = 21 months													
Service availability (measured by whether there is shortage or not)	High demand/low supply. No. of people in waitlist for subsidised care and attention places (as at 31.3.2022) = 21 990 / nursing home places = 4 719	Info.gov.hk	Cities near the capital Taipei have the highest degree of shortages in long-term caregivers and high uncovered ratios of people who need long-term care	Wu, Hu, & Chiou (2021)	Staff shortage, lack of specialised care knowledge from staff in elderly home	Pan (2021)	The number of CCS care workers in Japan likewise sextupled to 2.29 million during 2001-2019, though it is still facing a shortage of care workers amounting to some 300 000 in the next 10 years. Reportedly, users did not encounter long waiting times for CCS so far.	Legislative Council Secretariat (2021)	The institutions' and the government's attempts to ameliorate the nursing shortage were met with limited success. Even with recruitment of foreign nurses, the shortage of workforce persists.	Chua (2020)	Staffing shortage	New York State Senate	Shortage of staff. OECD estimates that by 2040, Canada will require an 80% increase in all healthcare staff (across sectors) in order to maintain the current ratio of healthcare staff to individuals 65 and over.	Estabrooks et al. (2020) Organisation for Economic Co-operation and Development (June 2020)

Paternity Leave and Family Leave

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
Paternity Leave	Yes	Labour Department Ordinance, Cap. 57	Yes	Law & Regulations Database of The Republic of China, Act of Gender Equality in Employment	Yes	Shanghai City Government	No	--	Yes	Singapore Ministry of Manpower	No	--	No	--
Duration	5 days	Labour Department Ordinance, Cap. 57	7 days	Law & Regulations Database of The Republic of China, Act of Gender Equality in Employment	10 days	Shanghai City Government			14 days	Singapore Ministry of Manpower				
Payment	80% of daily wages earned by the employee in the 12-month period	Labour Department Ordinance, Cap. 57	100% of wage	Law & Regulations Database of The Republic of China, Act of Gender Equality in Employment	100% of wage	Shanghai City Government			100% of wage, with a cap of S\$2,500 (HK\$14,380) per week	Singapore Ministry of Manpower				
Prior Employment Requirement	~9.5 months (40 weeks) [An employee is entitled to unpaid paternity leave if he has been employed	Labour Department Ordinance, Cap. 57							3 months	Singapore Ministry of Manpower				

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
	under a continuous contract (i.e. employed continuously by the same employer for 4 weeks or more and has been working for at least 18 hours each week) and meets other statutory requirements.]													
Source of Funding	Employer	Labour Department Ordinance, Cap. 57	Employer	Law & Regulations Database of The Republic of China, Act of Gender Equality in Employment	Employer	Shanghai City Government			Government	Singapore Ministry of Manpower				
Family/Parental /Childcare Leave	No	--	Yes	Law & Regulations Database of The Republic of China, Act of Gender Equality in Employment	Yes	Shanghai Municipal Government	Yes	Nakazato, Nishimura and Takezawa, 2020	Yes	Singapore Ministry of Manpower	Yes	New York State Government, Paid Family Leave	Yes	City of Toronto
Duration			1) Childcare leave: 6-24 months (before the	Law & Regulations Database of The Republic	Childcare leave: Both parents get additional 5 days of	Shanghai Municipal Government	1) Parental leave: 12 months (before the child turns	Nakazato, Nishimura and Takezawa, 2020	1) Childcare leave: 6 days per year (child	Singapore Ministry of Manpower	Family leave: 84 days (12 weeks)	New York State Government, Paid	1) Childcare leave: 61-63 weeks (starts	City of Toronto

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
			child turns 3 years old); 2) Family leave: 7 days per year	of China, Act of Gender Equality in Employment	paid leave every 12 months after the birth of their children before they turn 3 years old		1 year old); 2) Family leave: 5 days per year		aged 0-7); 2 days per year (child aged 7-12); 2) Infant care leave: 6 days per year additional for child aged 0-2; 3) Shared parental leave: 4 weeks (before the child turns 1 year old)			Family Leave	before the child is 1.5 years old); 2) Family medical leave: 26-28 weeks	
Payment			Unpaid for both	Ministry of Labour, Bureau of Labor Insurance	100% of wage	Shanghai Municipal Government	1) Parental leave: first 180 days: 67%; next six months 50%; 2) Family leave: depends on employers	Nakazato, Nishimura and Takezawa, 2020	1) Childcare leave: 100% of wage (with a cap); 2) Infant care leave: unpaid; 3) Shared parental leave: 100% of wage (with a cap)	Singapore Ministry of Manpower	67% of wage	New York State Government, Paid Family Leave	1) Childcare leave: the city will pay a top-up equal to the difference between the employment insurance benefit, plus any other earnings, and 85% of the employee's regular pay for up to 35 weeks of the parental leave. 2) Family medical leave: unpaid	City of Toronto

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
Prior Employment Requirement			6 months for childcare leave	Law & Regulations Database of The Republic of China, Act of Gender Equality in Employment			12 months for parental leave	Nakazato, Nishimura and Takezawa, 2020	3 months for childcare and infant care leave	Singapore Ministry of Manpower	12 months for family leave	US Department of Labor	13 weeks for childcare leave	Ontario Government
Source of Funding					Employer	Shanghai Municipal Government	Employment insurance system, financed by contributions from employees, employers, and the state	Nakazato, Nishimura and Takezawa, 2020	Government	Singapore Ministry of Manpower	Employee Payroll Contributions	New York State Government, Paid Family Leave	Employers and Employees (premium) under Employment Insurance + City of Toronto (top-up)	Public Service Alliance of Canada City of Toronto

Maternity Leave

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
Duration of maternity leave	14 weeks	Labour Department Employment Ordinance, Cap. 57	8 weeks	Labour Standards Act, Article 50	98 days + additional 60 paid leave days	Shanghai Municipal Government	14 weeks	Nakazato, Nishimura and Takezawa, 2020	16 weeks	Singapore Ministry of Manpower	12 weeks	New York State, New York Paid Family Leave	17 weeks	City of Toronto
Payment	80% of salary; a cap of HK\$80,000 during 11th-14th weeks	Labour Department Employment Ordinance, Cap. 57	100% regular salary if employed >6 months; otherwise 50%	Ministry of Labor Republic of China (Taiwan)	100% of average monthly salary of the employee in the previous year	State Council of the People's Republic of China	67% of average salary	Nakazato, Nishimura and Takezawa, 2020	100% regular salary	Singapore Ministry of Manpower	67% of average salary; a cap of US\$1,450.17 (HK\$11,302 per week)	New York State, New York Paid Family Leave	Canada's Employment Insurance (EI) provides 55% of earnings, up to a maximum of \$638 a week (HK\$3,911) Toronto City: 1) no pay for the first 2 weeks; 2) For the remaining 15 weeks, the city pays a top-up equal to the difference between the employment insurance benefit, plus any other earnings, and 85% of the	Government of Canada City of Toronto

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
													employee's regular pay	
Eligibility	1) Work ≥ 40 continuous weeks with at least 18 hours per week for same employer; 2) Notify employer of pregnancy and intention to take maternity leave; 3) Produce a medical certificate specifying the expected date of confinement (if required by the employer)	Labour Department Employment Ordinance, Cap. 57	All female employees if giving birth	Labour Standards Act, Article 50	All female employees if giving birth	State Council of the People's Republic of China	All female employees if giving birth	Nakazato, Nishimura and Takezawa, 2020	1) The child is a Singapore citizen; 2) Working ≥ 3 continuous months for same employer; 3) For self-employed: working ≥ 3 months and demonstrating loss of income during maternity leave; 4) 1 week notice for employer prior to taking maternity leave	Singapore Ministry of Manpower	1) Full-time employees: working a regular schedule of 20+ hours per week are eligible after 26 consecutive weeks 2) Part-time employees: working a regular schedule of less than 20 hours per week are eligible after working 175 days	New York State, New York Paid Family Leave	1) Document of proof; 2) Accumulated 420 insured hours of work in the 52 weeks before the start of the claim or since the start of the last claim, whichever is shorter (applicable until September 24, 2022)	Government of Canada
Source of funding	Employers, maternity leave pay of the 11th-14th weeks can be reimbursed by Government subject to a cap of HK\$80,000 per employee	Labour Department Employment Ordinance, Cap. 57	Employers	Ministry of Labor Republic of China (Taiwan)	1) Maternity insurance fund for those who participated; 2) Otherwise, employer shall pay it	State Council of the People's Republic of China	Equal contribution from employers and employees under Employees' Health Insurance	Nakazato, Nishimura and Takezawa, 2020	1) 1st & 2nd birth: 8 weeks (employer) and 8 weeks (government) 2) After: all by government	Singapore Ministry of Manpower	Employee Payroll Contributions	New York State, New York Paid Family Leave	Employers and Employees (premium) under Employment Insurance + City of Toronto (top-up)	Public Service Alliance of Canada City of Toronto

Flexible Work Arrangements

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore	New York City	New York City	Toronto	Toronto Source
Statutory parents' rights to reduced working hours	No	--	No	--	Only during pregnancy and before the child turns 1 year old	State Council of the People's Republic of China	Yes	Japan External Trade Organization	No, but has grants for company (Work-Life Grant and Productivity Solutions Grant) to provide flexible work arrangements	Ministry of Manpower	No	--	No	--
Statutory parents' rights to flexible working hours	Flexible time recommended but not regulated	HK Labour Department	One hour work time adjustment (earlier or later)	Act of Gender Equality in Employment	Only when during pregnancy and before the child turns one year old	State Council of the People's Republic of China	Flexible time recommended but not regulated	Practical Law, Thomson Reuters	No, but has grants for company (Work-Life Grant and Productivity Solutions Grant) to provide flexible work arrangements	Ministry of Manpower	No	--	Yes (for those who worked in federally regulated workplaces for a continuous period of 6 months)	Government of Canada
Statutory carers' rights to flexible working hours	Flextime recommended but not regulated	Gov HK	One-hour work time adjustment (earlier or later)	Ministry of Labor	No	--	No	--	No	--	No	NYC Commission on Human Rights	Yes (for those who worked in federally regulated workplaces for a continuous period of 6 months)	Government of Canada
Refuse overtime/sift patterns	No	--	1) When regular workday is 10 hr/day, overtime work shall not exceed 2 hrs; 2) Female	Labor Standards Act	Can refuse to work overtime and avoid night work during breastfeeding period	State Council of the People's Republic of China	Can refuse to work overtime and avoid night work during breastfeeding period	International Labour Organization	Should not work more than 8 hr/day or 44 hr/wk. If required to work overtime, employees	Ministry of Manpower	No	--	Yes	Ontario Government

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore	New York City	New York City	Toronto	Toronto Source
			workers on night shifts must have necessary safety and health facilities provided						should be paid 1.5 times the hourly basic rate. Should not exceed 12 hr/day or 72 hr of overtime/month					
Breastfeeding facility requirement	Recommended but not regulated	Family Health Service, Department of Health	Yes	Ministry of Labor	Yes	Shanghai Municipal People's Government	Yes, but only specific buildings, excluding companies	Bureau of Urban Development, Tokyo Metropolitan Government	No mention	--	Yes	NYC Human Rights	No mention	--
Breastfeeding time counted as work time	Recommended but not regulated	Family Health Service, Department of Health	One hour as work time	Ministry of Labor	One hour as work time	上海勞動法律網	Unpaid breaks of at least 30 minutes twice a day for women with a child under 12 months	Nakazato, Nishimura and Takezawa, 2020	No mention	--	No	NYS Department of Labor	No mention	--
Average weekly working hours of all women	40 hours (2020) ^a	Census and Statistics Department	40.5 hours (2019)	Department of Budget, Accounting and Statistics, Taipei City Government	45.5 hours (2019) ^b	2020 年《中國人口和就業統計年鑒》，第 202 頁 [accessed in April 2022]	46.4 hours (2020)	Takami (2021)	40.8 hours (2020)	Ministry of Manpower	34.4 hours (US) (2019)	International Labour Organization	33.3 hours (2020) (Ontario)	Statistics Canada
Average weekly working hours of all men	44 hours (2020) ^a	Census and Statistics Department	42 hours (2019)	Department of Budget, Accounting and Statistics, Taipei City Government	47.8 hours (2019) ^b	2020 年《中國人口和就業統計年鑒》，第 202 頁	43.7 hours (2020)	Takami (2021)	44.5 hours (2020)	Ministry of Manpower	39.2 hours (US) (2019)	International Labour Organization	Ontario: 38.1 hours (2020)	Statistics Canada

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore	New York City	New York City	Toronto	Toronto Source
						[accessed in April 2022]								

Notes: ^a median, not average. Source of information: <https://www.censtatd.gov.hk/en/EIndexbySubject.html?pcode=B1130303&scode=180>
^b statistics across China, not Shanghai

Employment Services

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
Jobseekers allowances / basic income support for jobseekers	Yes (partial)	HK ERB website	Yes (Transportation allowance, relocation allowance, & tenancy allowance)	Ministry of Labor	No	--	No	--	Yes	Singapore Government Agency	No (UI serves the purpose)	--	Yes, for employment training, parents, education, and part-time self-employment	City of Toronto
Wage cost subsidies to promote recruitment of unemployed persons	Yes	HK Labour Department	Yes	Taipei City Employment Services Office	No	--	Yes, for hiring elderly people and single mothers	Ministry of Health, Labour and Welfare	Yes, for hiring locals (higher subsidy for hiring older age)	Singapore Government Agency	Yes	Human Resources Administration, Department of Social Services, New York City Government	Yes	City of Toronto
Job creation measures as additional (public) employment (in restricted target areas)	Yes	Legislative Council	Yes	Ministry of Labor	No	--	No	--	Yes	Singapore Government Agency	Yes	NYC Career Pathways	Yes	Ontario Government
Employment maintenance measures (short time work schemes, etc.)	Yes	HK Labour Department	No	--	No	--	No	--	Yes	Singapore Government Agency	No	--	No	--
Self-employment schemes/business start-up	Yes	GovHK	Yes	Bank of Taiwan	Yes	Shanghai City Government	Yes	Bureau of Industrial and Labor Affairs, Tokyo Metropolitan Government	Yes	DBS	Yes	Department of Labor, New York City Government [accessed in 2022]	Yes	Government of Canada
Job placement / job brokerage	Yes	HK Labour Department	Yes	Ministry of Labor	Yes	Shanghai Open Data Platform [accessed	Yes	Ministry of Health, Labour and Welfare	Yes	Employment and Employability	Yes	New York City Government	Yes	Ontario Government

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
						in April 2022]		[accessed in 2022]		Institute [accessed in 2022]				
Walk-in centres	16	HK Labour Department	10	Ministry of Labor	16	Shanghai Open Data Platform [accessed in April 2022]	17	Ministry of Health, Labour and Welfare [accessed in 2022]	27+	Workforce Singapore	22	Human Resources Administration, Department of Social Services, New York City Government	19	City of Toronto
Self-service access to job offers displayed in local offices or subunits	Yes	Interactive Employment Service ERB	Yes	Ministry of Labor	Yes	上海公共招聘	Yes	Ministry of Health, Labour and Welfare [accessed in 2022]	Yes	National Council of Social Service	Yes	New York State Government	Yes	City of Toronto
Self-service facilities: internet based PES vacancies bank	Yes	Interactive Employment Service ERB	Yes	Okwork Taipei	Yes	上海公共招聘	Yes	Ministry of Health, Labour and Welfare [accessed in 2022]	Yes	National Council of Social Service	Yes	New York State Government	Yes	Ontario Government
Personal job search interviews and/or assistance	Yes	Interactive Employment Service	Yes	Ministry of Labor	Yes	上海公共招聘 上海市黄浦区人民政府	Yes	Ministry of Health, Labour and Welfare	Yes	Workforce Singapore	Yes	New York State Government	Yes	Ontario Government
Call centre services for jobseekers	Yes	HK Labour Department	Yes	Ministry of Labor	Yes	Shanghai Municipal People's Government 上海公共招聘	Yes	Ministry of Health, Labour and Welfare [accessed in 2022]	Yes	Workforce Singapore	Yes	New York State Government	Yes	Ontario Government
Programmes for older jobseekers (> 50 y)	Yes	HK Labour Department	Yes	Taipei Gov Executive Yuan	Yes	上海公共招聘 Shanghai	Yes	Japan Organization for Employment of the	Yes	Singapore Government Agency Inland	Yes	Access NYC, Mayor's Office for Economic	Yes	City of Toronto

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
				Taipei Employment Service Office Taipei Employment Service Office		Municipal People's Government		Elderly, Persons with Disabilities and Job Seekers		Revenue Authority of Singapore Workforce Singapore		Opportunity		
Women: general employment promotion	Yes	ERB ERB	Yes	Department of Social Welfare, Taipei City Government	Yes	State Council Information Office	Yes	Ministry of Health, Labour and Welfare					Yes	Ontario Government
Special services for immigrants/migrants	Yes	Mainland Chinese: Interactive Employment Service Ethnic minorities: Interactive Employment Service	Yes	National Immigration Agency	Yes	Shanghai Human Resources and Social Security Bureau	Yes	Ministry of Health, Labour and Welfare			Yes	New York City Government	Yes	City of Toronto
Special services for ethnic minorities/aboriginal communities	Yes	Mainland Chinese: Interactive Employment Service Ethnic minorities: Interactive Employment Service ERB website: courses for specific targets: ERB	Yes	Taipei City Employment Service Office	No	--	No	--	No	--	Yes	New York City Government	Yes	City of Toronto

Employment Training (Part 1: Schemes in Hong Kong, Tokyo, Taipei and Singapore)

Comparison Criteria	Hong Kong 1	Hong Kong 1 Source	Hong Kong 2	Hong Kong 2 Source	Tokyo	Tokyo Source	Taipei	Taipei Source	Singapore	Singapore Source
Schemes	First-Hire-Then-Train Scheme	Employees Retraining Board	Employment Programme for the Elderly and Middle-aged (EPEM)	Interactive Employment Service, Labour Department	Hello Work Re-employment Programs	Tokyo Metropolitan Gov	在職中高齡者及高齡者穩定就業訓練補助實施計畫	Workforce Development Agency	SkillsFuture Mid-Career Enhanced Subsidy	Skillsfuture.gov
Target group	Latent workforce, including middle-aged women and homemakers	Employees Retraining Board	All job seekers aged 40 or above and have an unemployment period of not less than 1 month within 1 year prior to the commencement date of employment	Interactive Employment Service, Labour Department	Women (incl. those working part-time)	Tokyo Metropolitan Gov	Middle-aged or elderly (45-64 and 65+ are all eligible)	Workforce Development Agency	Singaporeans aged 40+	Skillsfuture.gov
Education level	Depending on the types of job	Employees Retraining Board	N/A	--	N/A	--	N/A	--	N/A	--
Length	Appointment: trainees > or = 1 year and on continuous contract terms (at least 18 working hours per week)	Employees Retraining Board	On-the-job training: 3 to 6 months for employees aged 40 to 59 and 6 to 12 months for employees aged 60 or above	Interactive Employment Service, Labour Department	5 days – 6 months	Tokyo Metropolitan Gov	1) Teaching hours in each session: <2 hours 2) everyday can have at maximum 8 hours of teaching every day, with appropriate rest hours	Workforce Development Agency	Depending on specific programme	Skillsfuture.gov
Description	Participating employers will provide job vacancies and suitably modify the working hours and leave arrangements to cater for the family commitments of trainees. The appointed training bodies of ERB and employers will also provide on-	Employees Retraining Board	Encourage employers to engage unemployed job seekers aged 40 or above in full-time or part-time long-term job vacancies and provide the job seekers with on-the-job training (OJT), through the provision of training allowance to employers	Interactive Employment Service, Labour Department	It offers various courses (e.g., computer and in different fields), in various format e.g. e-learning	Tokyo Metropolitan Gov	Encourage employers to assign middle-aged and senior-aged workers to participate in training sessions and subsidize 70% of their training costs to protect the rights and interests of middle-aged and senior-aged workers in training.	Workforce Development Agency	The enhanced subsidies will apply to Ministry of Education (MOE)-funded programmes and SSG-supported certifiable courses. MOE-funded programmes refer to those offered by ITE, Polytechnics and Autonomous Universities (NUS, NTU,	Skillsfuture.gov

Comparison Criteria	Hong Kong 1	Hong Kong 1 Source	Hong Kong 2	Hong Kong 2 Source	Tokyo	Tokyo Source	Taipei	Taipei Source	Singapore	Singapore Source
	the-job training and other related support measures								SMU, SUTD, SIT and SUSS): Diploma, Post-diploma, UG degree, PG degree by Coursework (e.g. Post-Graduate Diploma or Masters by Coursework)	
Purpose	To encourage the latent workforce to enter the employment market and assist in alleviating manpower shortage in the employment market	Employees Retraining Board	To enable job seekers to adapt to new work environment and acquire essential job-specific skills with a view to securing stable employment	Interactive Employment Service, Labour Department	To provide short-term vocational training to those women who wish to get a job again due to marriage, childbirth, or childcare, or working part-time	Tokyo Metropolitan Gov	To increase the labour participation rate of middle-aged and senior citizens, and stabilize their employment by strengthening work skills	Workforce Development Agency	To help address the opportunity costs that mid-career individuals face, encouraging them to upskill and reskill.	Skillsfuture.gov
Status of graduate for the labour market	Employee	Employees Retraining Board	Employee	Interactive Employment Service, Labour Department	Equipped women with specific skills (e.g. computer skills) and make them qualified for certain jobs	Tokyo Metropolitan Gov	Employee	Workforce Development Agency	Depends on specific programme	Skillsfuture.gov
Governance	Employees Retraining Board	Employees Retraining Board	Labour Department	Interactive Employment Service, Labour Department	Ministry of Health, Labor and Welfare	Tokyo Metropolitan Gov	Ministry of Labor, Workforce Development Agency	Workforce Development Agency	SSG (Governmental Agency)	Skillsfuture.gov
Certificate	Certificate is offered	Employees Retraining Board	N/A	--	N/A	--	Certificate of completion	Workforce Development Agency	Depends on specific programme	Skillsfuture.gov
Training Standards	Designated training courses offered by the training bodies of the ERB during working hours; and on-the-job training	Employees Retraining Board	On-the-job training	Interactive Employment Service, Labour Department	Courses	Tokyo Metropolitan Gov	On-job training	Workforce Development Agency	Depends on specific programme	Skillsfuture.gov
In-company training	Working and Training at the same time	Employees Retraining Board	On-the-job training: 3 -6 months for employees aged	Interactive Employment Service, Labour Department	N/A	--	Organised by the employers	Workforce Development Agency	N/A	Skillsfuture.gov

