
Chapter 6

Education, Population and Human Resources

Preamble

People are our most precious resource as well as in providing the impetus for the continued social and economic development of Hong Kong. To carry through the population policy objectives of unleashing the local labour force, attracting talent from outside Hong Kong and developing an age-friendly city as set out in the Policy Addresses of the past two years, we will continue to implement a series of initiatives to effectively address the challenges to our human resources brought about by an ageing population and a shrinking labour force.

The issue of manpower involves both quantity and quality. We will give priority to nurturing local talent which starts with education. Starting from the 2017/18 school year, we will implement the free quality kindergarten education policy and provide kindergartens with direct subsidy with a view to greatly enhancing the quality of kindergarten education and laying a solid foundation for children's balanced development and lifelong learning. Primary and secondary education is an important stage for students to accumulate knowledge, develop personal character and equip themselves for challenges ahead. We will enhance the support for secondary schools to provide life planning education and career guidance services to help young people better understand themselves and plan for their future. At the same time, we will provide flexible and diversified study and articulation pathways with multiple entry and exit points and promote continuous learning. These will help young people equip themselves to pursue

their dreams and will strengthen their confidence in the future. We will continue to provide opportunities for young people to enrol on quality post-secondary programmes, and further develop and promote vocational and professional education and training (VPET) to cater for their diversified interests.

Apart from the school, support and nurturing from the family are pivotal to the development of young people. Therefore, we must strengthen the family and make it one of the core values of the community. We will collaborate with various sectors in the community to create a family-friendly culture and enhance the functions of families. We will also actively promote family-friendly employment practices at different levels and encourage employers to help their employees balance their roles and responsibilities in work and family.

Promoting employment of local workers and protecting the rights and benefits of workers have always been our priority. We accept the recommendation made by the Minimum Wage Commission to increase the Statutory Minimum Wage (SMW) rate from the existing \$32.5 per hour to \$34.5 per hour. Subject to approval by the Legislative Council, the revised SMW rate will be implemented from 1 May 2017. Furthermore, we will inject an additional \$1.5 billion into the Continuing Education Fund (CEF) to encourage the public to pursue continuing education. We will continue to provide diversified recruitment and employment services for employers and job seekers with different employment needs. We will also take rigorous enforcement actions against violation of labour laws. We will take full account of the report of the Standard Working Hours Committee and the views of various sectors of the community to map out as soon as possible the working hours policy direction that best suits the socio-economic situation of Hong Kong.

New Initiatives

We will:

Population Policy

- (a) Promoting Continuing Education and Self-advancement
 - Inject an additional \$1.5 billion into the CEF to encourage the public to pursue continuing education. (LWB)
- (b) Enhancing Employment Support for Ethnic Minorities
 - Engage staff proficient in ethnic minority languages to provide services at selected job centres of the Labour Department (LD) on a pilot basis. (LWB)
- (c) Supporting Women in Fulfilling Work and Family Commitments
 - Provide additional resources for units of day/residential child care services and pre-school rehabilitation services for enhancing the remuneration for qualified child care staff, so as to retain and attract such staff. (LWB)

Kindergarten Education

- Implement the free quality kindergarten education policy from the 2017/18 school year to provide eligible local non-profit-making kindergartens with a direct subsidy for the provision of quality half-day service for all eligible children aged between three and six. The Government will also provide an additional grant for whole-day and long whole-day kindergartens to alleviate the financial burden of school fees on parents. Under the new policy, the Government will improve the quality of kindergarten education in various aspects and provide a grant for kindergarten students from needy families to cover their school-related expenses. (EDB)
- Provide a one-off start-up grant in the 2016/17 school year for kindergartens participating in the Free Quality Kindergarten Education Scheme to facilitate their transition to this new scheme. (EDB)
- Organise a Guangdong-Shenzhen-Hong Kong-Macao forum on kindergarten education to enhance the quality of kindergarten education and deepen the exchange and collaboration among Hong Kong, the Mainland and Macao in kindergarten education. (EDB)

- Invite the Standing Committee on Language Education and Research (SCOLAR) to consider making use of the Language Fund to provide Chinese and English enhancement programmes for kindergarten teachers (including training on skills in teaching Chinese to non-Chinese speaking students) in order to dovetail with the launch of the updated Kindergarten Education Curriculum Guide. (EDB)