Comparison Criteria	Hong Kong 1	Hong Kong 1 Source	Hong Kong 2	Hong Kong 2 Source	Tokyo	Tokyo Source	Taipei	Taipei Source	Singapore	Singapore Source
			40 to 59/ 6 -12 months for employees aged 60 or above							
Minimum volume of in-company training as per regulation	Depending on employers' requirements	Employees Retraining Board	100% in-company training	Interactive Employment Service, Labour Department	From none to 30 at most	Tokyo Metropolitan Gov	Organised by the employers, vary according to the course designs	Workforce Development Agency	N/A	Skillsfuture.gov
Investment in training and reskilling, including lifelong learning	Yes	Employees Retraining Board	On-the-job training	Interactive Employment Service, Labour Department	N/A	--	Reskilling, opening training courses for stabilising employment	Workforce Development Agency	N/A	Skillsfuture.gov
Types of training	Classroom training and on-the-job training	Employees Retraining Board	Full-time or part-time (i.e. working 18 hours to less than 30 hours per week) with on-the-job training	Interactive Employment Service, Labour Department	Some courses from Monday to Friday 10am-3pm each day	Tokyo Metropolitan Gov	Varied according to the course designs and available time arrangement by the employers	Workforce Development Agency	Depends on course	Skillsfuture.gov
Requirements on employers as per regulation	1) provide adequate and relevant job vacancies; 2) arrange work schedule caters for family commitments; 3) appoint trainees continuously for not less than one year; 4) offer remuneration at or beyond market level; 5) ensure job requirements and training needs align with ERB's service targets and relevant training course(s);	Employees Retraining Board	1) long-term job vacancies registered with LD; 2) wage rate should comply with the Minimum Wage Ordinance (Chapter 608), on a par with market level and no less favourable than employment terms stated in vacancy order displayed by LD; 3) have direct employment relationship with employees, undertake all legal responsibilities	Interactive Employment Service, Labour Department	N/A	--	Under insurance system	Workforce Development Agency	N/A	Skillsfuture.gov

Comparison Criteria	Hong Kong 1	Hong Kong 1 Source	Hong Kong 2	Hong Kong 2 Source	Tokyo	Tokyo Source	Taipei	Taipei Source	Singapore	Singapore Source
			and provide on-the-job training; 4) not to displace staffers of the same positions with newly placed employees							
Relative pay	Remuneration at or beyond market level	Employees Retraining Board	Depending on the job but should comply with the Minimum Wage Ordinance and on a par with market level	Interactive Employment Service, Labour Department	N/A	--	N/A	--	N/A	--
Training subsidies	The training costs are fully subsidised	Employees Retraining Board	[To employer] Upon completion of OJT, employers engaging elderly job seekers aged 60 or + who are unemployed or have left workforce may apply for allowance of up to \$5,000 per month per employee for 6 to 12 months; employers engaging unemployed who aged 40 to 59 may apply for allowance of up to \$4,000 per month per employee for 3 to 6 months. Employers cannot receive double subsidies of similar nature [To employee] Eligible employees aged	Interactive Employment Service, Labour Department	Trainings are usually free or subsidised by local government.	Tokyo Metropolitan Gov	Each employer can apply for NT\$300,000 (HK\$83,953) allowance per year. For employees who applied for training, they can get at maximum 70% of allowance	Workforce Development Agency	1) Eligible individuals will receive higher subsidies of up to 90% of cost fees; 2) For Certifiable-skills Training Courses capped at S\$25/hour (HK\$143/hour)	Skillsfuture.gov

Comparison Criteria	Hong Kong 1	Hong Kong 1 Source	Hong Kong 2	Hong Kong 2 Source	Tokyo	Tokyo Source	Taipei	Taipei Source	Singapore	Singapore Source
			60 or + can apply for retention allowance of up to \$1,000 per month if stayed at jobs for 3 months or above for max. 12 months and cannot receive double subsidies from Government							

Employment Training (Part 2: Schemes in New York City and Toronto)

Comparison Criteria	New York City	New York City Source	Toronto 1	Toronto 1 Source	Toronto 2	Toronto 2 Source
Schemes	Senior Employment Services Unit (SESU)	Department for the Aging, New York City Government	Ontario Works Training Programs (particularly for adults 45+)	City of Toronto	Ontario Works Training Programs (particularly for women, 11 in total)	City of Toronto
Target group	NYC Residents aged 55+ & unemployed	Department for the Aging, New York City Government	Adult 45+	City of Toronto	Women	City of Toronto
Education level	N/A	--	N/A	--	N/A	--
Length	Flexible	Department for the Aging, New York City Government	4-8 weeks depending on different programmes	City of Toronto	7-20 weeks depending on programmes	City of Toronto
Description	It is a part of the federal Senior Community Service Employment Program, prepares trainees for employment through classes on computers, customer service, job-search techniques, resume-writing, and interviewing	Department for the Aging, New York City Government	1) 8-week program helps adults aged 45 or older to explore career options, learn job and job search skills; 2) 6-week program supports adults 45 and over who are unclear about their career path or how to become employed; 3) 4-week program provides employment, digital literacy and financial and retirement planning to job seekers aged 45 and over	City of Toronto	These programmes help women enter careers in various fields, such as retail, customer service, food services, tourism, and technology through training and internship (some of the programmes offer unpaid internship)	City of Toronto
Purpose	To place older adults in jobs in data processing, administrative work, customer service, security services, airport services, home care, and other fields	Department for the Aging, New York City Government	To help adults aged 45+ be prepared for employment	City of Toronto	To help women prepare for employment, join the labour force and secure employment	City of Toronto
Status of graduate for the labour market	N/A	Department for the Aging, New York City Government	Access to the fields of the programmes offered	City of Toronto	Access to the fields of the programmes offered	City of Toronto
Governance	NYC Department for the Aging	Department for the Aging, New York City Government	Ministry of Labour, Training and Skills Development	City of Toronto	Ministry of Labour, Training and Skills Development	City of Toronto
Certificate	N/A	Department for the Aging, New York City Government	Depends on specific programme	City of Toronto	N/A	City of Toronto

Comparison Criteria	New York City	New York City Source	Toronto 1	Toronto 1 Source	Toronto 2	Toronto 2 Source
Training Standards	Will learn the courses chosen and meet regularly with career counsellors	Department for the Aging, New York City Government	Standards vary based on each programme	City of Toronto	Job training courses	City of Toronto
In-company training	N/A	Department for the Aging, New York City Government	N/A	City of Toronto	N/A	City of Toronto
Minimum volume of in-company training as per regulation	N/A	Department for the Aging, New York City Government	N/A	City of Toronto	N/A	City of Toronto
Investment in training and reskilling, including lifelong learning	N/A	Department for the Aging, New York City Government	Is part of the Government of Canada's \$62 million investment over five years	City of Toronto	Donors if NGO	City of Toronto
Types of training	Courses and career consultancy	Department for the Aging, New York City Government	Mostly course but varies based on training focus	City of Toronto	Mostly course but varies based on training focus (some programmes offer unpaid internship; some offer certificates)	City of Toronto
Requirements on employers as per regulation	N/A	Department for the Aging, New York City Government	N/A	City of Toronto	N/A	City of Toronto
Relative pay	N/A	--	Up to CA\$200 (HK\$1,206) a month without having financial support reduced	City of Toronto	Up to CA\$200 (HK\$1,206) a month without having financial support reduced	City of Toronto
Training subsidies	N/A	Department for the Aging, New York City Government	CA\$250 (HK\$1,508) monthly, may also qualify for technology supports and/or transportation funds to participate in online or in-person training	City of Toronto	CA\$250 (HK\$1,508) monthly, may also qualify for technology supports and/or transportation funds to participate in online or in-person training	City of Toronto

Support and Training for Carers

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
<i>Home-Based Services</i>														
Services for children	(1) Neighbourhood Support Child Care Project: Home-based childcare service providing childcare service for children aged under 9 at the child carers' own residence or a suitable place as approved by the operator. Home-based child care service is available from 7:00 a.m. to 11:00 p.m. (2) SWD has launched a two-year Project on Child Care Training for Grandparents (the Project) in late	HK Social Welfare Department HK Social Welfare Department	Home child minders: to become an officially recognised childcare provider, one must pass a certification exam	Chen (2019)	N/A		1) Hoiku Mama (a lady who will care for up to two or three children in her own home) (2) Hoiku shitsu Family-Style Childcare Program (a day care centre run out of a home, that will take up to 30 children) (3) Home Visit-Type Childcare Programs: At-home, visit-based childcare providers are dispatched to the residences of children to provide one-on-one childcare. There are two types of programmes: one is for	City Nerima Tokyo	N/A		Have regulation to license home or family-based childcare with minimal training in early childhood development and health and safety	New York City Health Department	Have regulation to license home or family-based childcare with minimal training in early childhood development and health and safety	City of Toronto

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
	November 2019 with a total provision of around 1 200 training places. The Project aims at equipping grandparents with contemporary child care knowledge and skills so as to strengthen the support for nuclear families.						children with disabilities who require medical care due to disability or illness and have significant difficulty in group childcare, and the other is for children on a waiting list who are on hold for entrance to a licensed nursery school.							
Payment	Fee-charging basis. Fee reduction / waiving available	Social Welfare Department												
Services for elderly people	1) Integrated Home Care Services (Frail Cases) [IHCS (F C)] 2) Integrated Home Care Services (Ordinary Cases) [IHCS(OC)]	Social Welfare Department	In-home Care Service	Department of Social Welfare, Taipei City Government	In-home Care Service	Hu et al. (2020)	In-home Care Service (home-visit services and nursing care) under long-term care insurance system	Yamada and Arai (2020)	Different home-based service options available including Home Personal Care	Ministry of Health Agency for Integrated Care	Different programmes available for in-home services for elderly people	NYS Department of Health	Home and Community Care Support Services	Ontario Government

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
	3) Enhanced Home and Community Care Services (EHCCS)													
Payment	Fees are charged on a sliding scale. In general, the Government subsidised 95% of the cost with the user paying less than 5%.	Social Welfare Department			Financial support available for elderly people with disabilities and low-incomes	Hu et al. (2020)	Older adults who are certified for the LTCI service pay a 10% copayment for services; the remaining 90% is covered by the LTCI budget	Yamada and Arai (2020)	Average price for Home Personal Care is about S\$24.50 (HK\$140) per hour before means-test subsidy	Agency for Integrated Care	Receive a service or participate in a program through private health insurance, a managed care agency, Medicaid or Medicare - depending on whether financially and medically eligible and meet the criteria of the services or programs - or by paying for it yourself	NYS Department of Health	If qualified, a wide range of services at home and in the community are paid by the Ontario Government. If not qualified, community support services that often have a client co-payment may be available.	Ontario Government
Services for persons with disabilities	1) Home Care Service for Persons with Severe Disabilities 2) Integrated Support Service for Persons with Severe Disabilities	Social Welfare Department Social Welfare Department Social Welfare Department	Respite Care and Short Term Care	Department of Social Welfare, Taipei City Government	Contracted service provided by family physician-led teams	Hu et al. (2020)	Home help services / Visiting care for persons with disabilities / Activity support	Japan Services and Supports for Persons with Disabilities Law	Home-Based Behavioural Intervention Services	Ministry of Social and Family Development	Home and Community-Based Services Waiver (Office for People With Developmental Disabilities)	NYS Department of Health	Homemakers and Nurses Services Program (HMNS) (for persons with disabilities with limited	City of Toronto

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
	Physical Disabilities												income or assets)	
Payment	1) Fee-charging basis 2) Fee-charging basis	Social Welfare Department Social Welfare Department Social Welfare Department			This service is under medical insurance hospital reimbursement	Hu et al. (2020)	Grant of nursing care payment and special nursing care payment	Japan Services and Supports for Persons with Disabilities Law			Under Medicaid	NYS Department of Health	Government funded	City of Toronto
Foreign Domestic Helpers														
Allowed to hire foreign domestic helpers?	Yes	Labour Department	Yes	Taipei City Government	No	Shanghai Municipal Commission of Commerce	No	Tokyo Employment Service Center	Yes	Ministry of Manpower	Yes	NYS Dept. of Labor	Yes	Ontario Government
Employer eligibility	Monthly household income of no less than HK\$15,000 per helper or assets of comparable amount to support the expenses for the entire (i.e. 2 years) contractual period	Labour Department	1) Families with triplet or more all under 3; 2) Families with elderly and children (must pass the evaluation) ; or 3) Living with linear relatives aged 6-, 75+, or parents in law	Taipei City Government					1) Be 21+; 2) Financial ability; and 3) Responsible and have completed employer course	Ministry of Manpower	No specific regulation	NYS Dept. of Labor	No specific regulation	Ontario Government
Nature of work	Various domestic chores, take care of employer's family members	Labour Department	Various domestic chores, take care of employer's family members	Law & Regulation Database, Taiwan Region					Domestic chores	Ministry of Manpower	Various domestic chores, take care of employer's family members	the Domestic Workers' Bill of Rights in NYS, bill No.S02311 E	Various domestic chores, take care of employer's family members	Ontario Government

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
Legal identity of foreign domestic workers	Work permit: "Domestic Helper from Abroad"	Immigration Department	Alien Resident Permit	Workforce Development Agency, Ministry of Labor					Work permit: "Domestic Worker"	Ministry of Manpower	Domestic Employee Visa	Ustraveldocs.com	"Foreign National" Employee	Ontario Government Ontario Ministry of Labour, Training and Skills Development
Working hours	Not regulated	Labour Department	Not regulated	Ministry of Labor					Suggested to be <44 hours per week	Ministry of Manpower	Below 40-44 hours per week	Domestic Workers' Bill of Rights in NYS, bill No.S02311E	Below 48 hours per week	Ontario Government
Minimum wage for local employees applicable to foreign domestic helpers	No* Live-in domestic helpers in Hong Kong, regardless of local or foreign, are exempted from the Minimum Wage Ordinance (Chapter 608)	Labour Department	No	DHSC					No minimum wage for local employees	Ministry of Manpower	Yes	NYS Dept. of Labor	Yes	Ontario Government
Minimum wage for foreign domestic helpers	No less than HK\$4,630 per month	Labour Department	No less than NT\$17,000 per month (HK\$4,784)	Wang et al. (2018)					No	--	US\$15 per hour (HK\$117)	NYS Dept. of Labor	CA\$16.50 per hour (HK\$101)	Ontario Government
Duration of employment	2 years contract (subject to renewal)	Labour Department	≤12 years	Ministry of Labor					≤ 2 years renewable	Ministry of Manpower	Not regulated	--	Not regulated	--
Night work	Not regulated	Labour Department	Not regulated	Ministry of Labor					Not regulated	Ministry of Manpower	Not regulated	--	Not regulated	--
Overtime	Not regulated	Labour Department	Not regulated	DHSC					If FDW works on rest day,	Ministry of Manpower	1.5 times the regular rate of pay	NYC Consumer Affairs	1.5 times the regular rate of pay	Ontario Government

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
									employer must compensate at least 1 day salary or replacement day within same month					
Weekly rest	One day per week	Labour Department	Not regulated	Ministry of Labor					One day per week	Ministry of Manpower	One day per week	NYC Consumer Affairs	Maximum 48 working hours per week	Ontario Government
Annual leave	7-14 days	Labour Department	7 days	DHSC					Not regulated	Ministry of Manpower	3 days	NYS Dept. of Labor	14-21 days	Ontario Government
Public holidays	Granted (statutory holidays under the Employment Ordinance (Chapter 57))	Labour Department	Not regulated (based on employment contract signed by both parties)	DHSC					Not regulated (Foreign domestic helpers are not entitled to Public Holidays. Nevertheless, employers can make the choice to offer public holidays following the Employment Act of Singapore.)	Ministry of Manpower	Not regulated	Employment Law Handbook	Not regulated	Ontario Government
Sick leave	Accumulated at the rate of 2 days per month during the first year; and 4 days	Labour Department	Not regulated	Invest Taipei					Not regulated (but an employer is responsible for FDW's medical needs)	Ministry of Manpower	40 hours per calendar year	NYC Consumer and Worker Protection	3 days per calendar year	Ontario Government

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
	per month after. Entitled to payment of sickness allowance as set out in the Employment Ordinance (Chapter 57)													
Lodging	Employers should provide	Labour Department	Employers should provide	內政部戶政司全球資訊網					Employers should provide	Ministry of Manpower	Employers do not need to provide	NYC Consumer Affairs	Employers do not need to provide	Ontario Government
Board	Employers should provide food free of charge or pay the prevailing rate of food allowance. The employer shall provide the FDH with essential facilities free of charge, including light and water supply, toilet and bathing facilities, bed, blankets or quilt, pillows, wardrobe, etc.	Labour Department	Employers should provide meals	DHSC					Employers should provide food free of charge	Ministry of Manpower	Not regulated	Department of Labor	\$2.55 for each meal (HK\$15.63); \$53.55 per week for all meals (HK\$328.27)	Ontario Government

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
Termination of employment notice period	1 month	Labour Department	Not regulated	Ministry of Labor					Not regulated	Ministry of Manpower	5 days	NYC Consumer Affairs	Not regulated	Ontario Government
Authority in charge	Labour Department & Immigration Department	Hsu (2020)	Ministry of Labor	Ministry of Labor					Ministry of Manpower	Ministry of Manpower	NYS Department of Labor; U.S. Department of Labor – Division Office in NYC	NYC Consumer Affairs	Ministry of Labour, Training and Skills Development (Ontario)	Ontario Government
Governing regulation	Employment Ordinance (Chapter 57), Guidebook for the employment of Domestic Helpers from Abroad	Hsu (2020)	Regulations on the Permission and Administration of the Employment of Foreign workers, Employment Service Act	Regulations on the Permission and Administration of the Employment of Foreign Workers Employment Service Act					Employment of Foreign Manpower Act (Chapter 91a)	Ministry of Manpower	The Domestic Workers' Bill of Rights in NYS, bill No. S02311E	NYS Assembly	Ontario's Employment Standards Act (ESA); Employment Protection for Foreign Nationals Act, 2009 Pay Equity Act	Ministry of Labor, Training and Skills Development, Ontario
Miscellaneous	1) Medical and insurance fee; 2) Related administration fee; 3) Other fees (e.g. visa fee)	Labour Department	1) Health insurance; 2) Taiwan stabilization fund; 3) Guaranteed amount; 4) Labour insurance or related (optional)	Item 3 of Article 46 of the Employment Service Act DHSC					1) Medical insurance and treatment 2) Foreign employee levy	Ministry of Manpower	1) Compensation insurance and disability benefit insurance; 2) Unemployment insurance	New York Department of Labour NYC Consumer Affairs		
Other leaves and bonuses	Paternity leave with 5 days and 80% of average salary	Labour Department	Emergency leave	DHSC							Voting leave (only 2 hours are paid);	Employment Law Handbook	1) Family related leave, e.g.: carer, medical, bereavement; 2) Critical	Ontario Government

Comparison Criteria	Hong Kong	Hong Kong Source	Taipei	Taipei Source	Shanghai	Shanghai Source	Tokyo	Tokyo Source	Singapore	Singapore Source	New York City	New York City Source	Toronto	Toronto Source
													illness leave 3) Organ donor leave 4) Reservist leave 5) Crime-related child disappearance leave 6) Domestic or sexual violence leave	
Transportation fee	The employers are responsible for flight tickets to and from Hong Kong	Labour Department									1) No flight ticket regulation; 2) Daily transport must be paid by employers	The New York State Senate American Legal Publishing	1) Employers pay the transportation costs to and from Canada; 2) No daily transport regulation	Global Affairs Canada

Appendix 6 Recruitment from collaborating organisations

Organisation	Mode of recruitment	No. of participants recruited
AKA	Direct recruitment	43
Apakabar	Shared flyer	N/A
Association of Women East Kowloon District	Shared flyer	N/A
Bangladesh Association of Hong Kong	Shared flyer	N/A
Caritas Hong Kong Community Centre	Direct recruitment	60
Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers - Kowloon (HKCCLA)	Direct recruitment	17
Centre for Harmony & Enhancement of Ethnic Minority Residents (CHEER)- Christian Action	Shared flyer	N/A
Employment Support Services (EMSS) – HK PHAB Association	Shared flyer	N/A
Evangelical Lutheran Church Social Service - Hong Kong	Direct recruitment	148
HER Fund	Shared flyer	N/A
Hindu Temple, Happy Valley	Direct recruitment	6
HKSKH Lady Macle hose	Direct recruitment	210
Hong Kong Anti-Cancer Society	Shared flyer	N/A
Hong Kong Breast Cancer Foundation	Shared flyer	N/A
Hong Kong Catholic Association for Labour Affairs (HKCCLA)	Shared flyer	N/A
Hong Kong Christian Service	Direct recruitment	11
Hong Kong Employment Development Services – Yuen Long Office	Direct recruitment	30
Hong Kong Federation of Women's Centre	Shared flyer	N/A
Hong Kong Integrated Nepalese Society Limited	Shared flyer / Use of facility	N/A
Hong Kong Nepalese Women Association	Shared flyer	N/A
Hong Kong New Immigrant Service Association	Direct recruitment	140
Hong Kong Single Parents Association	Direct recruitment	20
Hong Kong Society for the Protection of Children	Direct recruitment	7
Hong Kong Women's Workers Association	Shared flyer	N/A
Hong Kong Young Women Christian Association	Direct recruitment	118
HOPE (HKISS)	Direct recruitment	11