Primary and Secondary Education

- Enhance the learning and teaching environment of existing school premises and in this regard, improve the facilities of the 26 “matchbox-style school premises” as agreed with the sector. (EDB)
- Introduce a paid non-local study leave scheme on a pilot basis for serving secondary school teachers to broaden their professional perspective and acquire the latest global education developments by taking part in professional development activities, such as specific courses or experiential learning attachment programmes lasting for about one to three months. The scheme is expected to benefit some 150 teachers during its three-year pilot run. (EDB)
- Starting from the 2017/18 school year, the Learning Support Grant for public sector ordinary primary and secondary schools will cover students with mental illness in order to help schools cater for their learning, social, emotional and behavioural needs. (EDB)

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- Enhance the support for English learning in primary schools by inviting SCOLAR to consider making use of the Language Fund to provide a grant for primary schools for enriching the language environment on campus and refining the school-based English Language curriculum, catering in particular for the transition from kindergarten to junior primary as well as learner diversity with equal emphasis on more able and less able students. (EDB)
 - Invite SCOLAR to consider making use of the Language Fund to provide a vocational English programme for senior secondary students who are interested in pursuing VPET or prepared to work, so as to enhance their English proficiency and provide opportunities for attaining relevant recognition for further study and employment. (EDB)
 - Capitalise on the advantage of Hong Kong as an international city to enhance co-operation and exchange on educational aspects with countries and regions along the Belt and Road to facilitate the understanding of students on the varied cultures of different ethnic groups, and the development and opportunities of these countries and cities. Related measures include updating or fine-tuning the curricula of primary and secondary schools, providing suitable learning and teaching resources, widening opportunities for students to learn foreign languages (e.g. Russian and Arabic), and further promoting through the Quality Education Fund, student visits and exchange activities in the Mainland and countries along the Belt and Road, such as participating in service-learning and English Language Immersion programmes, with a view to enhancing our students' skills of communication with people of these countries as well as showcasing the contributions that Hong Kong, as an international city, can make towards promoting the Belt and Road Initiative. (EDB)

- Promote Chinese history and culture by strengthening teachers' professional development and providing a one-off grant to support the teaching of Chinese Language, Chinese History and Chinese Literature, so as to enable primary and secondary students to admire and inherit the spirit of excellence and the civilisation of Chinese people. (EDB)
- Allow aided secondary schools with surplus teachers arising from reduction of secondary one classes in the 2016/17 school year to apply to extend the retention period of the teachers concerned up to the 2017/18 school year, following last year's similar initiative for surplus teachers arising likewise in the 2013/14 and 2014/15 school years to be retained up to the 2017/18 school year, so as to further sustain the development of secondary schools affected by the temporary decline in secondary student population and stabilise their teaching force. (EDB)

Post-secondary Education

- Regularise the Study Subsidy Scheme for Designated Professions/ Sectors after the current three-cohort pilot run, making it a recurrent initiative from the 2018/19 academic year onwards and increasing the number of subsidised places from about 1 000 per cohort to about 3 000 per cohort. Current students of the designated programmes will also receive the subsidy starting from that academic year. It is estimated that about 13 000 students can benefit from the scheme in each academic year. (EDB)
- Launch the seventh round of Matching Grant Scheme with a commitment of up to \$500 million for eligible self-financing local degree-awarding institutions to apply. (EDB)

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- Continue to support the newly-established Guangdong-Hong Kong-Macao University Alliance (GHMUA) in synergising and deepening the co-operation among higher education institutions in the three places in areas such as teaching, research and technology transfer, and student exchange; and by making reference to the GHMUA experience, actively support universities in Hong Kong to strengthen co-operation with leading institutions in other Mainland cities such as Beijing and Shanghai, thereby raising the level and standard of regional co-operation. (EDB)
 - Request the University Grants Committee (UGC) to complete the review on the allocation of the Research Portion of their grants within one year and expand the assessment criteria to include research impact and effectiveness of knowledge and technology transfer. We will also request, through the UGC, all universities to refine their three-year knowledge and technology transfer plans within six months and strengthen the role of their Knowledge Transfer Offices in co-ordinating and commercialising research output. (EDB)

Vocational and Professional Education and Training

- Further enhance the facilities for VPET by carrying out planning work of a site identified in Cha Kwo Ling, Kowloon East to develop a Vocational Training Council (VTC) campus with adequate capacity and state-of-the-art facilities. Besides, the Government supports the VTC in principle to construct the Aviation and Marine Engineering Centre on the site of the Hong Kong Institute of Vocational Education (Tsing Yi). (EDB)

Qualifications Framework

- Play an active role in the setting up of the country's Qualifications Framework (QF) and share our experience in the implementation of QF in Hong Kong and provide advice where needed. We will also continue to explore opportunities for co-operation with other countries or places in the development of QF. The Education Bureau has executed Cooperation Arrangement or Memorandum of Understanding with relevant authorities in New Zealand, Scotland and Ireland, and is conducting comparability study of QFs with them. (EDB)

Women

- Establish a Gender Focal Point network among listed companies, following the setting up of such a network among government bureaux/departments, District Councils and non-governmental organisations (NGOs) in the social welfare sector. (LWB)

Employment Support and Employees' Welfare

- Take full account of the report of the Standard Working Hours Committee and the views of various sectors of the community to map out as soon as possible the working hours policy direction that suits the socio-economic situation of Hong Kong. (LWB)
- Strive to maintain Hong Kong as a favourable place of work for foreign domestic helpers (FDHs) by:
 - promoting and strengthening co-operation with governments of FDH home countries and enhancing the publicity and educational efforts;

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- implementing the Code of Practice for Employment Agencies, which sets out the requirements expected of the employment agencies (including those placing FDHs) by the Commissioner for Labour as the licensing authority; and
 - introducing legislative amendments to specify the power for the Commissioner for Labour to promulgate a Code of Practice for Employment Agencies. The penalty against employment agencies (including those placing FDHs) which charge job-seekers excessive placement fees or those operate without a licence will also be increased, with a view to imposing a more potent deterrent effect. (LWB)
- Follow up on the outcome of the review of the implementation of statutory paternity leave. (LWB)
 - Prepare for the implementation of the revised SMW rate. (LWB)

On-going Initiatives

We are:

Population Policy

(a) Development Strategy for a Diversified Economy

- Developing policy and support measures necessary for the further development of four clusters of sectors (namely transportation; convention and exhibition industries and tourism; manufacturing industries, innovative technology, and cultural and creative industries; and professional services) through the Economic Development Commission and its four working groups with a view to diversifying our economy and creating more employment opportunities. (CEDB/DEVB/THB/ITB)

(b) Adhering to the Direction of Sustainable Development

- In the context of the “Hong Kong 2030+: Towards a Planning Vision and Strategy Transcending 2030” study and its public engagement exercise, examining the strategy and possible options for the development of Hong Kong beyond 2030, aligning with the objectives of our population policy from the perspectives of creating capacity for improved living space and better quality of life, enhancing economic competitiveness and facilitating sustainable development. (DEVB)

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- Developing high value-added industries to broaden our economic base and provide new areas of economic growth. This will also give the young generation a wide variety of job opportunities with good prospects. (All relevant bureaux)

(c) Extending Working Life

- The retirement age for new recruits to the civilian grades in the civil service has been raised to 65 and that for the disciplined services grades to 60 since 1 June 2015. As regards serving civil servants, a Post-retirement Service Contract Scheme has been introduced, which enables departments to engage retired civil servants on contract terms to undertake ad hoc duties requiring specific civil service expertise or experience. Meanwhile, preparations are being made for implementing the adjusted mechanism on further employment of civil servants beyond retirement age. The above measures enable the Government, as an employer, to take early actions to address the challenges arising from an ageing population and provide flexibility for meeting the manpower needs of departments taking into account their different operational and succession needs. (CSB)
- In line with the Government's arrangement of extending the retirement age of civil service new recruits, encouraging other employers, in particular public and subvented organisations, to implement appropriate measures according to their own circumstances to extend the working life of their employees. We will also review the existing welfare arrangements to see if they may reduce the incentive for older persons to continue to work. (All relevant bureaux)

- As the proposal of extending the retirement age for new teacher recruits of aided schools to 65 has gained support from the sector, the Education Bureau is working out the necessary arrangements, including introducing amendments to relevant parts of the Education Ordinance (Cap. 279), the Grant Schools Provident Fund Rules (Cap. 279C) and the Subsidized Schools Provident Fund Rules (Cap. 279D). (EDB)

(d) Enhancing Employment Support for Elderly People and Others

- Continuing to promote the employment of elderly persons by enhancing the employment support services for elderly job seekers. We will continue to implement various publicity initiatives to raise public awareness of the part played by elderly persons in the potential labour force and encourage employers to adopt friendly employment practices for the elderly. (LWB)
- Continuing to provide on-the-job training allowance of up to \$3,000 per month for employers for a period of three to six months under the Employment Programme for the Middle-aged, so as to give employers financial incentive to employ elderly persons in full-time or part-time jobs and provide them with on-the-job training. (LWB)
- Including elderly people continuously as one of the future target groups, the Employees Retraining Board (ERB) will help them rejoin the job market. The ERB has completed a market research and, in view of the findings, developed various training and support services to cater for the needs of mature persons, including a series of “Workplace Re-entry” courses and practical activities to equip the mature participants with the necessary skills and assist them in exploring suitable types of work. (LWB)