Organisation	Mode of recruitment	No. of participants recruited
India Association of Hong Kong	Shared flyer / Offered assistance in finding other relevant organisations	N/A
International Baptist Church - Hong Kong	Shared flyer	Shared flyer
International Social Service	Direct recruitment	68
Juns HK	Shared flyer	N/A
Khalsa Diwan Sikh Temple, Wan Chai	Direct recruitment	59
KOWIN	Shared flyers	N/A
Kowloon Hindu Temple	Direct recruitment	18
Kowloon Women's Organisations Federation	Direct recruitment	471
New Home Association	Direct recruitment	278
Pakistan Association of Hong Kong Limited	Shared flyers	N/A
Pinoy Tayo San Man (Radio Station)	Shared flyers	N/A
Sai Temple	Direct recruitment	21
Shatin Women's Association	Direct recruitment	45
Sham Shui Po Central Happy Teens Association	Direct recruitment	28
Society for Community Organisation	Shared flyers	N/A
Society for Rehabilitation and Crime Prevention	Direct recruitment	52
Tai Po District Federation of Women	Direct recruitment	31
The Family Planning Association of Hong Kong	Shared flyers	N/A
The Hong Kong Telugu Samakhya	Shared flyers	N/A
The Philippine Association of Hong Kong	Shared flyers	N/A
The Salvation Army	Shared flyers + Use of facility	50
The SUN Hong Kong	Shared flyers	N/A
The Women's Foundation	Shared flyers	N/A
Tuen Mun District Women's Federation	Direct recruitment	47
United Christian Nethersole Community Health Service	Shared flyers	N/A
University of the Philippines Alumni Association in Hong Kong	Shared flyers	N/A
Yang Memorial Methodist Social Service	Shared flyers	N/A
Yin Lai Women Association	Direct recruitment	49
Yuen Long Town Hall Support Service Centre for Ethnic Minorities	Direct recruitment	31
Zubin Foundation	Direct recruitment	80

Appendix 7 Screening questionnaire

Screening Survey 篩查問卷

A. Demographics 人口統計資料

1. Age group 年齡組別:

☐ 15-19 ☐ 20-29 ☐ 30-39 ☐ 40-49 ☐ 50-59 ☐ 60-69 ☐ 70+ ☐ Refused to answer 拒絕回答

2. Gender 性別:

☐ Male 男性 ☐ Female 女性 ☐ Other (please specify) 其他: _____ ☐ Refused to answer 拒絕回答

3. Ethnicity identified as 種族:

<input type="checkbox"/> Chinese 中國人	<input type="checkbox"/> Caucasian 高加索人	<input type="checkbox"/> Indian 印度人	<input type="checkbox"/> Pakistani 巴基斯坦人
<input type="checkbox"/> Nepalese 尼泊爾人	<input type="checkbox"/> Thai 泰國人	<input type="checkbox"/> Filipino 菲律賓人	<input type="checkbox"/> Malay 馬來西亞人
<input type="checkbox"/> Indonesian 印尼人	<input type="checkbox"/> Korean 韓國人	<input type="checkbox"/> Japanese 日本人	<input type="checkbox"/> African 非洲人
<input type="checkbox"/> Arab 阿拉伯人	<input type="checkbox"/> Eurasian 歐亞人	<input type="checkbox"/> Other (please specify) 其他 (註明): _____	
<input type="checkbox"/> Refused to answer 拒絕回答			

4. District and District Council Constituency Areas you currently live in 現正居住的地區及 DCCA (編號清單):

<input type="checkbox"/> Central and Western 中西區	<input type="checkbox"/> Wan Chai 灣仔	<input type="checkbox"/> Eastern 東區	<input type="checkbox"/> Southern 南區
<input type="checkbox"/> Yau Tsim Mong 油尖旺	<input type="checkbox"/> Sham Shui Po 深水埗	<input type="checkbox"/> Kowloon City 九龍城	<input type="checkbox"/> Wong Tai Sin 黃大仙
<input type="checkbox"/> Kwun Tong 觀塘	<input type="checkbox"/> Kwai Tsing 葵青	<input type="checkbox"/> Tsuen Wan 荃灣	<input type="checkbox"/> Tuen Mun 屯門
<input type="checkbox"/> Yuen Long 元朗	<input type="checkbox"/> North 北區	<input type="checkbox"/> Tai Po 大埔	<input type="checkbox"/> Sha Tin 沙田
<input type="checkbox"/> Sai Kung 西貢	<input type="checkbox"/> Islands 離島	<input type="checkbox"/> Refused to answer 拒絕回答	

5. Housing type 房屋類型:

- ☐ Private owned 私人擁有 ☐ Private rented 私營房屋租戶 ☐ Public rented 公營房屋租戶 ☐ HOS owned 居屋擁有
☐ Refused to answer 拒絕回答 ☐ Other (please specify) 其他(註明): _____

6. Highest educational level attained 最高教育程度:

- ☐ Primary or less 小學或以下 ☐ S1-S3 初中 ☐ S4-S7 高中 ☐ Diploma 文憑
☐ UG 學士 ☐ Masters+ 碩士或以上 ☐ Refused to answer 拒絕回答

7. Birthplace 出生地點:

- ☐ Hong Kong 香港 ☐ Mainland 中國大陸 ☐ Europe 歐洲 ☐ North America 北美洲 ☐ South America 南美洲
☐ South Asia 南亞 ☐ Southeast Asia 東南亞 ☐ North Asia 北亞 ☐ Australia 澳洲
☐ Refused to answer 拒絕回答 ☐ Other (please specify) 其他 (註明): _____

7a. If **not HK born**, then in HK since which year? (eg. 2017) 如非香港出生，從哪一年開始在香港生活? (eg. 2017)

8. Marital status 婚姻狀況:

- ☐ Single 單身 ☐ Married 已婚 ☐ Widowed 喪偶 ☐ Divorced 離婚
☐ Refused to answer 拒絕回答 ☐ Other (please specify) 其他(註明): _____

9. Household size (excluding any foreign domestic helpers) 家庭人數 (任何外籍家庭傭工除外)

10. Foreign domestic helpers or not in household 家庭有否外籍家庭傭工 (有多少位)

☐ Yes 有 ☐ No 沒有 ☐ Refused to answer 拒絕回答

11a. Personal income group 個人收入組別

☐ less than 5000 少於 5000 ☐ 5001-10000 ☐ 10001-15000 ☐ 15001-20000 ☐ 20001-30000
☐ 30001-50000 ☐ More than 50000 多於 50000 ☐ No income 沒有收入 ☐ Refused to answer 拒絕回答

11b. Household income group (if household size more than 1) 家庭收入組別

☐ less than 5000 少於 5000 ☐ 5001-10000 ☐ 10001-15000 ☐ 15001-20000
☐ 20001-3000 ☐ 30001-50000 ☐ More than 50000 多於 50000 ☐ Refused to answer 拒絕回答

Oral and Written Languages: (including previous proficiency scale) ☐ 語及書寫語言

12. First language(s) for speaking ☐ 語的第一語言 (母語)

Extra1. Other languages you can speak (up to 3 others) 你會說的其他語言 (最多三種) : **Extra language 1 其他語言 1**

Extra2. Other languages you can speak (up to 3 others) 你會說的其他語言 (最多三種) : **Extra language 2 其他語言 2**

Extra3. Other languages you can speak (up to 3 others) 你會說的其他語言 (最多三種) : **Extra language 3 其他語言 3**

Table 1: How would you describe your language proficiency in using the following languages?
您如何描述您以下語言的水平？

Language 語言	Very good 很好	Good 好	Average 一般	Not so good 不太好	No knowledge 不懂
English 英文	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cantonese 廣東話	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Putonghua 普通話	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chiu Chau 潮州話	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hakka 客家話	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fukien 福建話	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hindi 印度話	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nepali 尼泊爾語	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Urdu 烏都語	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extra language 1 其他語言 1:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extra language 2 其他語言 2:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extra language 3 其他語言 3:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Table 2: Main place learnt (please tick for languages you did not rate as “no knowledge” in table 1) 主要學習地方

Home 家	School 學校	Others 其他
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Employment 就業狀況:

15. Current employment status 現時狀況

☐ Not in Labour Force (homemaker, retired, student, permanent sickness/disability):

不在勞動人口中 (家庭主婦 · 退休人士 · 學生 · 永久性疾病人士/殘疾人士)

☐ Unemployed 失業

☐ Employed 就業

☐ Refused to answer 拒絕回答

Educational history (We want to know the location where you have completed different levels of education)

教育背景 (我們想知道您過去曾於甚麼地方接受不同程度的教育)

161. Primary or below 小學或以下

☐ HK 香港

☐ Mainland 中國大陸

☐ Australia 澳洲

☐ Canada 加拿大

☐ UK 英國

☐ US 美國

☐ Other (please specify) 其他 (註明):

☐ Refused to answer 拒絕回答

☐ Not Applicable 不適用

162. Secondary 中學

☐ HK 香港

☐ Mainland 中國大陸

☐ Australia 澳洲

☐ Canada 加拿大

☐ UK 英國

☐ US 美國

☐ Other (please specify) 其他 (註明):

☐ Refused to answer 拒絕回答

☐ Not Applicable 不適用

163. Matriculation 預科

☐ HK 香港

☐ Mainland 中國大陸

☐ Australia 澳洲

☐ Canada 加拿大

☐ UK 英國

☐ US 美國

☐ Other (please specify) 其他 (註明):

☐ Refused to answer 拒絕回答

☐ Not Applicable 不適用

164. Tertiary: Non-degree 大專(非學士學位)

☐ HK 香港

☐ Mainland 中國大陸

☐ Australia 澳洲

☐ Canada 加拿大

☐ UK 英國

☐ US 美國

☐ Other (please specify) 其他 (註明):

☐ Refused to answer 拒絕回答

☐ Not Applicable 不適用

165. Degree or above 學士學位或以上

- ☐ HK 香港 ☐ Mainland 中國大陸 ☐ Australia 澳洲 ☐ Canada 加拿大 ☐ UK 英國 ☐ US 美國
☐ Other (please specify) 其他 (註明): ☐ Refused to answer 拒絕回答 ☐ Not Applicable 不適用

Employment history (Most recent) 工作經歷 (最近期)

171. Employment history 工作經歷:

Start Year 開始年份 _____ End Year 結束年份 _____ Average hours per week 平均每週工作時數 _____

172. Most recent job location 最近期工作的地點

- ☐ HK 香港 ☐ Mainland 中國大陸 ☐ Australia 澳洲 ☐ Canada 加拿大 ☐ UK 英國 ☐ US 美國
☐ Other (please specify) 其他 (註明): ☐ Refused to answer 拒絕回答 ☐ Not Applicable 不適用

173. Occupation 職業

- | | | |
|--|--|---|
| <input type="checkbox"/> Agricultural or fishery worker (vegetable grower, livestock producer, etc.)
農業或漁業工人 (蔬菜種植者、牲畜生產者等) | <input type="checkbox"/> Armed forces
軍裝部隊 | <input type="checkbox"/> Clerk (secretary, cashier, etc.)
文書 (秘書、出納員等) |
| <input type="checkbox"/> Craft or trades worker (painters, jewelry worker, butcher, etc.)
工藝或行業工人 (畫家、珠寶工人、屠夫等) | <input type="checkbox"/> Elementary worker (street food vendor, shoe cleaner, etc.)
基本工人 (攤檔小販、擦鞋工人等) | <input type="checkbox"/> Legislator, Senior Official, or Manager
立法者、高級官員或經理 |
| <input type="checkbox"/> Plant/machine operator or assembler (equipment assembler, sewing-machine operator, driver, etc.)
工廠 / 機器操作員 (設備裝配員、縫紉機操作員、司機等) | <input type="checkbox"/> Professional (engineer, doctor, teacher, etc.)
專業人士 (工程師、醫生、教師等) | <input type="checkbox"/> Service or sales worker (cook, travel guide, shop salesperson, etc.)
服務或銷售員 (廚師、導遊、店鋪銷售員) |

- ☐ Technician or Associate Professional (inspector, finance dealer, etc.) ☐ Refused to answer 拒絕回答
技術人員或助理專業人員（檢查員、金融交易人員等）

174. Industry 行業

- | | | | |
|---|--|---|---|
| <input type="checkbox"/> Agriculture, Food, and Natural Resources
農業、糧食和自然資源 | <input type="checkbox"/> Architecture and Construction
建築 | <input type="checkbox"/> Arts, Audio/Video Technology and Communications
藝術、音頻/視頻及通訊 | <input type="checkbox"/> Business Management and Administration
商業管理與行政 |
| <input type="checkbox"/> Education and Training
教育及培訓 | <input type="checkbox"/> Finance
金融 | <input type="checkbox"/> Government and Public Administration
政府及公共行政 | <input type="checkbox"/> Health Science
健康科學 |
| <input type="checkbox"/> Hospitality and Tourism
酒店及旅遊 | <input type="checkbox"/> Human Services
人才服務 | <input type="checkbox"/> Information Technology
資訊科技 | <input type="checkbox"/> Law, Public Safety, Corrections, and Security
法律、公共安全、懲教及治安 |
| <input type="checkbox"/> Transportation
運輸 | <input type="checkbox"/> Manufacturing
製造業 | <input type="checkbox"/> Marketing, Sales and Service
市場推廣、銷售及服務 | <input type="checkbox"/> Science, Technology, Engineering, and Mathematics
科學、技術、工程及數學 |
| <input type="checkbox"/> Transportation, Distribution and Logistics
運輸、分配及物流 | <input type="checkbox"/> Refused to answer
拒絕回答 | | |

174a. Do you have second most recent job history? 你是否有第二近期的工作經歷？

- ☐ Yes 是 ☐ No 否

Employment history (2nd recent) 工作經歷 (第二近期)

175. Employment history 工作經歷:

Start Year 開始年份 _____ End Year 結束年份 _____ Average hours per week 平均每週工作時數 _____

176. 2nd recent job location 第二近期工作的地點

- ☐ HK 香港 ☐ Mainland 中國大陸 ☐ Australia 澳洲 ☐ Canada 加拿大 ☐ UK 英國 ☐ US 美國
☐ Other (please specify) 其他(註明): _____ ☐ Refused to answer 拒絕回答 ☐ Not Applicable 不適用

177. Occupation 職業

- | | | |
|--|--|---|
| <input type="checkbox"/> Agricultural or fishery worker (vegetable grower, livestock producer, etc.)
農業或漁業工人 (蔬菜種植者、牲畜生產者等) | <input type="checkbox"/> Armed forces
軍裝部隊 | <input type="checkbox"/> Clerk (secretary, cashier, etc.)
文書 (秘書、出納員等) |
| <input type="checkbox"/> Craft or trades worker (painters, jewelry worker, butcher, etc.)
工藝或行業工人 (畫家、珠寶工人、屠夫等) | <input type="checkbox"/> Elementary worker (street food vendor, shoe cleaner, etc.)
基本工人 (攤檔小販、擦鞋工人等) | <input type="checkbox"/> Legislator, Senior Official, or Manager
立法者、高級官員或經理 |
| <input type="checkbox"/> Plant/machine operator or assembler (equipment assembler, sewing-machine operator, driver, etc.)
工廠 / 機器操作員 (設備裝配員、縫紉機操作員、司機等) | <input type="checkbox"/> Professional (engineer, doctor, teacher, etc.)
專業人士 (工程師、醫生、教師等) | <input type="checkbox"/> Service or sales worker (cook, travel guide, shop salesperson, etc.)
服務或銷售員 (廚師、導遊、店鋪銷售員) |
| <input type="checkbox"/> Technician or Associate Professional (inspector, finance dealer, etc.)
技術人員或助理專業人員 (檢查員、金融交易人員等) | | |
| <input type="checkbox"/> Refused to answer 拒絕回答 | | |

178. Industry 行業

- | | | | |
|---|--|---|---|
| <input type="checkbox"/> Agriculture, Food, and Natural Resources
農業、糧食和自然資源 | <input type="checkbox"/> Architecture and Construction
建築 | <input type="checkbox"/> Arts, Audio/Video Technology and Communications
藝術、音頻/視頻及通訊 | <input type="checkbox"/> Business Management and Administration
商業管理與行政 |
| <input type="checkbox"/> Education and Training
教育及培訓 | <input type="checkbox"/> Finance
金融 | <input type="checkbox"/> Government and Public Administration
政府及公共行政 | <input type="checkbox"/> Health Science
健康科學 |
| <input type="checkbox"/> Hospitality and Tourism
酒店及旅遊 | <input type="checkbox"/> Human Services
人才服務 | <input type="checkbox"/> Information Technology
資訊科技 | <input type="checkbox"/> Law, Public Safety, Corrections, and Security
法律、公共安全、懲教及治安 |
| <input type="checkbox"/> Transportation
運輸 | <input type="checkbox"/> Manufacturing
製造業 | <input type="checkbox"/> Marketing, Sales and Service
市場推廣、銷售及服務 | <input type="checkbox"/> Science, Technology, Engineering, and Mathematics
科學、技術、工程及數學 |
| <input type="checkbox"/> Transportation, Distribution and Logistics
運輸、分配及物流 | <input type="checkbox"/> Refused to answer
拒絕回答 | | |

178a. Do you have a third most recent job history? 你是否有第三近期的工作經歷？

- ☐ Yes 是 ☐ No 否

Employment history (3rd recent) 工作經歷 (第三近期)

179. Employment history 工作經歷:

Start Year 開始年份 _____ End Year 結束年份 _____ Average hours per week 平均每週工作時數 _____

180. 3rd recent job location 第三近期工作的地點

- ☐ HK 香港 ☐ Mainland 中國大陸 ☐ Australia 澳洲 ☐ Canada 加拿大 ☐ UK 英國 ☐ US 美國
☐ Other (please specify) 其他: _____ ☐ Refused to answer 拒絕回答 ☐ Not Applicable 不適用

181. Occupation 職業

- | | | |
|--|--|---|
| <input type="checkbox"/> Agricultural or fishery worker (vegetable grower, livestock producer, etc.)
農業或漁業工人 (蔬菜種植者、牲畜生產者等) | <input type="checkbox"/> Armed forces
軍裝部隊 | <input type="checkbox"/> Clerk (secretary, cashier, etc.)
文書 (秘書、出納員等) |
| <input type="checkbox"/> Craft or trades worker (painters, jewelry worker, butcher, etc.)
工藝或行業工人 (畫家、珠寶工人、屠夫等) | <input type="checkbox"/> Elementary worker (street food vendor, shoe cleaner, etc.)
基本工人 (攤檔小販、擦鞋工人等) | <input checked="" type="checkbox"/> Legislator, Senior Official, or Manager
立法者、高級官員或經理 |
| <input type="checkbox"/> Plant/machine operator or assembler (equipment assembler, sewing-machine operator, driver, etc.)
工廠 / 機器操作員 (設備裝配員、縫紉機操作員、司機等) | <input type="checkbox"/> Professional (engineer, doctor, teacher, etc.)
專業人士 (工程師、醫生、教師等) | <input type="checkbox"/> Service or sales worker (cook, travel guide, shop salesperson, etc.)
服務或銷售員 (廚師、導遊、店鋪銷售員) |
| <input type="checkbox"/> Technician or Associate Professional (inspector, finance dealer, etc.)
技術人員或助理專業人員 (檢查員、金融交易人員等) | | |
| <input type="checkbox"/> Refused to answer 拒絕回答 | | |

182. Industry 行業

- | | | | |
|---|--|---|---|
| <input type="checkbox"/> Agriculture, Food, and Natural Resources
農業、糧食和自然資源 | <input type="checkbox"/> Architecture and Construction
建築 | <input type="checkbox"/> Arts, Audio/Video Technology and Communications
藝術、音頻/視頻及通訊 | <input type="checkbox"/> Business Management and Administration
商業管理與行政 |
| <input type="checkbox"/> Education and Training
教育及培訓 | <input type="checkbox"/> Finance
金融 | <input type="checkbox"/> Government and Public Administration
政府及公共行政 | <input type="checkbox"/> Health Science
健康科學 |
| <input type="checkbox"/> Hospitality and Tourism
酒店及旅遊 | <input type="checkbox"/> Human Services
人才服務 | <input type="checkbox"/> Information Technology
資訊科技 | <input type="checkbox"/> Law, Public Safety, Corrections, and Security
法律、公共安全、懲教及治安 |
| <input type="checkbox"/> Transportation
運輸 | <input type="checkbox"/> Manufacturing
製造業 | <input type="checkbox"/> Marketing, Sales and Service
市場推廣、銷售及服務 | <input type="checkbox"/> Science, Technology, Engineering, and Mathematics
科學、技術、工程及數學 |
| <input type="checkbox"/> Transportation, Distribution and Logistics
運輸、分配及物流 | <input type="checkbox"/> Refused to answer
拒絕回答 | | |

Resident status 居民身分

19. What is your resident status? 您的居民身分是什麼？

- ☐ Permanent resident (born in HK or 7 years resident) 永久性居民 (在香港出生或已在港居留 7 年之居民)
- ☐ One way permit (less than 7 years resident) 前往港澳通行證 · 即單程證 (居留少於 7 年之居民)
- ☐ Working visa (less than 7 years resident) 工作簽證 (居留少於 7 年之居民)
- ☐ Dependent visa (less than 7 years resident) 受養人簽證 (居留少於 7 年之居民)
- ☐ Other (please specify) 其他: _____

Appendix 8 Main questionnaire on barriers to employment

Part 1: Housework 第一部份：家務

1. Who does housework at your place? [Tick all that apply]

您家裏的家務由誰負責? [請剔所有合適選項]

☐ You

本人

☐ Partner

伴侶

☐ Domestic helper

家庭傭工

☐ Other (Please specify: _____)

其他 (請註明: _____)

2. How many hour(s) a week on average do you spend doing housework?

請問您平均每星期用多少時間做家務?

☐ Less than 1 hour

少於一小時

☐ Between 1-4 hours

介乎一至四小時

☐ Between 4-7 hours

介乎四至七小時

☐ Between 7-10 hours

介乎七至十小時

☐ More than 10 hours

多於十小時

Skip Part 2 if Male respondent

若您是男性受訪者，請跳過第2部份

Part 2: Caretaking 第二部份：家庭照顧

1. Do you live with children (up to 18 years old), elderly people (65+) or persons with disabilities? [Tick all that apply]

**If this does not apply to you, please tick 'N/A' and skip to Part 3.*

請問您有否正與小孩 (18 歲或以下)、長者 (65 歲以上)或殘疾人士同住? [請剔所有合適選項].