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- Continuing to organise large-scale job fairs which include employment and vacancy information on the Mainland so as to help job seekers, in particular the young people, better understand the employment opportunities on the Mainland and find suitable jobs. (LWB)
 - Enhancing employment support for job seekers with higher education, in particular Hong Kong students educated in overseas tertiary institutes as well as persons from overseas with higher academic/professional qualifications through a newly-created dedicated employment information e-platform on the internet. (LWB)
- (e) Supporting Women in Fulfilling Work and Family Commitments
- Providing an additional grant for whole-day and long whole-day kindergartens under the free quality kindergarten education policy from the 2017/18 school year to encourage them to provide whole-day services to support working parents. (EDB)
 - Continuing to make an annual provision of around \$240 million to support needy students to participate in after-school activities, including after-school support on learning, through schools and NGOs. Besides, matching grants are provided through the Partnership Fund for the Disadvantaged to encourage the business sector to work with organisations and schools to implement more after-school learning and support programmes for primary and secondary school students from grassroots families under a dedicated portion of the Fund. (EDB/LWB)

- Setting an example on the part of the Government as a good employer by implementing more family-friendly employment practices for other employers to follow. Apart from continuing to consider offering more part-time positions on non-civil service contract terms, the Government, subject to exigencies of the service and sufficient personal grounds, will also maintain the existing arrangements of giving priority and sympathetic consideration to leave applications, including unpaid leave, on family care grounds. (CSB)
- Providing by phases about 5 000 additional places of Extended Hours Service at aided child care centres and kindergarten-cum-child care centres in districts with high demand from 2015-16 onwards so that more pre-primary children in need (aged below six) can continue to receive extended hours of service in the same service units they are attending, with a view to alleviating the pressure on their working parents. (LWB)
- Providing in 2018-19 about 100 additional aided long full-day child care places for children aged below three. (LWB)
- Continuing to encourage NGOs participated in the Special Scheme on Privately Owned Sites for Welfare Uses to establish work-based child care centres. Besides, the Government will continue to explore the feasibility of providing in the proposed Government Complex in Tseung Kwan O, on a pilot basis, 100 NGO-operated child care places for staff members. (LWB)
- Taking forward a consultancy study to advise on the long-term development of child care services. (LWB)

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- Continuing to implement a pilot project to help grandparents become well-trained child carers in a home setting, with a view to reinforcing support for nuclear families. (LWB)
 - Enhancing the provision of training and employment services for women such as implementing, by the ERB, a “First-Hire-Then-Train Pilot Programme” with measures to cater for the family commitments of middle-aged women and homemakers, to help them rejoin the job market. (LWB)
 - Continuing with the LD’s efforts in promoting family-friendly employment practices through various channels and a wide range of educational and promotional activities, to encourage employers to help employees keep a balance between their work and family commitments. (LWB)

(f) Providing Better Support for People to Start a Family

- Continuing to meet the housing needs of the public, including young married couples, by providing more public rental housing (PRH) units and subsidised sale flats and maintaining the steady and healthy development of the private property market. On PRH, in order to enhance family cohesion, the Hong Kong Housing Authority (HKHA) encourages young families to live with or near their elderly parents/dependants through various “Harmonious Families” schemes, with a view to establishing a family-based support network and promoting mutual care among family members, including the assistance provided by the elders in taking care of young children. (THB)

- Strengthening the promotion of breastfeeding and encouraging the implementation of breastfeeding-friendly measures in the community and workplaces, as well as implementing the “Hong Kong Code of Marketing of Formula Milk and Related Products, and Food Products for Infants & Young Children” through the Committee on Promotion of Breastfeeding under the Food and Health Bureau, with a view to enhancing sustained breastfeeding and promoting breastfeeding as a norm widely accepted by the general public for baby care. (FHB)

(g) Building an Inclusive Society

- Keeping in view the implementation of the One-Way Permit Scheme and maintaining effective communication with the Mainland authorities for the orderly entry of eligible Mainland residents into Hong Kong for family union. (SB)
- Improving the employment opportunities of persons with disabilities through:
 - continuous provision of follow-up service for job seekers with disabilities for at least six months after placement so as to provide support for employers and help employees with disabilities adapt to their work; and
 - continuous implementation of a two-year pilot project funded by the Lotteries Fund for trained ex-mentally ill persons to serve as peer supporters for other persons in rehabilitation. The project also aims to improve the employment opportunities of ex-mentally ill persons. (LWB)

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- Continuing to implement the Employment Services Ambassador Programme for Ethnic Minorities to engage trainees of the Youth Employment and Training Programme who can communicate in ethnic minority languages as Employment Services Ambassadors at job centres, industry-based recruitment centres and job fairs of the LD to provide employment services for ethnic minority job seekers. (LWB)
 - Targeting the social groups with special needs continuously, ERB will develop courses and services to meet their needs with a view to helping them seek employment and integrate into the community. These include:
 - organising dedicated training courses for new arrivals, ethnic minorities, persons with disabilities and persons recovered from work injuries, and ex-offenders, and launching an outreach training consultancy service through which training consultants will provide counselling for different social groups;
 - launching a pilot part-time job referral platform known as “Smart Starter” to provide registration, vacancy referral and follow-up services for new arrivals who have completed ERB courses;
 - continuing to conduct training courses in the support centres for ethnic minorities under the Home Affairs Department to facilitate attendance of ethnic minorities; and

- extending the Modular Certificates Accumulation System to cover other in-demand programmes to enable trainees to make flexible arrangement for further studies and apply for a certificate bearing a qualification equivalent to a corresponding full-time course upon completion of a number of specified half-day or evening courses. (LWB)
- Continuing to strengthen the support platforms for social enterprises and step up publicity and public education to promote social enterprises. Through co-ordination between social enterprises and NGOs, we will continue to offer on-site training opportunities in social enterprises and related support services to persons with disabilities, ethnic minorities and senior citizens in order to enhance their employment prospect. We will continue to implement the Enhancing Self-Reliance Through District Partnership Programme with enhanced measures to benefit more types of social enterprises and encourage greater participation of the commercial sector. (HAB)

(h) Attracting Overseas Talent

- Continuing to expand our pool of talent by encouraging talent and entrepreneurs to come and stay in Hong Kong in accordance with the relaxed stay arrangements under the General Employment Policy, the Admission Scheme for Mainland Talents and Professionals, and the Quality Migrant Admission Scheme. (SB)
- Continuing to attract a larger pool of talent with excellent educational background or international work experience to come to Hong Kong in accordance with the adjusted General Points Test under the Quality Migrant Admission Scheme. (SB)

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- The Labour and Welfare Bureau has commenced a consultancy study on the feasibility of drawing up a talent list so as to attract high-quality talent in a more effective manner to support Hong Kong's development as a high value-added and diversified economy. The study is expected to be completed this year. (LWB)
 - Setting out clearly the factors for consideration when processing applications to enter Hong Kong for investment under the General Employment Policy to attract more entrepreneurs from overseas to run their business in Hong Kong. (SB)
 - Continuing to implement the pilot scheme to attract the second generation of Chinese Hong Kong permanent residents who have emigrated overseas to return to Hong Kong. (SB)
 - Continuing to step up the promotion of the above-mentioned admission schemes by the overseas Economic and Trade Offices and Mainland offices of the Government. (CEDB/CMAB)
 - Continuing to improve air quality and increase the provision of international school places as necessary with a view to enhancing Hong Kong's attractiveness to overseas talent. (ENB/EDB)
- (i) Importation of Labour
- Allowing the importation of labour on an appropriate, limited and targeted basis to relieve the manpower shortage of individual sectors on the premise of according employment priority to local workers. (LWB)

(j) Creating an Age-friendly Community

- Continuing to install barrier-free facilities such as lifts at the existing PRH estates and continuing to implement the “Universal Accessibility” Programme. This will allow people in need, including the elderly, to move around in the community with greater ease. (THB)
- Continuing to upgrade the physical setting, facilities and equipment of some 230 elderly centres under the Improvement Programme of Elderly Centres. (LWB)
- Continuing to take forward initiatives to build an age-friendly environment, including providing covers on certain walkways connecting to public transport facilities; examining the application of information technologies to extend the pedestrian green time to facilitate the elderly and people with mobility difficulties in crossing signalised road junctions; and enhancing the service of HKeTransport to facilitate its use by the elderly. (THB)
- Continuing to implement the new Opportunities for the Elderly Project after its merging with the Neighbourhood Active Ageing Project for better use of resources in encouraging elderly people to actively take part in community affairs. (LWB)
- Enhancing district network support for elder academies, promoting their curriculum development and training for trainers, so that the elder academies can provide elderly persons with diversified courses on an on-going basis for the promotion of life-long learning and cross-sector harmony. (LWB)
- Continuing to promote the building of age-friendly communities at the district level and participation in the World Health Organization’s “age-friendly community” accreditation scheme. (LWB)