**若不適用，請剔“不適用”及跳至第三部份。*

☐ Children (up to 18 years old)

小孩(18 歲或以下)

☐ Elderly (65+)

長者 (65 歲以上)

☐ Persons with disabilities

殘疾人士

☐ N/A

不適用

2. If you ticked one or more of the above, please answer 2.a. and the following questions in the appropriate section(s):

若您剔了一個或更多以上的選項，請回答 2.a.及以下相關的問題：

	Children (up to 18 years old) 小孩		Elderly (65+) 長者		Person with disabilities 殘疾人士	
2.a. How many are living with you? 有多少名與您同住?	<input type="checkbox"/> 1	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 3	<input type="checkbox"/> 1	<input type="checkbox"/> 3
	<input type="checkbox"/> 2	<input type="checkbox"/> 5	<input type="checkbox"/> 2	<input type="checkbox"/> 4	<input type="checkbox"/> 2	<input type="checkbox"/> 4
	<input type="checkbox"/> 3	<input type="checkbox"/> 6				

Children Section 小孩組別

*Please fill in the following section based on the number of children you have indicated in 2.a

*請根據 2.a. 所選擇之小孩數量而填寫以下部分

	Child 1 第一名小孩:	Child 2 第二名小孩:	Child 3 第三名小孩:	Child 4 第四名小孩:	Child 5 第五名小孩:	Child 6 第六名小孩:
2.b. What is your relationship to them? 您跟他們的關係是？	<input type="checkbox"/> Mother 母親 <input type="checkbox"/> Grand-mother 祖母 <input type="checkbox"/> Father 父親 <input type="checkbox"/> Grand-father 祖父 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> Mother 母親 <input type="checkbox"/> Grand-mother 祖母 <input type="checkbox"/> Father 父親 <input type="checkbox"/> Grand-father 祖父 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> Mother 母親 <input type="checkbox"/> Grand-mother 祖母 <input type="checkbox"/> Father 父親 <input type="checkbox"/> Grand-father 祖父 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> Mother 母親 <input type="checkbox"/> Grand-mother 祖母 <input type="checkbox"/> Father 父親 <input type="checkbox"/> Grand-father 祖父 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> Mother 母親 <input type="checkbox"/> Grand-mother 祖母 <input type="checkbox"/> Father 父親 <input type="checkbox"/> Grand-father 祖父 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> Mother 母親 <input type="checkbox"/> Grand-mother 祖母 <input type="checkbox"/> Father 父親 <input type="checkbox"/> Grand-father 祖父 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)
2.c. How old are they? 他們的年齡是？	<input type="checkbox"/> 2 year-old or under 2 歲或以下 <input type="checkbox"/> 3 - 5 year-old 3 - 5 歲 <input type="checkbox"/> 6 - 12 year-old 6 - 12 歲 <input type="checkbox"/> 13 - 18 year-old 13 - 18 歲	<input type="checkbox"/> 2 year-old or under 2 歲或以下 <input type="checkbox"/> 3 - 5 year-old 3 - 5 歲 <input type="checkbox"/> 6 - 12 year-old 6 - 12 歲 <input type="checkbox"/> 13 - 18 year-old 13 - 18 歲	<input type="checkbox"/> 2 year-old or under 2 歲或以下 <input type="checkbox"/> 3 - 5 year-old 3 - 5 歲 <input type="checkbox"/> 6 - 12 year-old 6 - 12 歲 <input type="checkbox"/> 13 - 18 year-old 13 - 18 歲	<input type="checkbox"/> 2 year-old or under 2 歲或以下 <input type="checkbox"/> 3 - 5 year-old 3 - 5 歲 <input type="checkbox"/> 6 - 12 year-old 6 - 12 歲 <input type="checkbox"/> 13 - 18 year-old 13 - 18 歲	<input type="checkbox"/> 2 year-old or under 2 歲或以下 <input type="checkbox"/> 3 - 5 year-old 3 - 5 歲 <input type="checkbox"/> 6 - 12 year-old 6 - 12 歲 <input type="checkbox"/> 13 - 18 year-old 13 - 18 歲	<input type="checkbox"/> 2 year-old or under 2 歲或以下 <input type="checkbox"/> 3 - 5 year-old 3 - 5 歲 <input type="checkbox"/> 6 - 12 year-old 6 - 12 歲 <input type="checkbox"/> 13 - 18 year-old 13 - 18 歲
2.d. Do they require special care/support? 他們需要特殊照顧/支援嗎？	<input type="checkbox"/> Yes 是	<input type="checkbox"/> Yes 是	<input type="checkbox"/> Yes 是	<input type="checkbox"/> Yes 是	<input type="checkbox"/> Yes 是	<input type="checkbox"/> Yes 是

	<input type="checkbox"/> No 否	<input type="checkbox"/> No 否	<input type="checkbox"/> No 否	<input type="checkbox"/> No 否	<input type="checkbox"/> No 否	<input type="checkbox"/> No 否
2.e. Who takes care of them usually? [Tick all that apply] 一般是誰照顧他們? [請剔所有合適選項]	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明)	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明)	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明)	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明)	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明)	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明)
2.f. Last month, how long did you spend on average every day (24-hour) taking care of them? 上月, 您平均每天 (24 小時) 花多少時間照顧他們?	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時
2.g. In what level is your child(ren) studying now? 孩子目前的教育程度?	<input type="checkbox"/> Not yet in School 未入學 <input type="checkbox"/> Pre-Kindergarten 學前教育 <input type="checkbox"/> Kindergarten 幼稚園 <input type="checkbox"/> Primary 小學 <input type="checkbox"/> Junior Second. 初中	<input type="checkbox"/> Not yet in school 未入學 <input type="checkbox"/> Pre-Kindergarten 學前教育 <input type="checkbox"/> Kindergarten 幼稚園 <input type="checkbox"/> Primary 小學 <input type="checkbox"/> Junior Second. 初中	<input type="checkbox"/> Not yet in school 未入學 <input type="checkbox"/> Pre-Kindergarten 學前教育 <input type="checkbox"/> Kindergarten 幼稚園 <input type="checkbox"/> Primary 小學 <input type="checkbox"/> Junior Second. 初中	<input type="checkbox"/> Not yet in school 未入學 <input type="checkbox"/> Pre-Kindergarten 學前教育 <input type="checkbox"/> Kindergarten 幼稚園 <input type="checkbox"/> Primary 小學 <input type="checkbox"/> Junior Second. 初中	<input type="checkbox"/> Not yet in school 未入學 <input type="checkbox"/> Pre-Kindergarten 學前教育 <input type="checkbox"/> Kindergarten 幼稚園 <input type="checkbox"/> Primary 小學 <input type="checkbox"/> Junior Second. 初中	<input type="checkbox"/> Not yet in school 未入學 <input type="checkbox"/> Pre-Kindergarten 學前教育 <input type="checkbox"/> Kindergarten 幼稚園 <input type="checkbox"/> Primary 小學 <input type="checkbox"/> Junior Second. 初中

	<input type="checkbox"/> Senior Second. 高中 <input type="checkbox"/> University/ Community College 大學/大專 <input type="checkbox"/> Not studying but working 沒有上學但有工作 <input type="checkbox"/> Not studying and not working 沒有上學及工作	<input type="checkbox"/> Senior Second. 高中 <input type="checkbox"/> University/ Community College 大學/大專 <input type="checkbox"/> Not studying but working 沒有上學但有工作 <input type="checkbox"/> Not studying and not working 沒有上學及工作	<input type="checkbox"/> Senior Second. 高中 <input type="checkbox"/> University/ Community College 大學/大專 <input type="checkbox"/> Not studying but working 沒有上學但有工作 <input type="checkbox"/> Not studying and not working 沒有上學及工作	<input type="checkbox"/> Senior Second. 高中 <input type="checkbox"/> University/ Community College 大學/大專 <input type="checkbox"/> Not studying but working 沒有上學但有工作 <input type="checkbox"/> Not studying and not working 沒有上學及工作	<input type="checkbox"/> Senior Second. 高中 <input type="checkbox"/> University/ Community College 大學/大專 <input type="checkbox"/> Not studying but working 沒有上學但有工作 <input type="checkbox"/> Not studying and not working 沒有上學及工作	<input type="checkbox"/> Senior Second. 高中 <input type="checkbox"/> University/ Community College 大學/大專 <input type="checkbox"/> Not studying but working 沒有上學但有工作 <input type="checkbox"/> Not studying and not working 沒有上學及工作
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2.h. Do you plan to have any more children?

您有計劃生育更多小孩嗎?

☐ Yes 有 ☐ No 否 ☐ Maybe 或許

Elderly Section 長者組別

**Please fill in the following section based on the number of elderly people you have indicated in 2.a*

**請根據 2.a. 所選擇之長者數量而填寫以下部分*

	Elderly 1 第一名長者:	Elderly 2 第二名長者:	Elderly 3 第三名長者:	Elderly 4 第四名長者:
2.b. What is your relationship to them? 您跟他們的關係是?	<input type="checkbox"/> Parent 父母 <input type="checkbox"/> In-law 姻親 <input type="checkbox"/> Grand-parent 祖父母 <input type="checkbox"/> Other (Please specify:_____)	<input type="checkbox"/> Parent 父母 <input type="checkbox"/> In-law 姻親 <input type="checkbox"/> Grand-parent 祖父母 <input type="checkbox"/> Other (Please specify:_____)	<input type="checkbox"/> Parent 父母 <input type="checkbox"/> In-law 姻親 <input type="checkbox"/> Grand-parent 祖父母 <input type="checkbox"/> Other (Please specify:_____)	<input type="checkbox"/> Parent 父母 <input type="checkbox"/> In-law 姻親 <input type="checkbox"/> Grand-parent 祖父母 <input type="checkbox"/> Other (Please specify:_____)

	其他 (請註明 : _____)	其他 (請註明 : _____)	其他 (請註明 : _____)	其他 (請註明 : _____)
2.c. How old are they? 他們的年齡是?	<input type="checkbox"/> 65 – 69 year-old 65 – 69 歲 <input type="checkbox"/> 70 - 79 year-old 70 – 79 歲 <input type="checkbox"/> 80 - 89 year-old 80 – 89 歲 <input type="checkbox"/> 90 year-old or above 90 歲或以上	<input type="checkbox"/> 65 – 69 year-old 65 – 69 歲 <input type="checkbox"/> 70 - 79 year-old 70 – 79 歲 <input type="checkbox"/> 80 - 89 year-old 80 – 89 歲 <input type="checkbox"/> 90 year-old or above 90 歲或以上	<input type="checkbox"/> 65 – 69 year-old 65 – 69 歲 <input type="checkbox"/> 70 - 79 year-old 70 – 79 歲 <input type="checkbox"/> 80 - 89 year-old 80 – 89 歲 <input type="checkbox"/> 90 year-old or above 90 歲或以上	<input type="checkbox"/> 65 – 69 year-old 65 – 69 歲 <input type="checkbox"/> 70 - 79 year-old 70 – 79 歲 <input type="checkbox"/> 80 - 89 year-old 80 – 89 歲 <input type="checkbox"/> 90 year-old or above 90 歲或以上
2.d. Do they require special care/support? 他們需要特殊照顧/支援嗎?	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否
2.e. Who takes care of them usually? [Tick all that apply] 一般是誰照顧他們? [請剔所有合適選項]	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other: _____ 其他: _____	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other: _____ 其他: _____	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other: _____ 其他: _____	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other: _____ 其他: _____

2.f. Last month, how long did you spend on average every day (24-hour) taking care of them? 上月，您平均每天（24小時）花多少時間照顧他們？	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時 <input type="checkbox"/> More than 5 hours 多於五小時
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Person with disabilities Section 殘疾人士組別

*Please fill in the following section based on the number of persons with disabilities you have indicated in 2.a

*請根據 2.a. 所選擇之殘疾人士數量而填寫以下部分

	Person with disabilities 1 第一名殘疾人士:	Person with disabilities 2 第二名殘疾人士:	Person with disabilities 3 第三名殘疾人士:	Person with disabilities 4 第四名殘疾人士:
2.b. What is your relationship to them? 您跟他們的關係是？	<input type="checkbox"/> Children 小孩 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Parent 父母 <input type="checkbox"/> Sibling 兄弟姐妹 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> Children 小孩 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Parent 父母 <input type="checkbox"/> Sibling 兄弟姐妹 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> Children 小孩 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Parent 父母 <input type="checkbox"/> Sibling 兄弟姐妹 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> Children 小孩 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Parent 父母 <input type="checkbox"/> Sibling 兄弟姐妹 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)
2.c. How old are they? 他們的年齡是？	<input type="checkbox"/> 18 year-old or under	<input type="checkbox"/> 18 year-old or under	<input type="checkbox"/> 18 year-old or under	<input type="checkbox"/> 18 year-old or under

	18 歲或以下 <input type="checkbox"/> 19 - 29 year-old 19 - 29 歲 <input type="checkbox"/> 30 - 39 year-old 30 - 39 歲 <input type="checkbox"/> 40 - 59 year-old 40 - 59 歲 <input type="checkbox"/> 60 year-old or above 60 歲或以上	18 歲或以下 <input type="checkbox"/> 19 - 29 year-old 19 - 29 歲 <input type="checkbox"/> 30 - 39 year-old 30 - 39 歲 <input type="checkbox"/> 40 - 59 year-old 40 - 59 歲 <input type="checkbox"/> 60 year-old or above 60 歲或以上	18 歲或以下 <input type="checkbox"/> 19 - 29 year-old 19 - 29 歲 <input type="checkbox"/> 30 - 39 year-old 30 - 39 歲 <input type="checkbox"/> 40 - 59 year-old 40 - 59 歲 <input type="checkbox"/> 60 year-old or above 60 歲或以上	18 歲或以下 <input type="checkbox"/> 19 - 29 year-old 19 - 29 歲 <input type="checkbox"/> 30 - 39 year-old 30 - 39 歲 <input type="checkbox"/> 40 - 59 year-old 40 - 59 歲 <input type="checkbox"/> 60 year-old or above 60 歲或以上
2.d. Do they require special care/support? 他們需要特殊照顧/支援嗎?	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否
2.e. Who takes care of them usually? [Tick all that apply] 一般是誰照顧他們? [請剔所有合適選項]	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)	<input type="checkbox"/> You 您 <input type="checkbox"/> Partner 伴侶 <input type="checkbox"/> Helper 家傭 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明:____)
2.f. Last month, how long did you spend on average every day (24-hour) taking care of them? 上月, 您平均每天 (24 小時) 花多少時間照顧他們?	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時	<input type="checkbox"/> Less than 1 hour 少於一小時 <input type="checkbox"/> Between 1-3 hours 介乎一至三小時 <input type="checkbox"/> Between 3-5 hours 介乎三至五小時

	<input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> More than 5 hours 多於五小時	<input type="checkbox"/> More than 5 hours 多於五小時
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3. Please answer the following questions about childcare / elderly services / disability support -- *If you live with children please answer "Child care services" part.*
-- *If you live with elderly people please answer "Elderly services" part.*
-- *If you live with persons with disabilities please answer "Disability services" part.*

請回答以下有關兒童照顧服務/長者服務/殘疾人士支援的問題 --- 若你和兒童一起居住，請回答“兒童照顧服務”部分；

--- 若你和長者一起居住，請回答“長者服務”部分；

--- 若你和殘疾人士一起居住，請回答“殘疾人士支援”部分。

	Child care services 兒童照顧服務	Elderly services 長者服務	Disability support 殘疾人士支援
3.a. Are you currently using these services? 您目前正在使用這些服務嗎?	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No <i>Please skip to question 4.</i> 否 請跳至 Q4	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No <i>Please skip to question 4.</i> 否 請跳至 Q4	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No <i>Please skip to question 4.</i> 否 請跳至 Q4
3.b. If yes , which type of services do you use? [Tick all that apply] 如 有 ，您正在使用哪種服務? [請剔所有合適選項]	<input type="checkbox"/> Home-based Child Care Services 家庭式托兒服務 <input type="checkbox"/> Child Care Centre 托兒中心 <input type="checkbox"/> Occasional Child Care Services 臨時托兒服務 <input type="checkbox"/> Extended Hours Services 延長時間服務 <input type="checkbox"/> Mutual Help Child Care Centre 互助幼兒中心 <input type="checkbox"/> Special Child Care Centre 特殊幼兒中心 <input type="checkbox"/> Residential Child Care Services 兒童住宿照顧服務 <input type="checkbox"/> Other (Please specify: _____) 其他 (請註明: _____)	<input type="checkbox"/> Integrated Home Care Services 綜合家居照顧服務 <input type="checkbox"/> Enhanced Home and Community Care Services 改善家居及社區照顧服務 <input type="checkbox"/> Day Care Centre / Unit 日間護理服務 <input type="checkbox"/> Residential Care Services 院舍住宿照顧服務 <input type="checkbox"/> Other (Please specify: _____) 其他 (請註明: _____)	<input type="checkbox"/> Integrated Home-base Support Services 綜合家居照顧服務 <input type="checkbox"/> Day Training / Rehabilitation Services 日間訓練及職業康復服務 <input type="checkbox"/> Community Support Service 社區支援服務 <input type="checkbox"/> Vocational Rehabilitation Services 職業康復中心 <input type="checkbox"/> Residential Care Service 院舍住宿照顧服務 <input type="checkbox"/> Other (Please specify: _____) 其他 (請註明: _____)

4. If you are **not** using any of the services above, please answer the following questions. *Otherwise, please skip to Part 3.*

如您**沒有**使用以上服務，請回答以下問題。否則，請跳至第3部份。

	Child care services 兒童照顧服務	Elderly services 長者服務	Disability support 殘疾人士支援
4.a. What are the reasons you are not using these services? [Tick all that apply] 您不使用這些服務的原因是甚麼？ [請剔所有合適選項]	<input type="checkbox"/> Not required 不適用 <input type="checkbox"/> Expensive 費用昂貴 <input type="checkbox"/> Not familiar with them 不了解相關服務 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明：____)	<input type="checkbox"/> Not required 不適用 <input type="checkbox"/> Expensive 費用昂貴 <input type="checkbox"/> Not familiar with them 不了解相關服務 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明：____)	<input type="checkbox"/> Not required 不適用 <input type="checkbox"/> Expensive 費用昂貴 <input type="checkbox"/> Not familiar with them 不了解相關服務 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明：____)
4.b. Have you ever used any of these services in the past? 您過去曾使用過這些服務嗎？	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否	<input type="checkbox"/> Yes 是 <input type="checkbox"/> No 否
4.c. What would you consider if you were to use these services? [Tick all that apply] 如您要使用這些服務，您會考慮甚麼？ [請剔所有合適選項]	<input type="checkbox"/> Cost 成本 <input type="checkbox"/> Hours available 營業時間 <input type="checkbox"/> Location near home/office 靠近家/辦公室的位置 <input type="checkbox"/> Easy transportation available 交通便利 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明：____)	<input type="checkbox"/> Cost 成本 <input type="checkbox"/> Hours available 營業時間 <input type="checkbox"/> Location near home/office 靠近家/辦公室的位置 <input type="checkbox"/> Easy transportation available 交通便利 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明：____)	<input type="checkbox"/> Cost 成本 <input type="checkbox"/> Hours available 營業時間 <input type="checkbox"/> Location near home/office 靠近家/辦公室的位置 <input type="checkbox"/> Easy transportation available 交通便利 <input type="checkbox"/> Other (Please specify:____) 其他 (請註明：____)

Part 3: Language competence 第三部份：語言能力

1. Would you be willing to learn / further study the following languages for work purposes? **If you are fluent in the following languages, please tick N/A.*

您願意為工作而進修以下語言嗎? **如您本身會說以下語言, 請剔“不需要學”。*

SPOKEN 口語	YES 是	NO 否	N/A 不需要學
Cantonese 廣東話	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Putonghua 普通話	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English 英語	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

WRITTEN 書寫	YES 是	NO 否	N/A 不需要學
Chinese 中文	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English 英語	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 4: Household income 第四部份：家庭收入

1. What is your household's source(s) of financial support to make a living? [Tick all that apply]

您的家庭生活經濟來源是? [請剔所有合適選項]

- | | |
|--|--|
| <input type="checkbox"/> Employment (include all household members)
就業 (包括所有家庭成員) | <input type="checkbox"/> Interest
利息 |
| <input type="checkbox"/> Bonus
獎金 | <input type="checkbox"/> Regular contribution from other persons
其他人的定期捐助 |
| <input type="checkbox"/> Commission
佣金 | <input type="checkbox"/> New Year bonus and double pay
新年獎金和雙糧 |
| <input type="checkbox"/> Rental income
租金收入 | <input type="checkbox"/> Other (Please specify: _____)
其他 (請註明: _____) |

Part 5: Subsidies received 第五部份：獲取之津貼

1. In the past 12 months, did your household receive any HK government benefits? [Tick all that apply]

過去 12 月內, 您的家庭有否曾接受任何香港政府福利? [請剔所有合適選項]

- | | |
|---|--|
| <input type="checkbox"/> Comprehensive Social Security Assistance
綜合社會保障援助計劃 | <input type="checkbox"/> Financial Assistance Scheme for Primary & Secondary Students (e.g. School Textbook Assistance)
中、小學生資助計劃 (e.g. 學校書簿津貼計劃) |
|---|--|

- ☐ Old Age Allowance
高齡津貼
- ☐ Elderly living allowance
長者生活津貼
- ☐ Disability allowance
傷殘津貼
- ☐ Public housing rent-free
公屋免租

- ☐ Other cash allowance (Please specify: _____)
其他現金津貼 (請註明: _____)
- ☐ Covid-19 related subsidies
新型冠狀病毒病相關補貼
- ☐ No
沒有

If you are *employed*, please answer Part 6 Q2 and directly go to Part 9; If you are *unemployed*, please answer the following questions.
若你是受僱，請回答第六部份 Q2 及直接回答第九部份；若您現時未受僱，請繼續回答以下問題。

Part 6: Most recent work 第六部份：最近之工作

1. Please answer the following questions:

請回答以下問題：

1.a. In the past 7 days, did you perform any work without pay in your family's business?
過去 7 天內，您有沒有參與家庭生意但不收人工？

☐ Yes
有

☐ No
沒有

1.b. Were you readily available for work in past 7 days?
過去 7 天內，如果有人聘請您，您可以隨時上班嗎？

☐ Yes
可以

☐ No
不可以

1.c. Were you seeking a job last month?
過去一個月內，您有沒有找工作？

☐ Yes
有

☐ No
沒有

1.d. Have you had a formal job or business after you were 15 years old?
(Include full-time, part-time, self-employed)

☐ Yes
有

☐ No - please skip to question 3.
沒有 – 請跳至問題 3.

15 歲後你在香港有否做過一份正式工作或生意？(包括全職、兼職、自僱)

1.e. When did you leave your most recent job? (Option: 1956 – 2021)

您最近一份工作的離職日期是？(選項：1956 – 2021)

_____Year 年

1.f. Why did you leave your most recent job? [Tick all that apply]

為什麼會辭去最近的工作？[請剔所有合適選項]

☐ Marriage

結婚

☐ Language barrier

語言障礙

☐ Children

小孩

☐ Age

年齡

☐ Other family responsibilities

其他家庭責任

☐ Other (Please specify: _____)

其他(請註明：_____)

☐ Relocation

搬遷

☐ Employer

僱主

☐ Employee

僱員

☐ Self-employed

自僱

1.g. In your most recent job, were you:

請問您最近一份工作中，您是：

1.h. Can you tell me if your most recent job was a full-time, part-time, or temporary job?

請問您最近一份工作是全職，兼職或者臨時工？

☐ Full-time

全職

☐ Temporary

臨時工

☐ Part-time

兼職

☐ Under 5 hours

少於 5 小時

☐ Between 20-30 hours

介乎 20–30 小時

☐ Between 5-10 hours

介乎 5–10 小時

☐ Over 30 hours

多於 30 小時

☐ Between 10-20 hours

介乎 10–20 小時

1.i. How many hours did you actually work per week in your most recent job?

您最近一份工作，每星期的工作時間大約幾多小時？

1.j. What were your average monthly earnings (including housing allowance) from your most recent job?

您最近一份工作的平均每月收入（包括房屋津貼）大約是多少港幣？

☐ Under HKD 5000

少於港幣 5000

☐ HKD 5001 - 10000

港幣 5001 – 10000

☐ HKD 10001 - 20000

港幣 10001 – 20000

☐ HKD 20001 - 30000

港幣 20001 - 30000

☐ Over HKD 30000

多於港幣 30000

2. Here are some situations that can arise at work. Please tell me how often you have experienced them in your (past) jobs:

以下是工作時可能會發生的狀況。請告訴我在您工作(包括過去的工作)中經歷了多少：

	Never 從未試過	Less than once a year 一年少於一次	A few times/ year 一年數次	A few times/ month 一個月數次	Once a week or more 一週一次或更多
2.a. How often have you unfairly been given the jobs that no one else wanted to do? 您有多經常被安排做別人不想做的工作?	1	2	3	4	5
2.b. At work, when opinions from different people were needed, how often your opinion not asked for? 當工作需要不同的意見時，您有多經常不被詢問意見?	1	2	3	4	5
2.c. How often were you watched more closely than others? 比起其他人，您有多經常被監工?	1	2	3	4	5
2.d. How often did your supervisor or boss make racial or ethnic slurs or jokes? 您的主管或老闆有多經常向您說出種族歧視或誹謗的話?	1	2	3	4	5
2.e. How often did your co-workers make racial or ethnic slurs or jokes? 您的同事有多經常向您說出種族歧視或誹謗的話?	1	2	3	4	5

2.f. How often did you feel that you were ignored or not taken seriously by your boss?
您有多經常會感到被老闆忽略或不重視?

1	2	3	4	5
---	---	---	---	---

2.g. How often have you been unfairly humiliated in front of others at work?
在工作上，您有多經常受到不公平對待?

1	2	3	4	5
---	---	---	---	---

3. Are you currently looking for a job?
您是否正在找工作?

- ☐ Yes - *please answer Part 7, 9 and 10*
是 – 請回答第七、九及十部份
- ☐ No - *please answer Part 8 to 10*
否 – 請回答第八至十部份

Part 7: If you are currently unemployed and LOOKING for a job
第七部份：如您目前失業並正在找工作

1. Please answer the following questions: 請回答以下問題：

1.a. Preference of taking up a full-time or part-time job:
您傾向找一份全職或兼職工作

- ☐ Full-time
全職
- ☐ Part-time
兼職
- ☐ No preference
無傾向

1.b. How many hours a week are you available to work?

每週您能工作多少個小時?

☐ Under 5 hours

少於 5 小時

☐ Between 5-10 hours

介乎 5–10 小時

☐ Between 10-20 hours

介乎 10–20 小時

☐ Between 20-30 hours

介乎 20–30 小時

☐ Over 30 hours

多於 30 小時

1.c. Desired industry to be engaged in: [Please choose one or several options] 希望從事的行業: [請選擇一個或多個選項]

☐ Agriculture, Food and Natural Resources

農業, 糧食和自然資源

☐ Architecture and Construction

建築

☐ Arts, Audio/Video Technology and Communications

藝術、音頻/視頻及通訊

☐ Business Management and Administration

商業管理與行政

☐ Education and Training

教育及培訓

☐ Finance 金融

☐ Government and Public Administration

政府及公共行政

☐ Health Science

健康科學

☐ Hospitality and Tourism

酒店及旅遊

☐ Human Services

人才服務

☐ Information Technology

資訊科技

☐ Law, Public Safety, Corrections and Security

法律、公共安全、懲教及治安

☐ Manufacturing

製造業

☐ Marketing, Sales and Service

市場推廣、銷售及服務

☐ Science, Technology, Engineering and Mathematics

科學、技術、工程及數學

☐ Transportation, Distribution and Logistics

運輸、分配及物流

☐ Other (Please specify: _____)

其他 (請註明: _____)

1.d. Desired occupation to be engaged in: [Please choose one or several options] 希望從事的職業: [請選擇一個或多個選項]

- | | |
|--|---|
| <input type="checkbox"/> Agricultural or fishery worker (vegetable grower, livestock producer, etc.)
農業或漁業工人 (蔬菜種植者、牲畜生產者等) | <input type="checkbox"/> Plant/machine operator or assembler
(equipment assembler, sewing-machine operator, driver, etc.)
工廠 / 機器操作員 (設備裝配員、縫紉機操作員、司機等) |
| <input type="checkbox"/> Armed forces
軍裝部隊 | <input type="checkbox"/> Professional (engineer, doctor, teacher, etc.)
專業人士 (工程師、醫生、教師等) |
| <input type="checkbox"/> Clerk (secretary, cashier, etc.)
文書 (秘書、出納員等) | <input type="checkbox"/> Service or sales worker (cook, travel guide, shop salesperson, etc.)
服務或銷售員 (廚師、導遊、店鋪銷售員等) |
| <input type="checkbox"/> Craft or trades worker (painter, jewellery worker, butcher, etc.)
工藝或行業工人 (畫家、珠寶工人、屠夫等) | <input type="checkbox"/> Technician or Associate Professional (inspector, finance dealer, etc.)
技術人員或助理專業人員 (檢查員、金融交易員等) |
| <input type="checkbox"/> Elementary worker (street food vendor, shoe cleaner, etc.)
基本工人 (攤檔小販、擦鞋工人等) | <input type="checkbox"/> Other (Please specify: _____)
其他 (請註明: _____) |
| <input type="checkbox"/> Legislator, Senior Official, or Manager 立法者、高級官員或經理 | |

1.e. How much time are you willing to spend commuting daily?

您願意每天花多少時間往返工作地點?

- | | |
|--|---|
| <input type="checkbox"/> Under 30 mins
少於 30 分鐘 | <input type="checkbox"/> Under 2 hours
少於 2 小時 |
| <input type="checkbox"/> Under 60 mins
少於 60 分鐘 | <input type="checkbox"/> Over 2 hours
多於 2 小時 |

1.f. Which work arrangement do you prefer?

您傾向在哪裏工作?

- | | |
|--|--|
| <input type="checkbox"/> Office
辦公室 | <input type="checkbox"/> Possibility of both
兩者皆可 |
| <input type="checkbox"/> Home
家 | <input type="checkbox"/> Not important
不重要 |

1.g. How much is the lowest monthly income in HKD you find acceptable?

您能接受最低的月薪收入港幣是多少?

- | | |
|--|--|
| <input type="checkbox"/> Under HKD 5000
少於港幣 5000 | <input type="checkbox"/> HKD 20001 - 30000
港幣 20001 - 30000 |
| <input type="checkbox"/> HKD 5001 - 10000
港幣 5001 - 10000 | <input type="checkbox"/> Over HKD 30000
多於港幣 30000 |
| <input type="checkbox"/> HKD 10001 - 20000
港幣 10001 - 20000 | |

Part 8: If you are currently unemployed and NOT LOOKING for a job

第八部份：如您目前失業但沒有找工作

1. What are the main reasons for not looking for a job? [Tick all that apply]

- | | | |
|---|--|--|
| <input type="checkbox"/> Child care
照顧兒童 | <input type="checkbox"/> Language barrier
語言障礙 | <input type="checkbox"/> Lack of experience
經驗不足 |
| <input type="checkbox"/> Elderly care
照顧長者 | <input type="checkbox"/> Discrimination
歧視 | <input type="checkbox"/> Other (Please specify: _____)
其他 (請註明：_____) |
| <input type="checkbox"/> Care for persons with disabilities
照顧殘疾人士 | <input type="checkbox"/> Age
年齡 | |
| <input type="checkbox"/> Religion/Culture
宗教 / 文化 | <input type="checkbox"/> Lack of qualification
學歷不足 | |

2. What would encourage you to consider joining the labour force? [Please choose one or several options]

什麼因素會令您考慮加入勞動人口？ [請選擇一個或多個選項]

- | | |
|---|---|
| <input type="checkbox"/> Flexible / convenient working hours
彈性/方便工作時間 | <input type="checkbox"/> Workplace with easy transportation available
工作地點交通便利 |
| <input type="checkbox"/> High / reasonable salary
高/合理薪酬 | <input type="checkbox"/> Children at home being taken care of
孩子在家獲得照顧 |
| <input type="checkbox"/> Workplace near home
工作地點在家附近 | <input type="checkbox"/> Other family members being taken care of
其他家庭成員獲得照顧 |
| <input type="checkbox"/> Simple / comfortable / safe job available
簡單/舒服/安全的工作 | <input type="checkbox"/> Other (Please specify: _____)
其他 (請註明：_____) |

3. Is health a main reason for not joining the labour force? 健康是不是您不工作的主要理由?

- | | |
|-----------------------------------|-----------------------------------|
| <input type="checkbox"/> Yes
是 | <input type="checkbox"/> No
不是 |
|-----------------------------------|-----------------------------------|

Part 9 – Employment services 第九部份：就業服務

1. Are you currently using any employment services (job referral, vocational training, etc.)?

您目前有否使用就業服務 (就業轉介、職業訓練等)?

☐ Yes ☐ No
有 沒有

2. If you are NOT currently using employment services, please answer the following questions:

如您目前沒有使用就業服務，請回答以下問題：

- 2.a. Have you ever used employment services in HK?

您曾經在香港使用過就業服務嗎?

☐ Yes

有

☐ No

沒有

- 2.b. Are you considering using employment services?

您有否正在考慮使用就業服務?

☐ Yes

有

☐ No

沒有

- 2.c. What are the reasons for not using employment services? [Tick all that apply]

不使用就業服務的原因是什麼? [請剔所有合適選項]

☐ Not familiar with them

對服務不了解

☐ Operation time

服務時間不合適

☐ Not actively looking for a job

沒有積極地找工作

☐ Not applicable

不適用

☐ Location

離家太遠

☐ Other (Please specify: _____)

其他 (請註明: _____)

3. If you have used or are using employment services. Which one of these services have you used or are you using, and how satisfied were/are you with these services?

若您曾經使用過或正在使用就業服務。以下有哪些服務您曾使用或正在使用，您對這些服務的滿意度如何?

	Very satisfied 非常滿意	Satisfied 滿意	Natural 中立	Unsatisfied 不滿意	Very unsatisfied 非常不滿意	Not using 沒有使用
Government 政府	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employers 僱主	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community 社區	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other 1 (Please specify: _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

其他 1 (請註明：_____)						
Other 2 (Please specify:_____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
其他 2 (請註明：_____)						
Other 3 (Please specify:_____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
其他 3 (請註明：_____)						

Part 10: Work-related trainings 第十部份：工作相關培訓

1. Do you possess any professional qualification? (e.g. Accountant, nurse, teacher, etc.)
您是否擁有任何專業資格？（例如：會計師、護士、教師，等）
☐ Yes ☐ No
是 否
2. Have you received any type of vocational training in the past?
您過往有否曾接受任何類型的職業培訓嗎？
☐ Yes ☐ No
有 沒有
3. If **YES**, what are the reasons for getting vocational training?
如**有**，您接受職業培訓的原因是甚麼？
☐ Interest ☐ Employment ☐ Other (Please specify:_____)
為了興趣 為了工作 其他（請註明：_____）
4. If **NO**, would you consider getting vocational training?
如**沒有**，您會考慮在某些領域接受職業培訓嗎？
☐ Yes ☐ No
會 不會

Comments: 評語

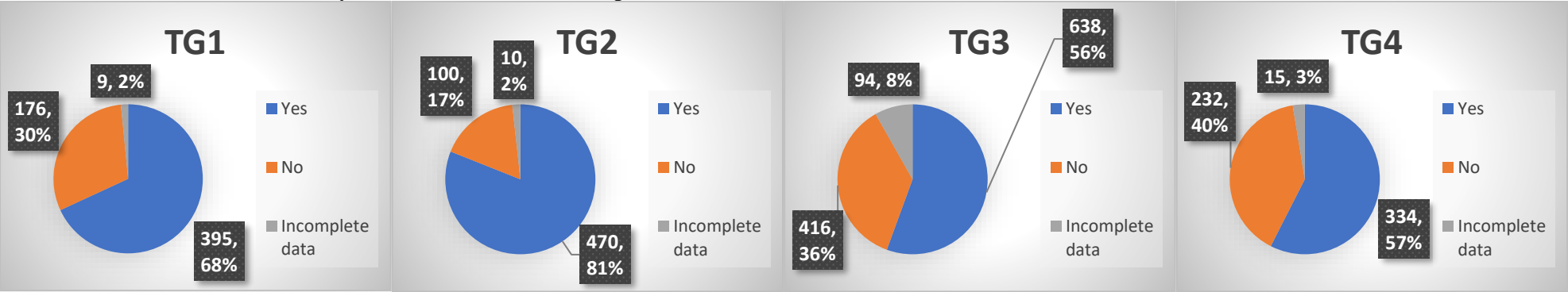
Is there anything else you would like to share with us about problems with obtaining or keeping employment?
您還有其他有關就業方面的問題想與我們分享嗎？

*Thank you for your contribution to the project.
感謝您對項目所作出的貢獻。*

Appendix 9 Quantitative survey findings

Employment History

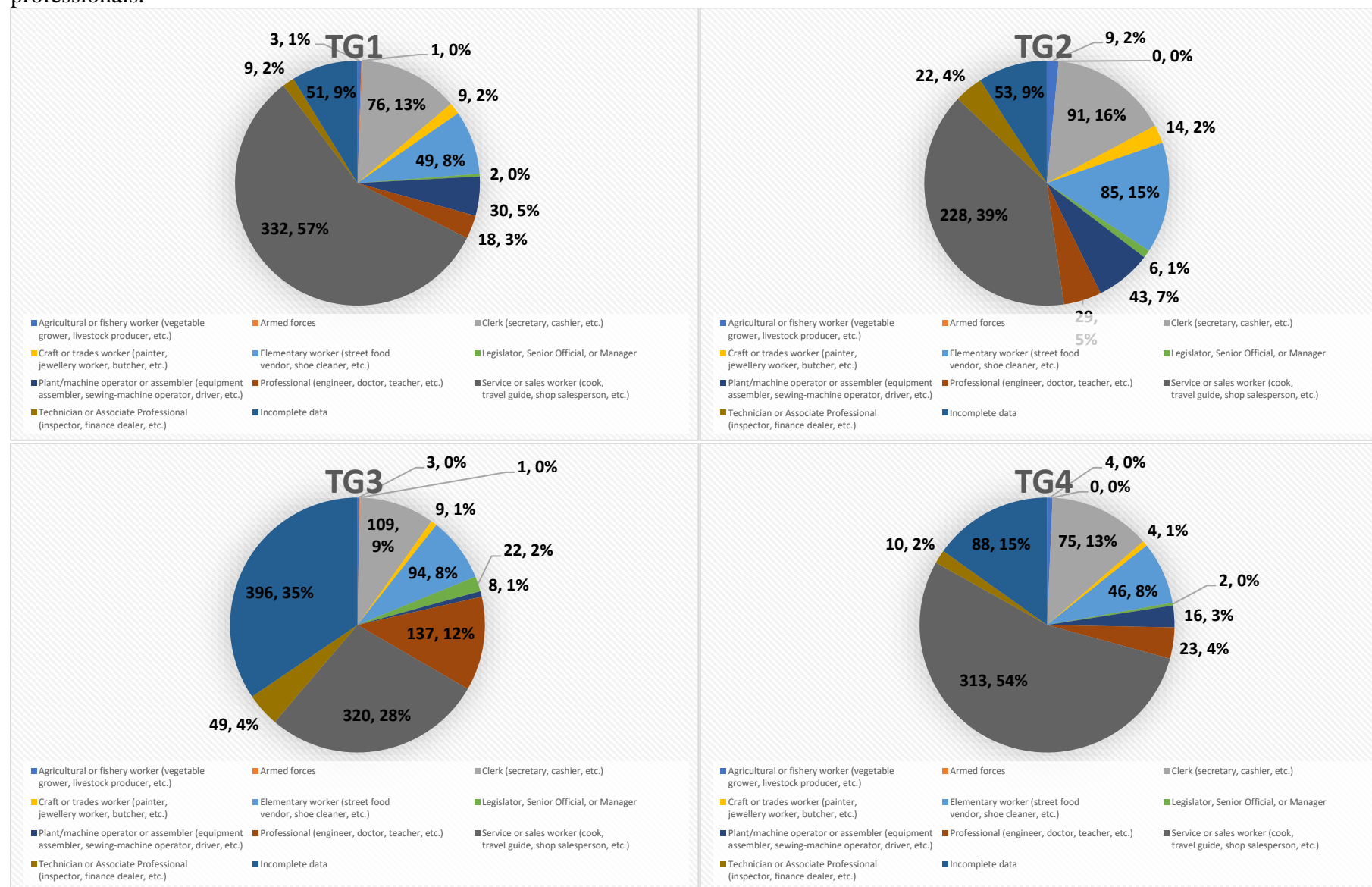
Have you had a formal job or business after you were 15 years old?
TG3 and TG4 are much less likely to have ever worked compared to TG1 and TG2.



Base: All respondents in the respective Target Group

Occupation of most recent job (formal or informal) of the respondents

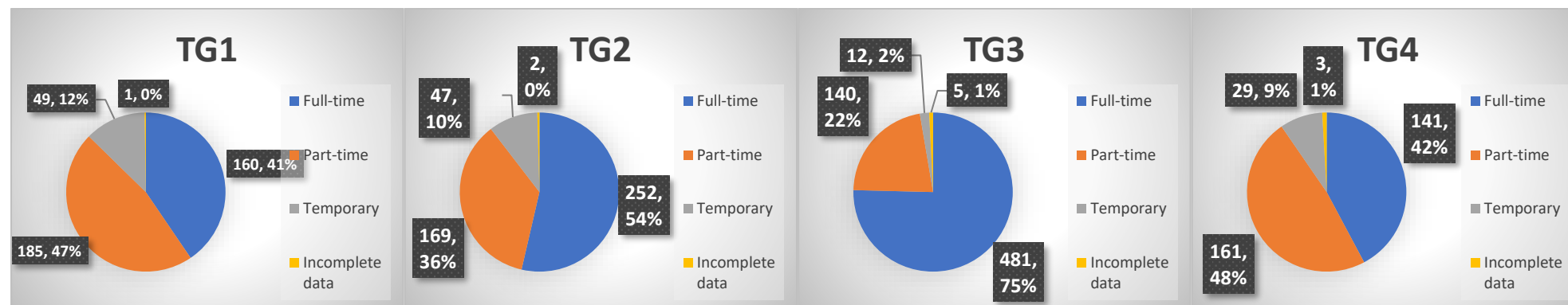
Overall, across all TGs: women not currently working tend to have had a job in service or sales. In TG3, a noticeable proportion of respondent (18%,137) were professionals.



Base: All respondents in the respective Target Group

Was your most recent job a full-time, part-time, or temporary job?

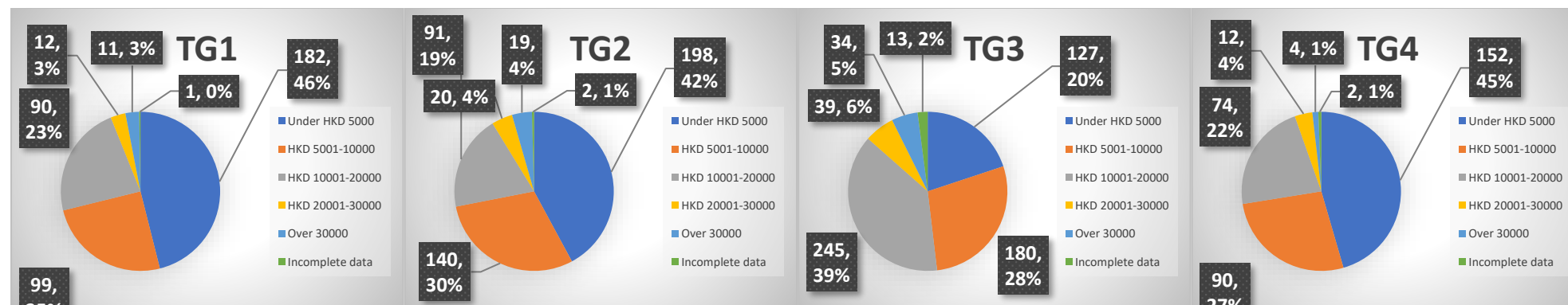
Among the participants who worked in TG3 and TG2, most of them had a full-time job in contrast to the participants in TG1 and TG4 who were more likely have had a part-time job.



Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

What were your average monthly earnings (including housing allowance) from your most recent job?

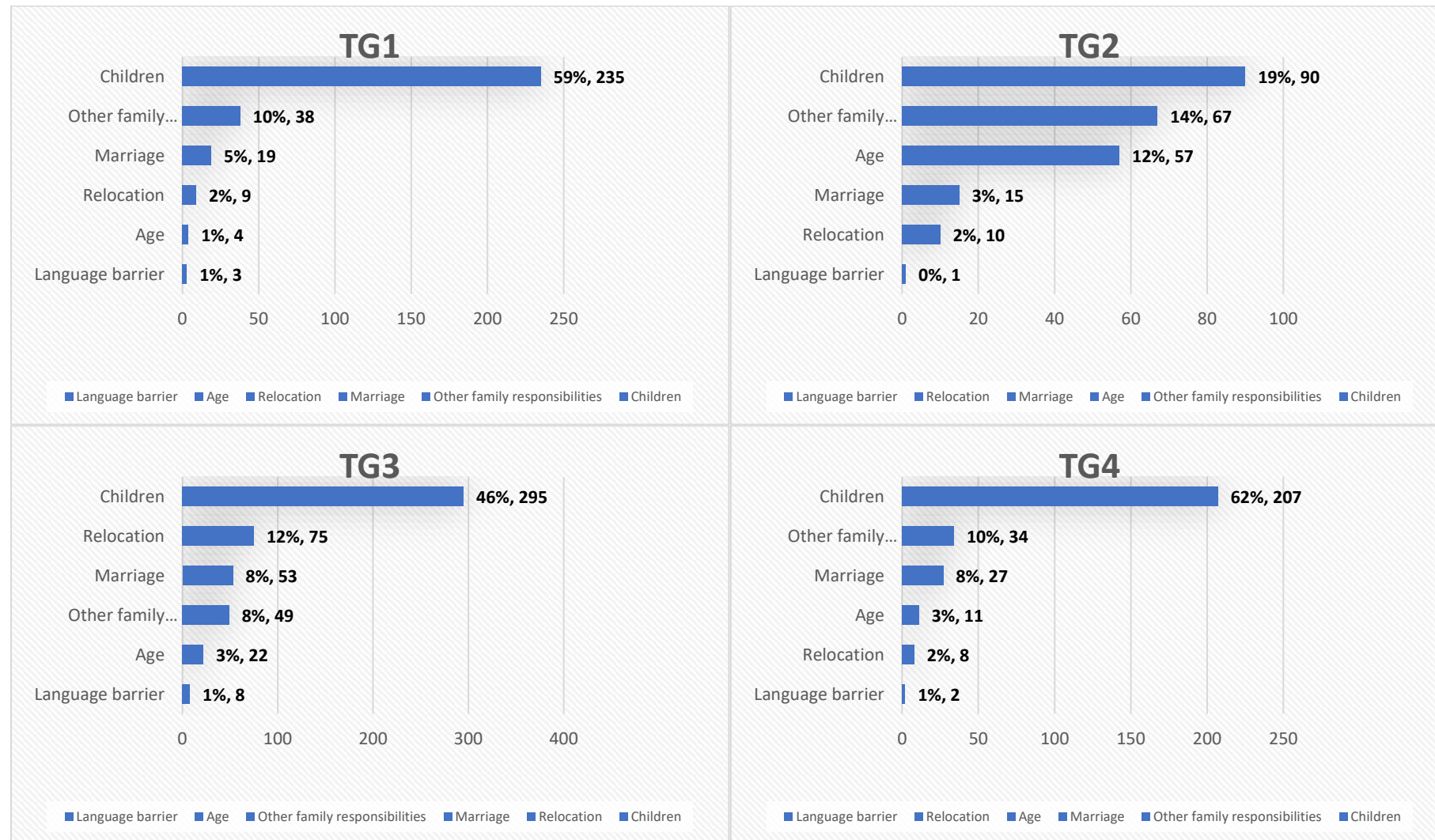
TG3 has the highest proportion of high-income earners (very distinct groups of working women among the EM likely related to not only SES but ethnic group). Across TG1, TG2 and TG4, most of the participants were low-income earners.



Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

Reasons for leaving most recent job

Across all TGs, children is the main driver for leaving most recent job, even among TG2.

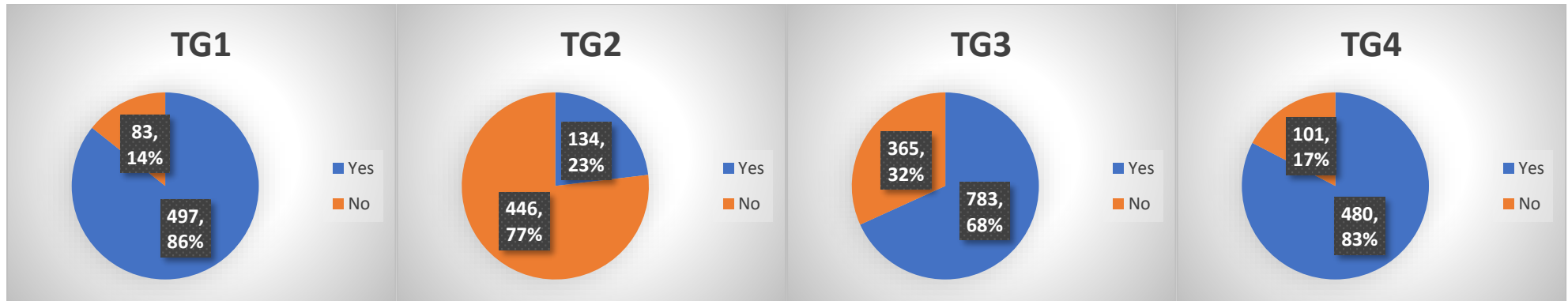


Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

Caring Responsibilities

Do you live with children (up to 18)?

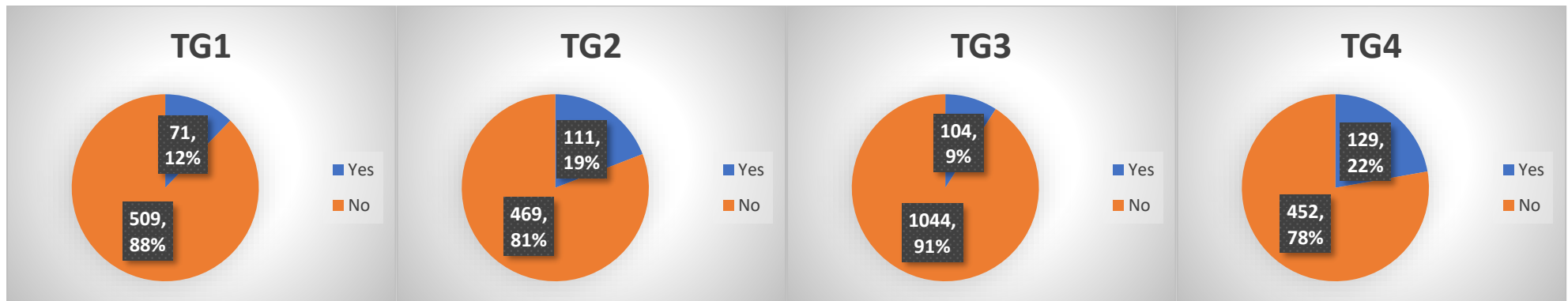
TG1, TG3 and TG4 have high proportions of participants living with children (up to 18). Most of the participants in TG2 do not live with children (up to 18).



Base: All respondents in the respective Target Group

Do you live with elderly people (65+)?

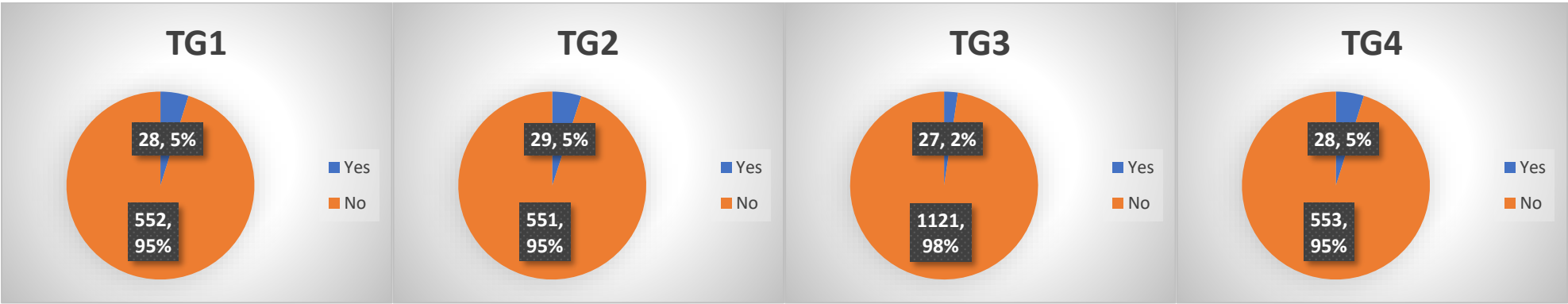
TG4 has the highest proportion of participants living with elderly people (65+) followed by TG2.



Base: All respondents in the respective Target Group

Do you live with persons with disability?

Across TGs, a low number of participants live with persons with disability.

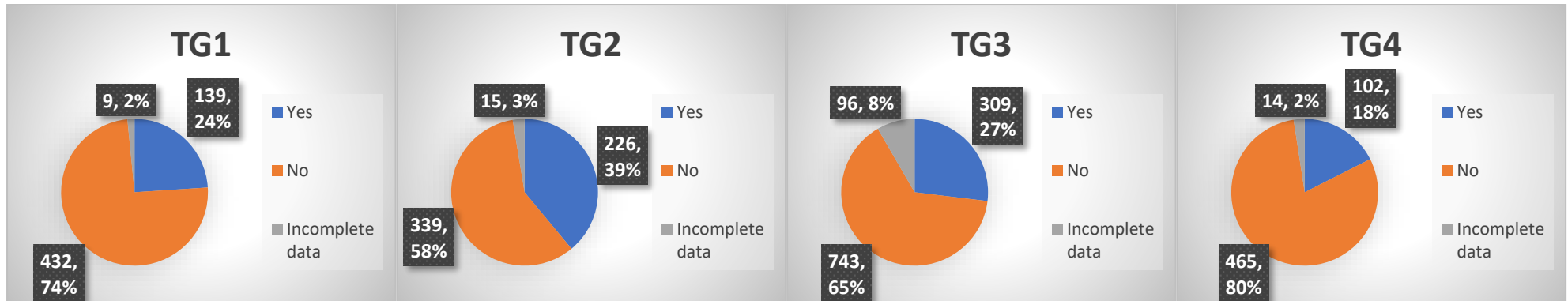


Base: All respondents in the respective Target Group

Intention to Work

Were you readily available for work in the past 7 days?

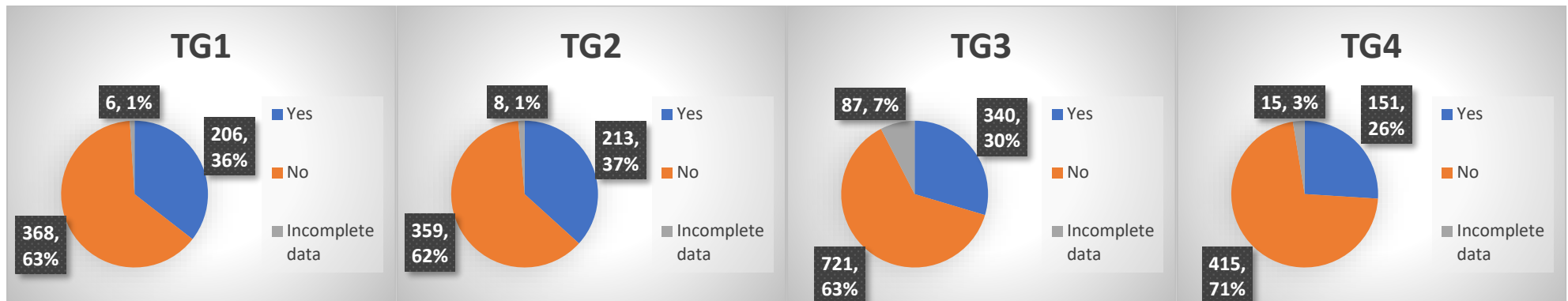
TG2 and TG3 were most likely to be available for work in the 7 days prior to survey.



Base: All respondents in the respective Target Group

Are you currently looking for a job?

TG1 and TG2 have the highest proportion of participants looking for a job at the time of survey.

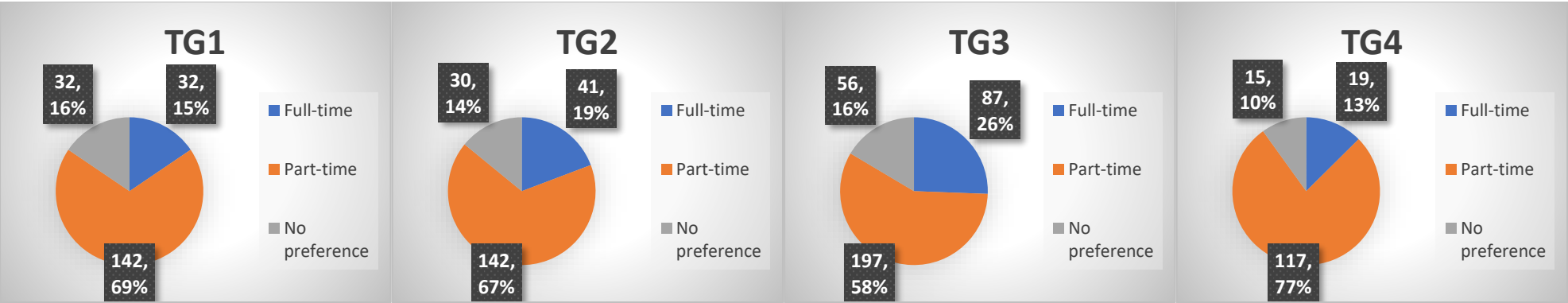


Base: All respondents in the respective Target Group

Considerations in choosing to work

Preference of taking a full-time or part-time job?

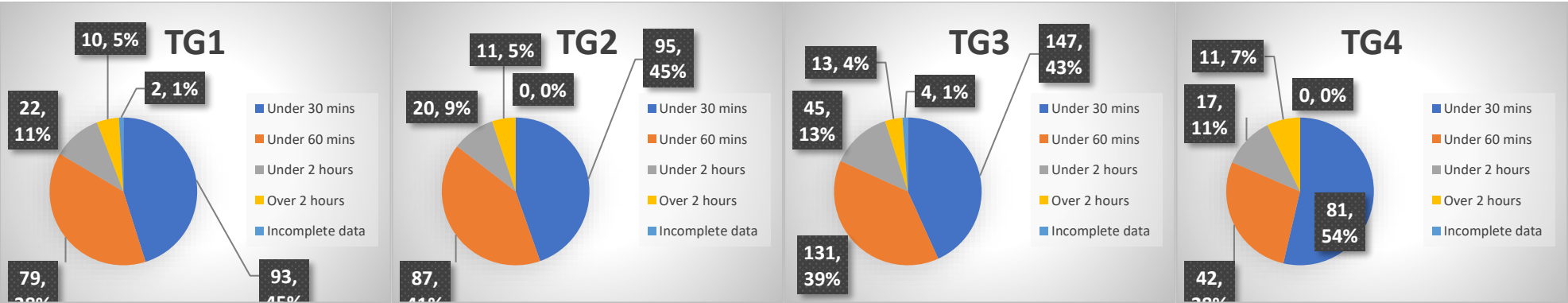
Across TGs, most of the participants preferred part-time jobs. TG3 has the highest proportion of participants preferring full-time jobs.



Base: All respondents looking for a job in the respective Target Group

How much time are you willing to spend commuting daily?

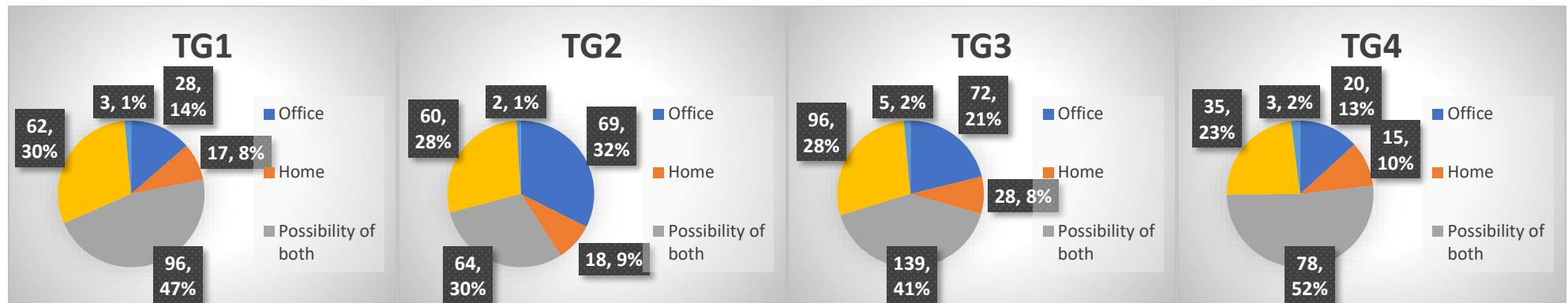
Commuting time is important for all groups. Most common answer is under 30 min followed by 60.



Base: All respondents looking for a job in the respective Target Group

Which work arrangement do you prefer?

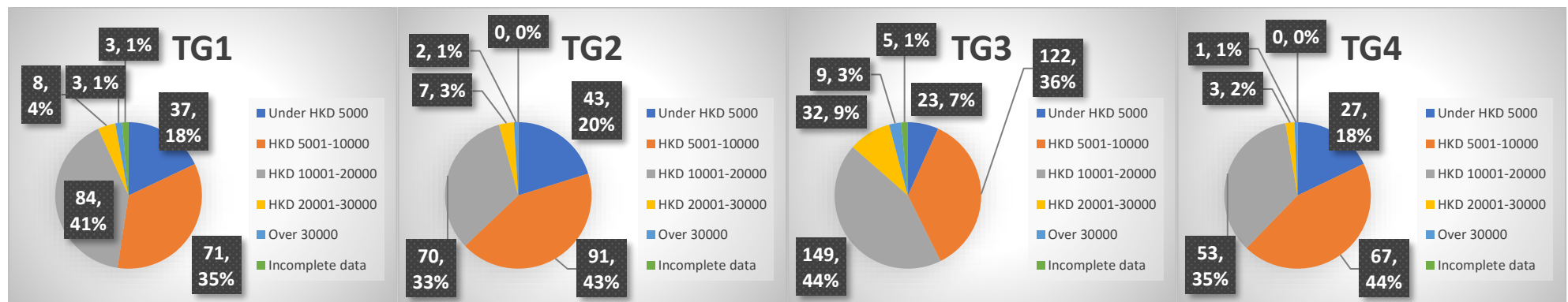
Flexibility matters in terms of work arrangement for all groups, especially for TG1, TG3 and TG4; working at the office (or workplace) matters for TG2.



Base: All respondents looking for a job in the respective Target Group

How much is the lowest monthly income in HKD you find acceptable?

Most frequent response is HKD 5-10k for TG2 and TG4, followed by HKD 10-20k. Most frequent response is HKD 10-20k for TG1 and TG3, followed by HKD 5-10k.

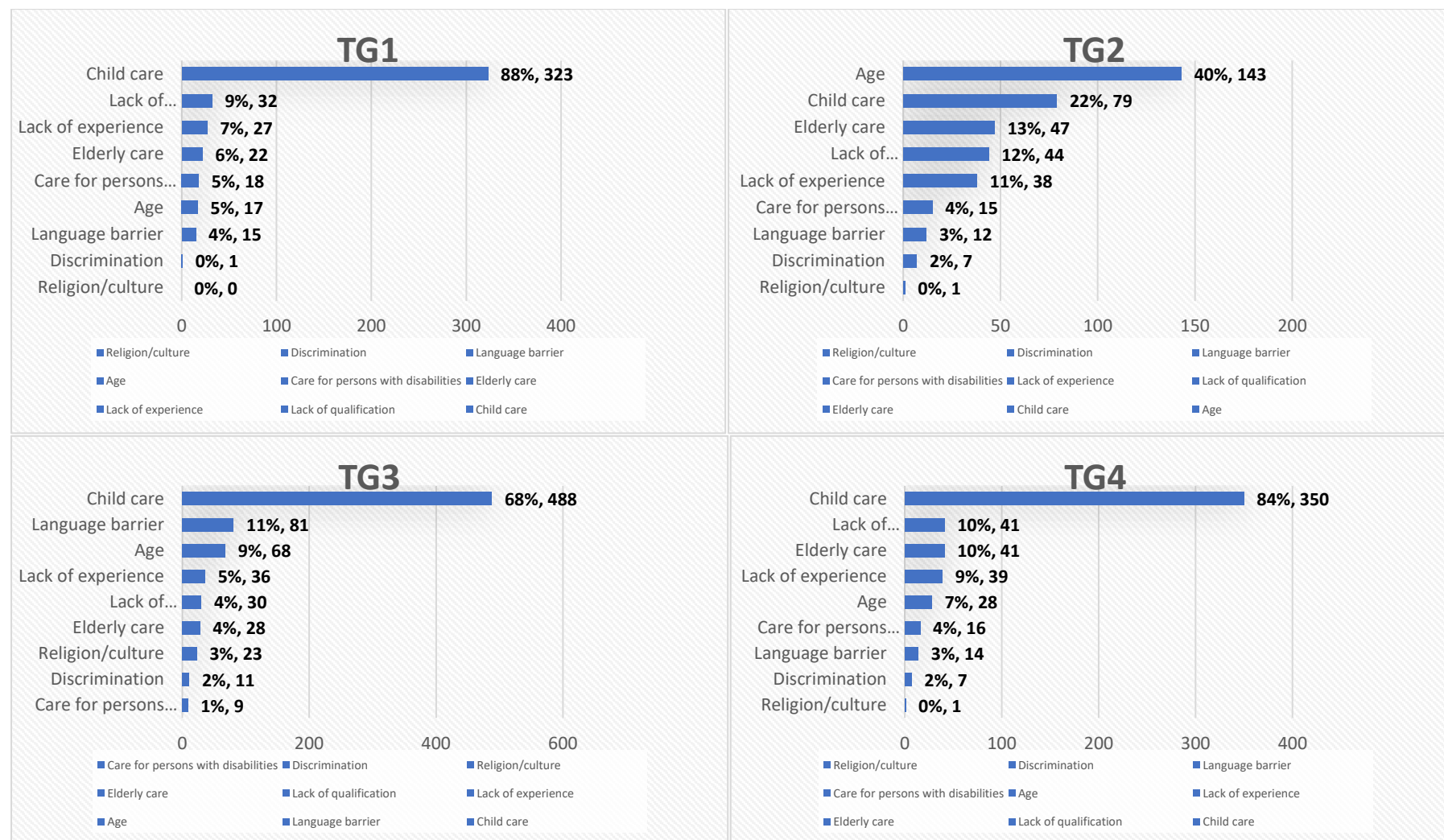


Base: All respondents looking for a job in the respective Target Group

Difficulties in choosing to work

What are the main reasons for not looking for a job?

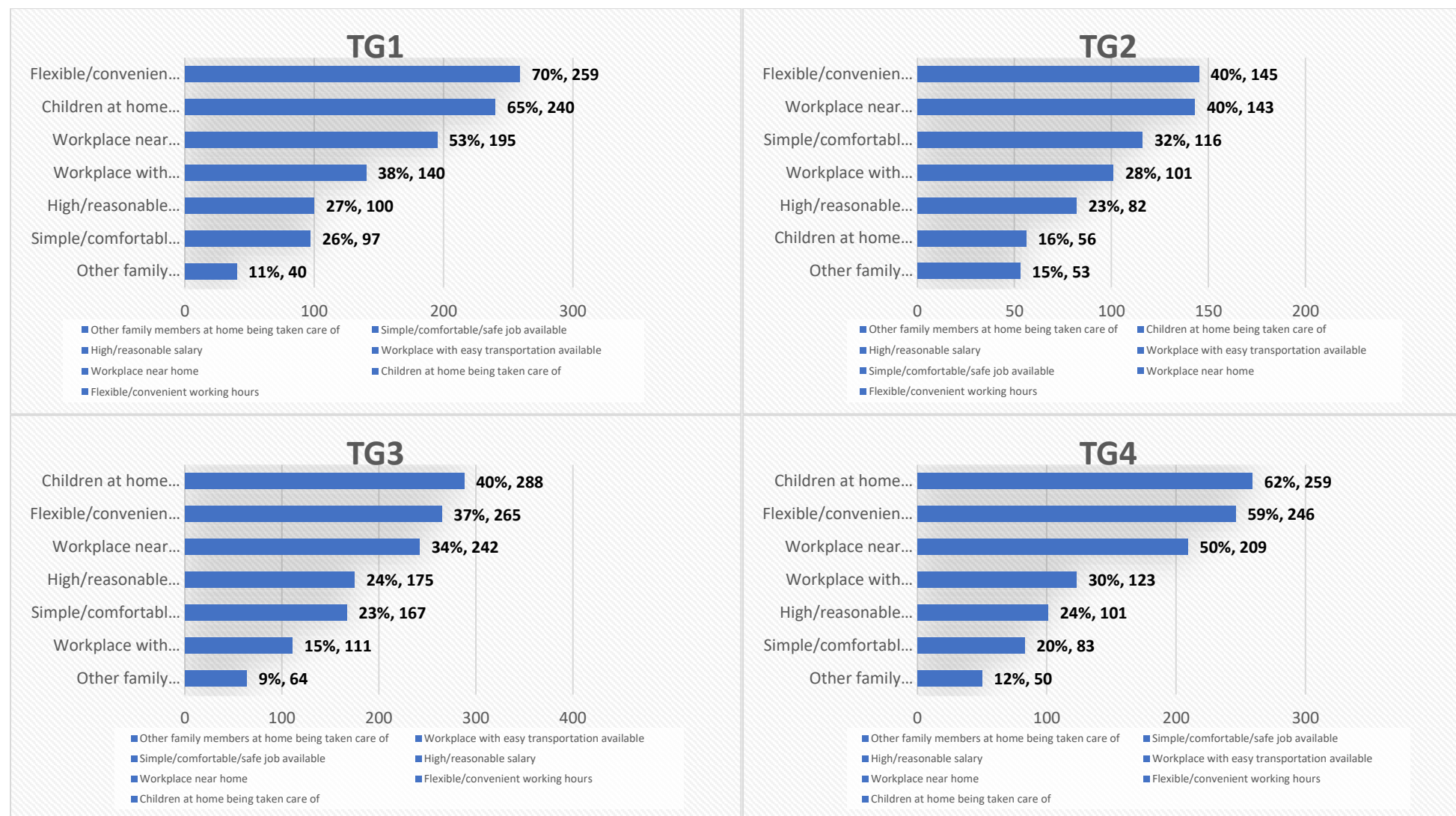
Childcare is the most common reason for not looking for a job, except for TG2 where age is the most common reason.



Base: All respondents not looking for a job in the respective Target Group

What would encourage you to consider joining the labour force?

For TG3 and TG4, children at home being cared for is the most important factor to consider to join the labour force, followed by flexible/convenient working hours and proximity. For TG1, flexible/convenient working hours and children at home being cared for are the most important factor to consider to join the labour force. For TG2, flexible/convenient working hours and proximity are the most important factor to consider to join the labour force.

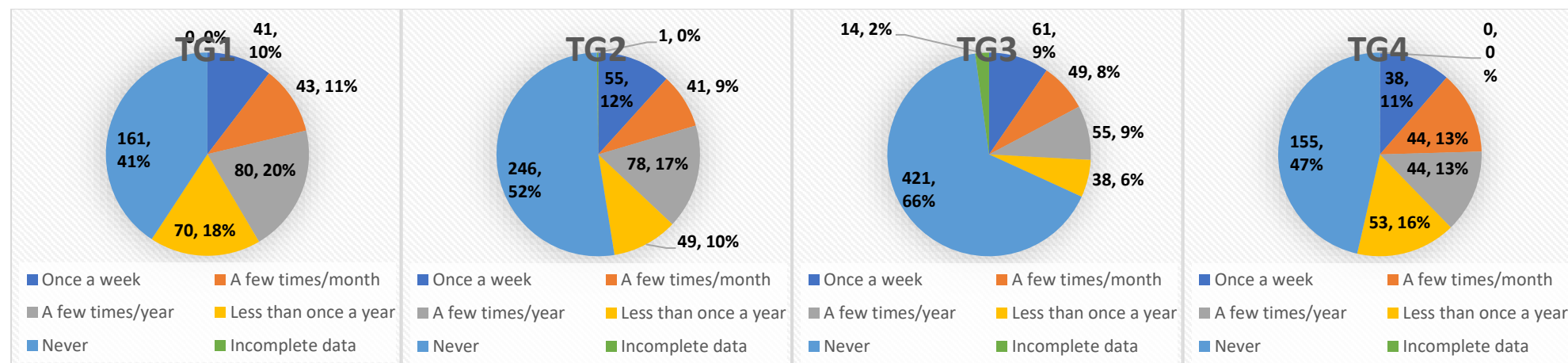


Base: All respondents not looking for a job in the respective Target Group

Discrimination faced in previous employment

How often have you unfairly been given the job that no one else wanted to do?

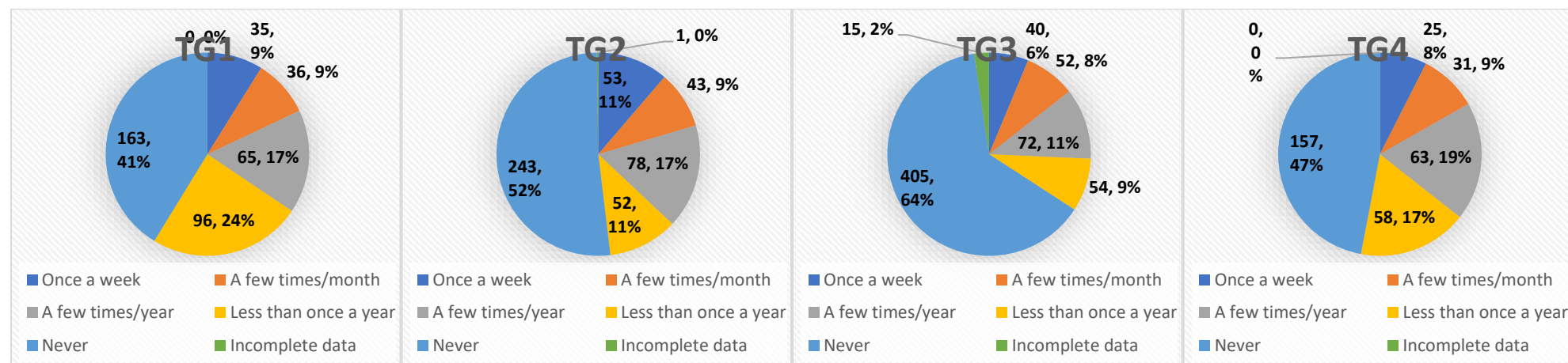
TG1 and TG4 reported most common incidence.



Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

At work, when opinions from different people were needed, how often was your opinion not asked for?

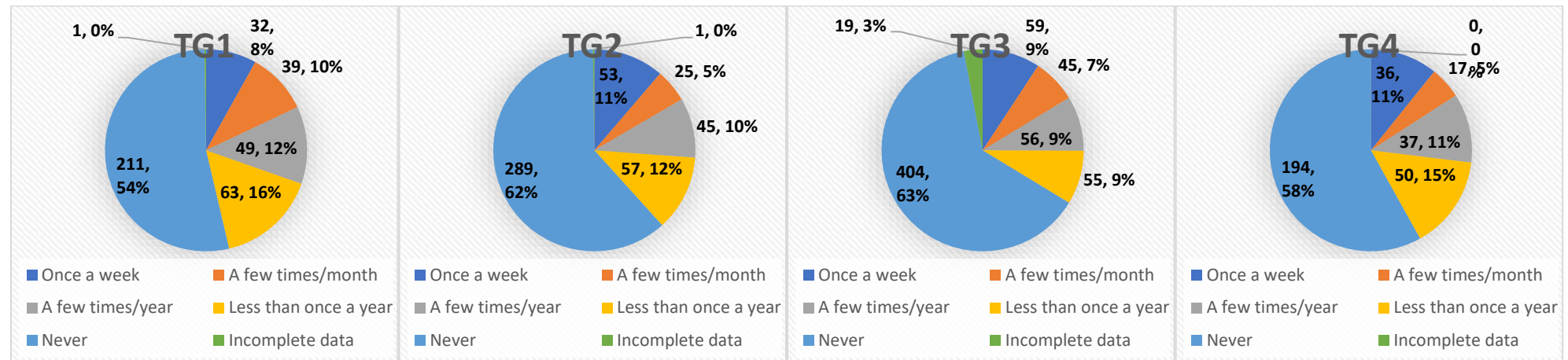
TG1 and TG4 reported most common incidence.



Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

How often were you watched more closely than others?

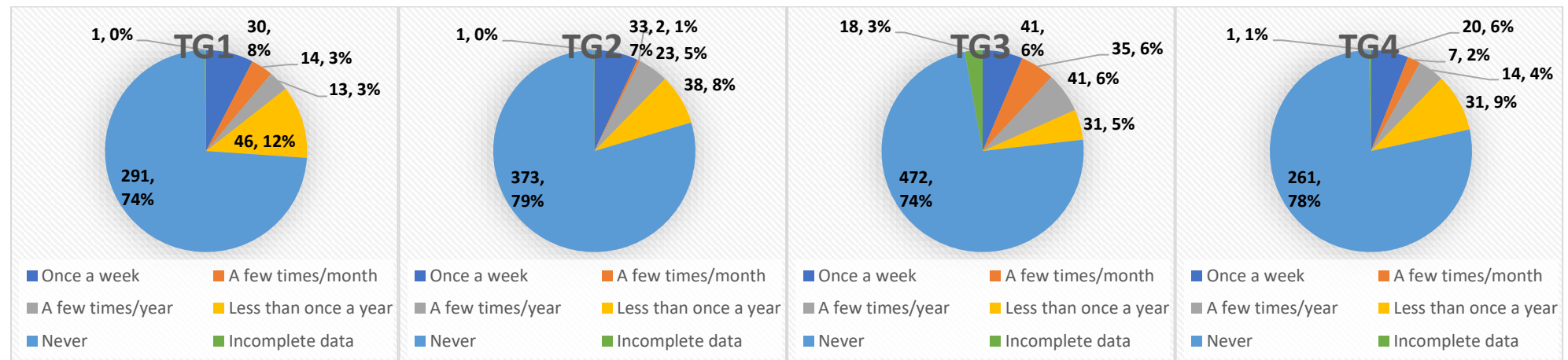
Across TGs, more than half of the participants never experienced such incident. TG1 was most likely to report such incident.



Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

How often did your supervisor or boss make racial or ethnic slurs or jokes?

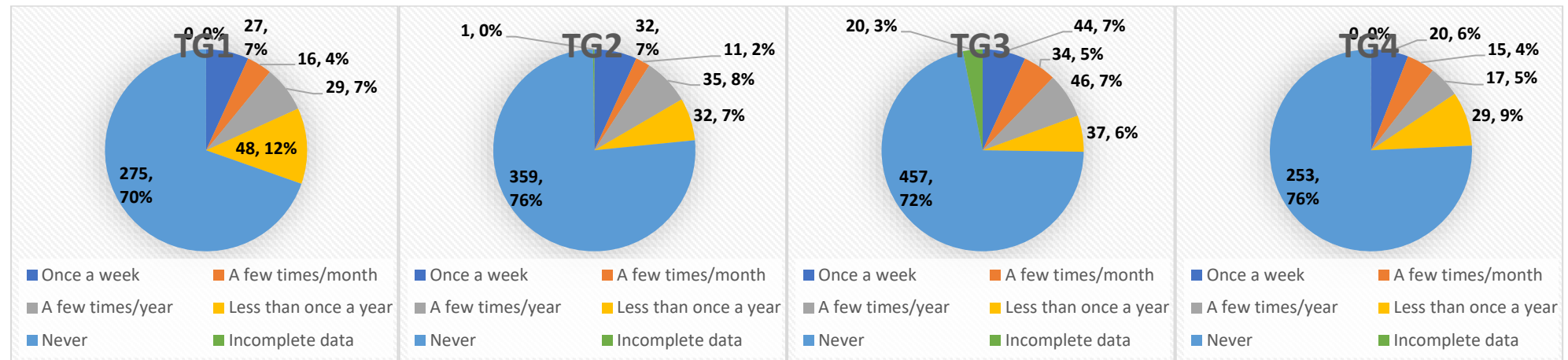
Across TGs, more than half of the participants never experienced such incident.



Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

How often did your co-workers make racial or ethnic slurs or jokes?

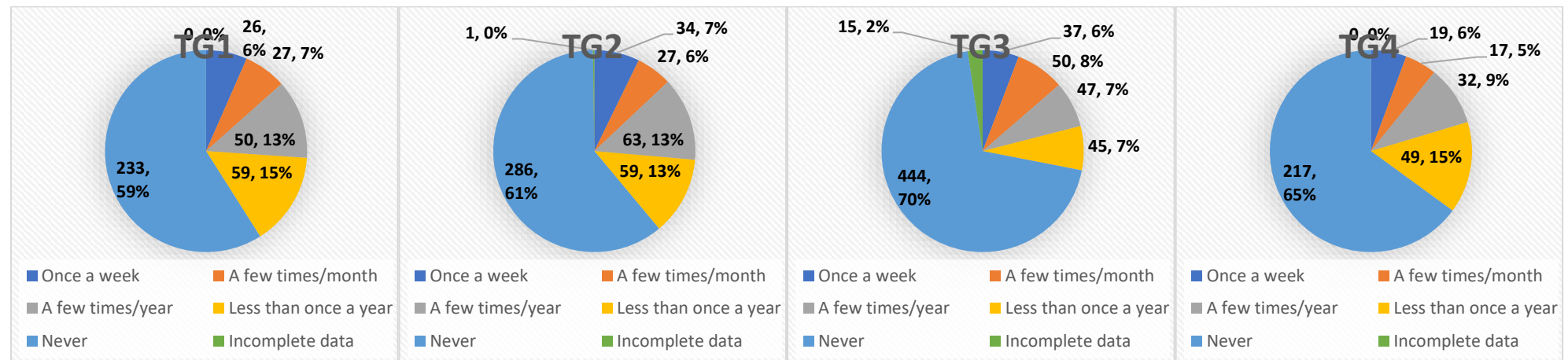
Across TGs, more than half of the participants never experienced such incident. Again, TG1 was most likely to report.



Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

How often did you feel that you were ignored or not taken seriously by your boss?

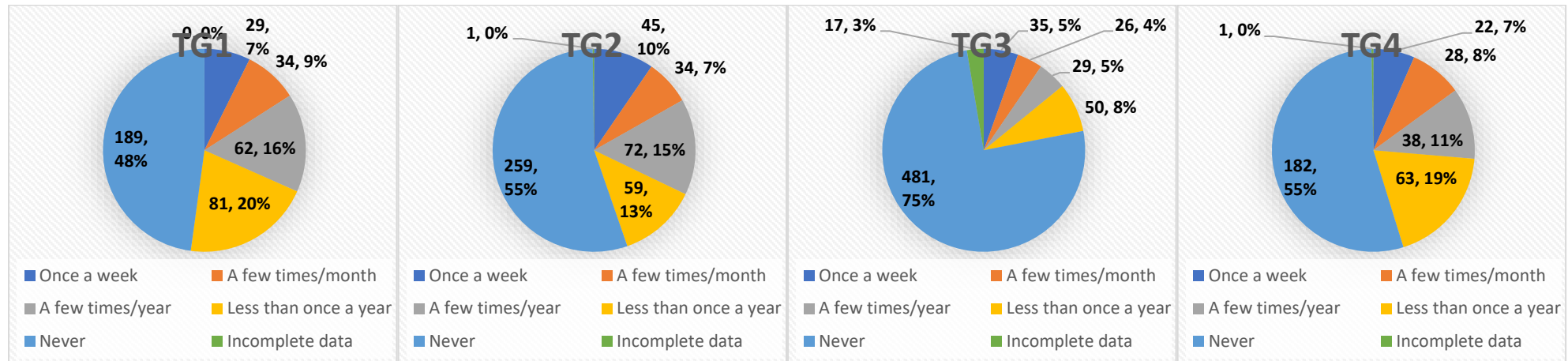
Across TGs, more than half of the participants never experienced such incident. Again, TG1 was most likely to report.



Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

How often have you been unfairly humiliated in front of others at work?

Chinese groups - TG1, TG2 and TG4 had the highest incidence.

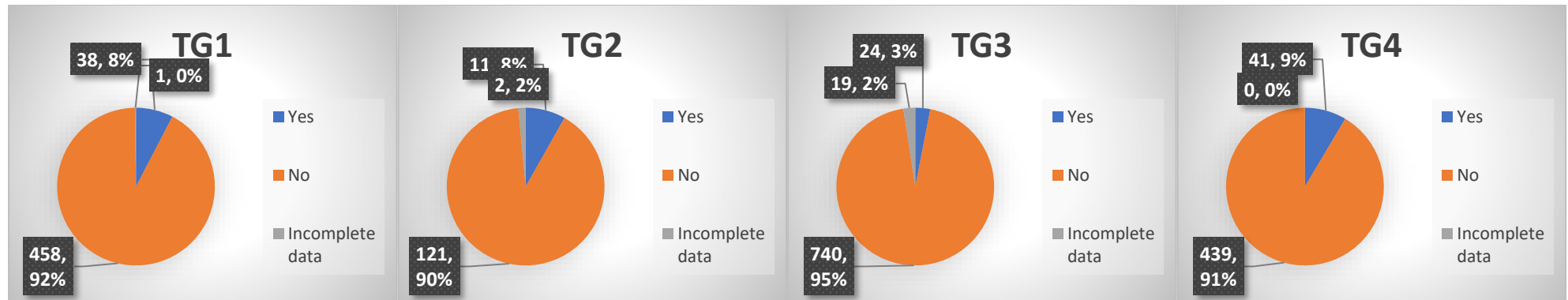


Base: All respondents who had a formal job or business after 15 year old in the respective Target Group

Service usage

Are you currently using childcare services?

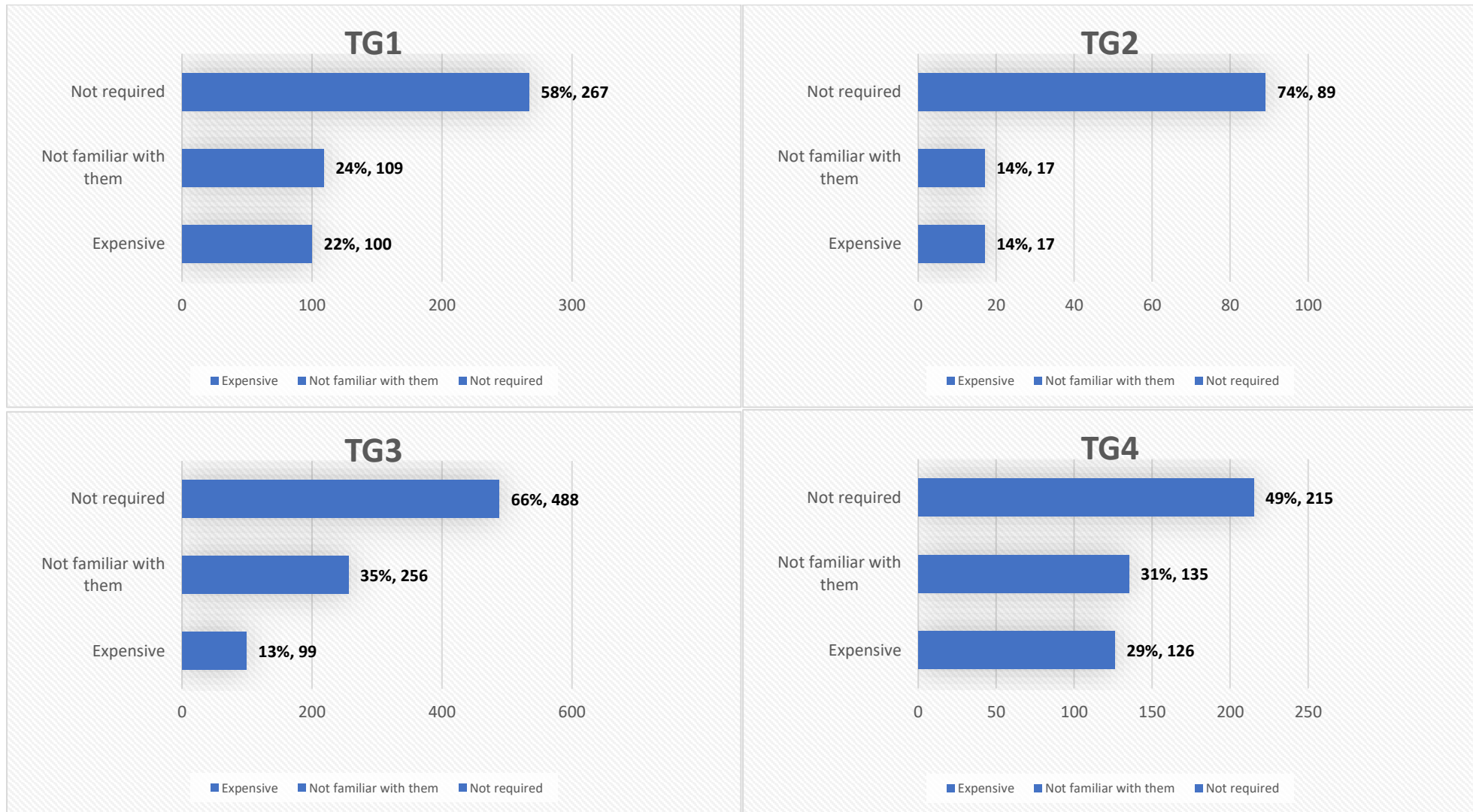
Very low usage of childcare services, especially among TG3.



Base: All respondents who live with children in the respective Target Group

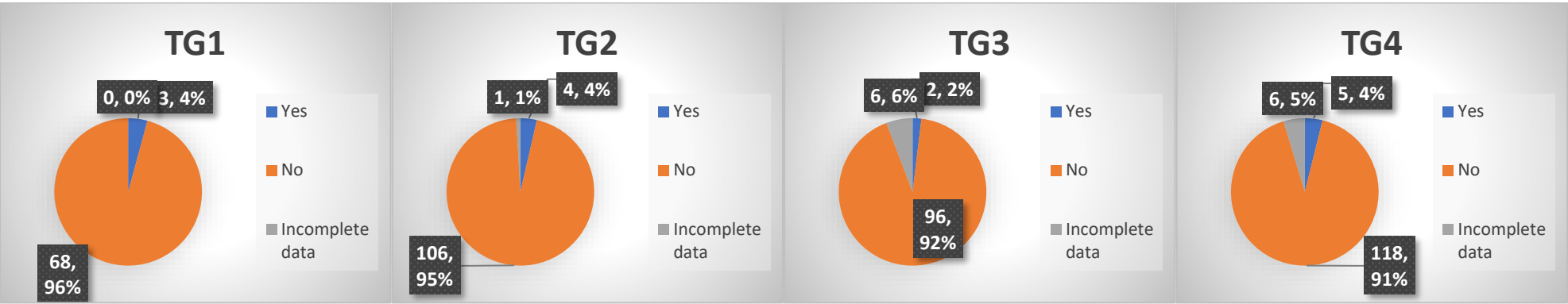
If you are not using childcare services, what are the reasons for not using these services?

Across TGs, a sizeable share of participants indicated that they are not familiar with childcare services in HK. Recommendation: Better communication/outreach. For TG1 and TG4, a sizeable share also indicated cost as a reason for not using such services.



Base: All respondents who live with children not using childcare services in the respective Target Group

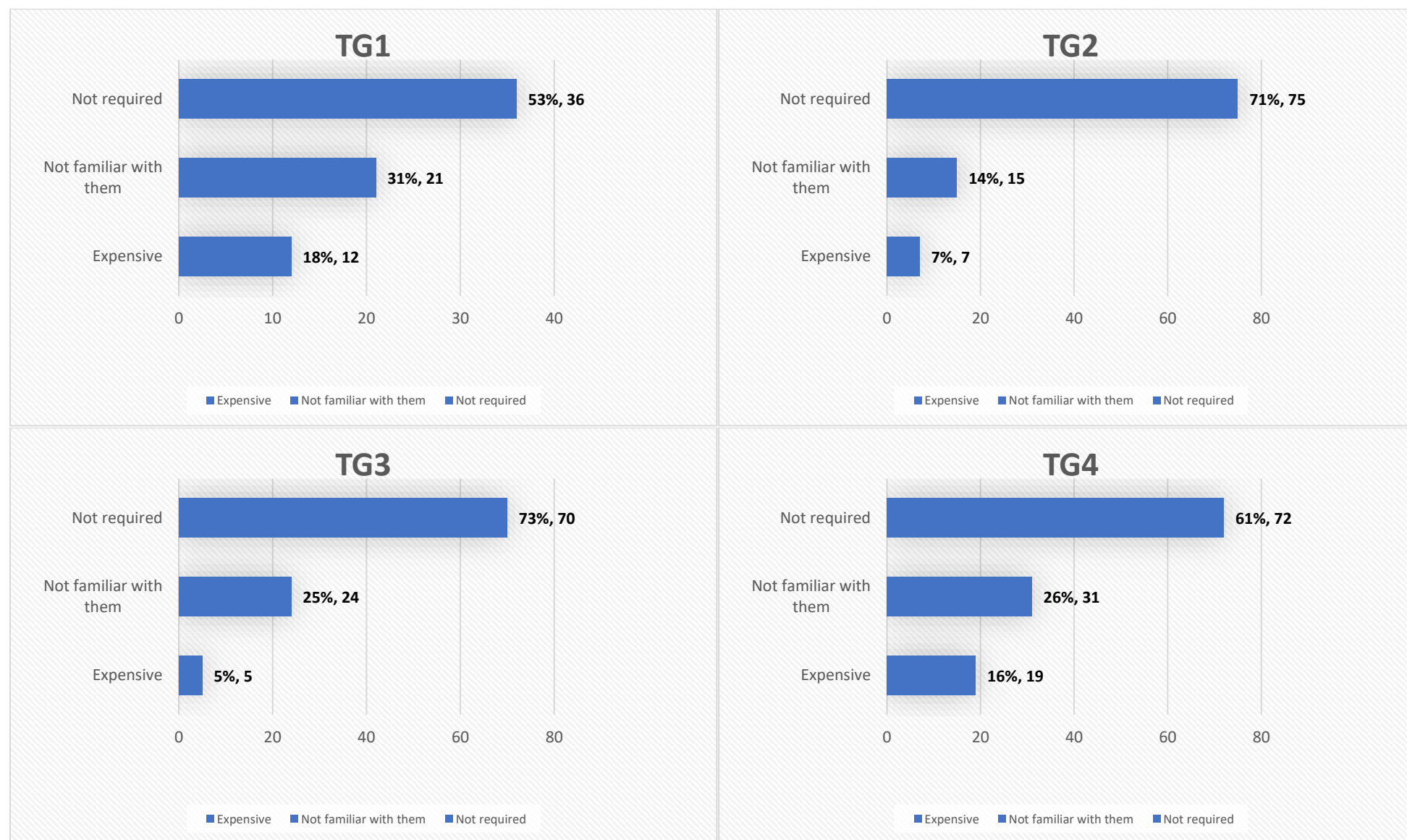
Are you currently using elderly support services?
Very low usage of elderly care services across TGs.



Base: All respondents who live with elderly people in the respective Target Group

If you are not using elderly support services, what are the reasons for not using these services?

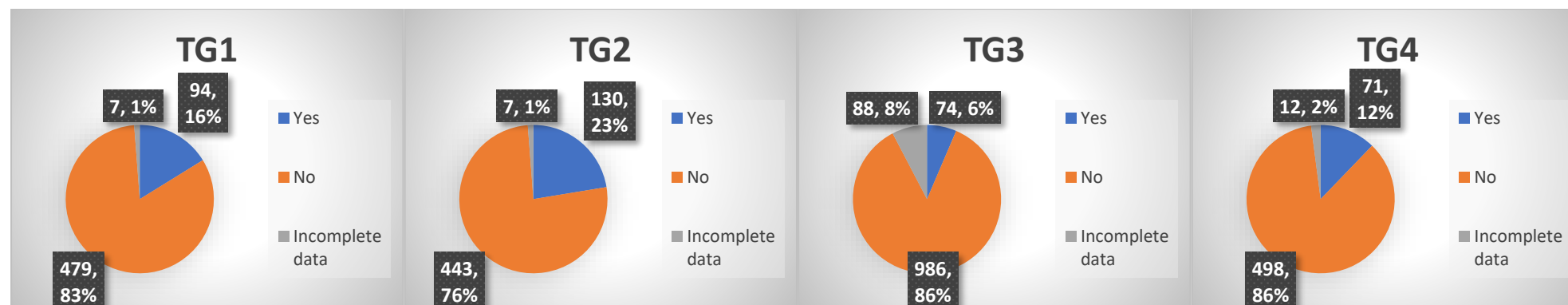
Across TGs, a sizeable share of participants indicated that they are not familiar with elderly care services in HK. For TG1 and TG4, a sizeable share also indicated cost as a reason for not using such services.



Base: All respondents who live with elderly people not using elderly support services in the respective Target Group

Are you currently using any employment services?

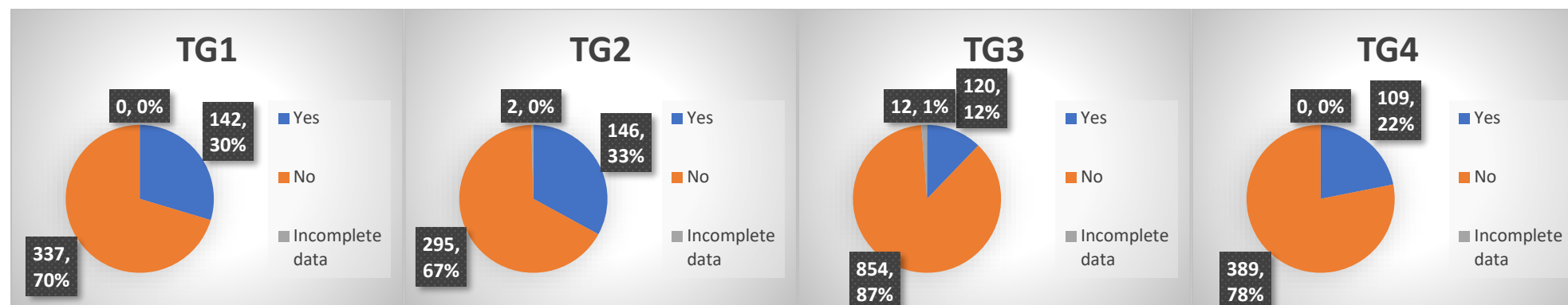
Across TGs, most of the participants were not using employment services at the time of survey. TG3 has the lowest proportion of respondents using employment services.



Base: All respondents in the respective Target Group

If you are not currently using any employment services, have you ever used employment services in Hong Kong?

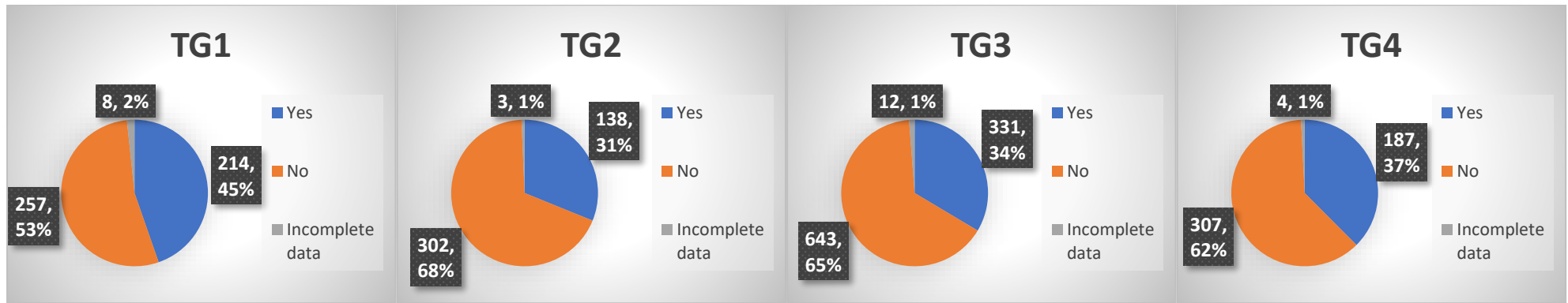
TG1 and TG2 have the highest proportion of participants who have used employment services.



Base: All respondents not using employment services in the respective Target Group

If you are not currently using any employment services, are you considering using employment services in Hong Kong?

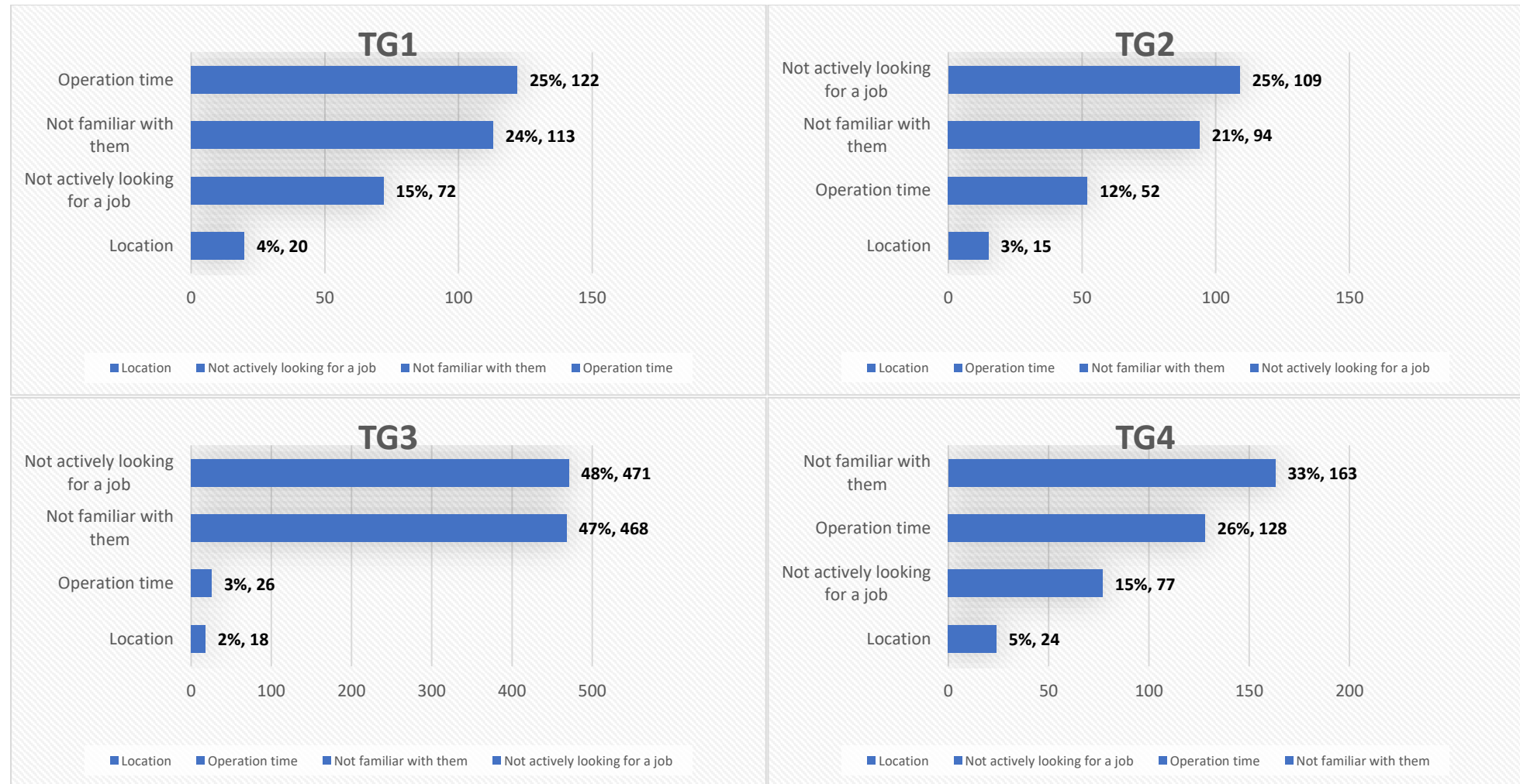
Although more than half of the participants across TGs were not considering using employment services, TG1 followed by TG4 were most likely to consider using such services.



Base: All respondents not using employment services in the respective Target Group

What are the reasons for not using employment services?

For TG2 and TG3, lack of incentive to look for a job is the most common reason for not using employment services, followed by lack of knowledge. For TG1, operation time is the most common reason for not using employment services, followed by lack of knowledge. For TG4, lack of knowledge is the most common reason for not using employment service, followed by operation time.

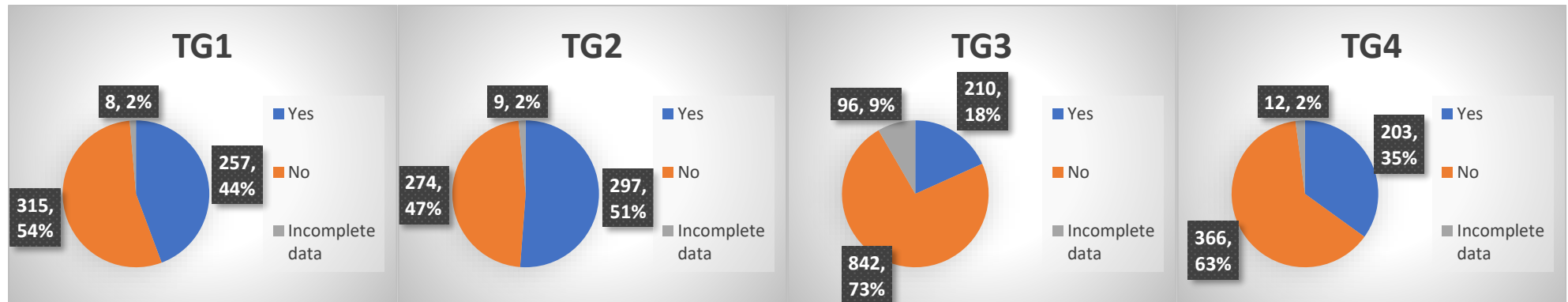


Base: All respondents not using employment services in the respective Target Group

Vocational training

Have you received any type of vocational training in the past?

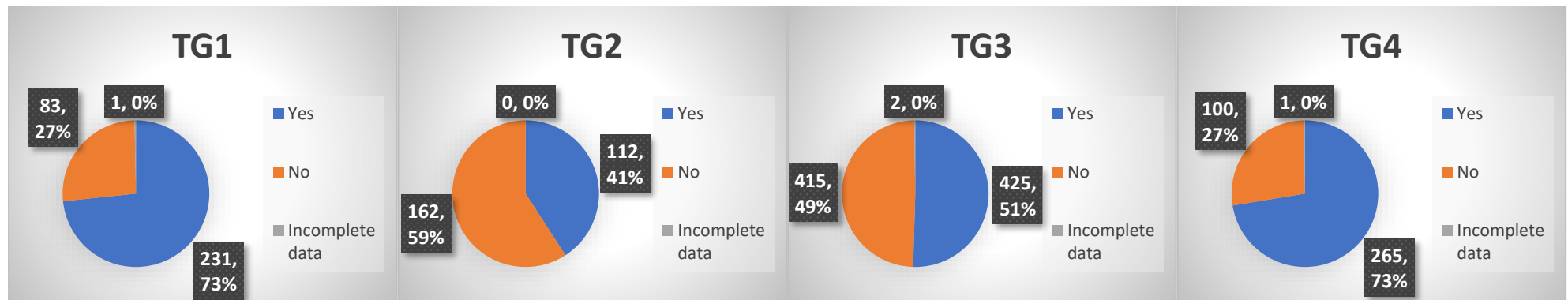
TG1 and TG2 have the highest proportion of participants who received vocational training in the past. Vocational training is the least common in TG3. There may be opportunity to expand usage in TG4.



Base: All respondents in the respective Target Group

If you haven't received any vocational training in the past, would you consider getting vocational training?

73-74% of participants in TG1 and TG4 would consider getting vocational training. Half of participants in TG3 would consider. Vocational training is less popular among TG2.



Base: All respondents who have not received vocational training in the past in the respective Target Group

Appendix 10 FGD/Interview guides

Discussion guideline with Stakeholders Other than Women in the Target Groups

Estimated time required: 45 minutes

Interview will cover the following:

- What are your views / considerations / reasons / concerns about part-time and flexible work schedules?
- What are your views / considerations / reasons / concerns about diverse (e.g., ethnicity, age, education, income) women participating in paid work?
- What do you perceive as the biggest challenges facing your organization in accommodating diverse women in the labour market?
- What is your knowledge of and any prior experiences with existing programs and services (job referral, vocational training, etc.)?
- What types of formal or informal support from the government/employers/community would be helpful for women taking up/being satisfied in paid work?
- What types of interventions and services do you provide to support women in {target groups} participating in the labour force?
- What are the successes and limitations of your experiences?

Interview Guideline with Women Not in Paid Work in the Target Groups

Estimated time required: 45 minutes

Interview will cover the following:

Participants' work experience

- What are your main reasons to participate/not to participate in paid work?
- Have you ever been treated unfairly at work?
- In your opinion, what are the main barriers preventing you from participating in paid work? (e.g. institutional, language, social, family, health, education, etc.)
- Ask to develop further on each type of barriers they mention (e.g. if health is a barrier – How would you describe your health condition?)

Caretaking

- What is your main role in the family?
- Do you have a foreign domestic helper at home? How many? Tasks?
- Do you have children/elderly/persons with disability at home? How many? Who takes care of them? Do they require special care?
- Does your work at home prevent you from participating in paid work? If your work at home was not a concern, would you participate in paid work?

Language Skills

- What are your language competences?
- What is your level of spoken/written Cantonese, Mandarin, English?
- Would you consider learning/further studying any of these languages for the sake of work?
- Is language a barrier for you to participate in paid work?

Participation in paid work

- What are your views about participating in paid work?
- What are your considerations when thinking about participating in paid work?
- What are your concerns about participating in paid work?
- What type of specific requirements would you have to consider taking a paid job (e.g., part-time, flexible schedule, location)?

Support and Services

- What is your knowledge of and any prior experiences with existing social policies, programs and services (job referral, vocational training, etc.)? How did you find out about these? How were these experiences?
- What types of formal or informal support from the government/employers/community would be helpful to you taking up/being satisfied in paid work?

Appendix 11 Focus Group Discussion report form

Focus Group Semi-Structured Report Form

Introduction

Participants will take part in a Focus Group Discussion, which will last about 45-60 minutes. The data collected in the FGD will be analysed and used to explain and supplement quantitative research.

Procedure

At the beginning of the FGD, the interviewer will:

- 1) Briefly introduce themselves and thank the participants for taking part in the FGD.
- 2) Explain the content of the consent form to the participants, answer any questions they may have, and make sure that participants have read through the consent form and signed it.
- 3) After collecting all signed consent forms, the FGD may start.

Details of FGD session

Date: _____ Time: _____

Name of report writer: _____

Organisation(s) arranging the session: _____

Venue: _____

Mode of data collection (e.g. face to face, virtual, hybrid, etc): _____

Number of Interviewers: _____

Interviewers' Name	Interview Code

Number of participants: _____

Name of participants	Reference Number

The following main sections were covered in the FGD:

Participants' work experience
Caretaking
Language Skills
Participation in paid work
Support and Services