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- Continuing to implement the Government Public Transport Fare Concession Scheme for the Elderly and Eligible Persons with Disabilities to enable elderly people aged 65 or above and eligible persons with disabilities aged below 65 to travel on the MTR lines, franchised bus routes, ferry routes and green minibus routes covered by the scheme at a concessionary fare of \$2 per trip, with a view to building a caring and inclusive society by encouraging these people to participate more in community activities. (LWB)
 - Providing choices of service for the elderly and at the same time promoting the development of the silver market through the Senior Citizen Residences Scheme and the Reverse Mortgage Programme, which are operated by the Hong Kong Housing Society (HKHS) and the Hong Kong Mortgage Corporation Limited respectively. Since October 2016, the Reverse Mortgage Programme has been extended to HKHA's and HKHS's subsidised sale flats with premium not yet paid to enable the elderly owners of these flats to benefit from the programme without the need to pay the premium. (THB/FSTB)
 - Implementing a two-year pilot scheme launched since 2016 to issue Silver Bond, so as to encourage the financial sector to tap into the silver market by introducing elderly investors to a larger spectrum of appropriate investment products with steady returns. (FSTB)
 - Continuing to update the facilities in public libraries and organise activities to promote reading among senior citizens. (HAB)
 - Continuing to install more fitness facilities for the elderly in government recreation and sports venues to encourage the elderly to participate regularly in health-building activities. (HAB)

(k) Implementation and Progress Monitoring

- Monitoring regularly the implementation of the relevant initiatives through the Steering Committee on Population Policy led by the Chief Secretary for Administration. (CSO)

Kindergarten Education

- Continuing to implement the Pre-primary Education Voucher Scheme and the Kindergarten and Child Care Centre Fee Remission Scheme and to provide a one-off grant through the Community Care Fund for needy families to cover their school-related expenses before the introduction of the free quality kindergarten education policy. (EDB)

Primary and Secondary Education

- Continuing to implement relief measures to facilitate the sustainable development of secondary schools and stabilise the teaching force before the overall Secondary One student population rebounds progressively. (EDB)
- With public sector Primary One places anticipated to peak in the 2018/19 school year, continuing with flexible measures to increase the supply of public sector primary school places, including temporary expansion of the size of each class, to cope with the transitional demand; further diverting cross-boundary students through the revised arrangements for the central allocation under the Primary One Admission System, and facilitating the arrangements for cross-boundary students of tender age through proper management of traffic and security measures at the boundary areas. (EDB)
- Continuing to monitor the impact of demographic changes on the long-term planning for the provision of public sector school places and to take corresponding measures in a timely manner. (EDB)

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- Monitoring the supply and demand of international school places, including conducting relevant consultancy studies, and facilitating the development of international schools mainly through allocating vacant school premises and greenfield sites as well as supporting in-situ expansion of existing international schools to meet the demand, especially that of overseas families. (EDB)
 - Compiling the Secondary Education Curriculum Guide and updating the curriculum guides for various Key Learning Areas to support the on-going renewal of the school curriculum, and continuing to provide professional support for schools to enhance the effectiveness of learning and teaching, including catering for learner diversity. (EDB)
 - Following up on the views collected from the education sector on the renewal of the curricula of Science, Technology and Mathematics education, the Education Bureau has published a report on STEM education. We have provided additional resources for schools, and organised a STEM forum for teachers, education fair for students as well as teacher training and student learning activities. (EDB)
 - Taking forward the renewal of the curricula of the two humanities subjects of Chinese History and World History, the Curriculum Development Council completed the month-long phase 1 consultation in late October 2016 with a view to fine-tuning the curricula contents of these subjects. Meanwhile, we are enhancing students' interest in and understanding of Chinese history and culture and broadening their global outlook by enlivening classroom resources for learning and teaching and enriching their learning experiences. (EDB)

- Summing up the experiences and results of the Pilot Project on Strengthening Schools' Administration Management, we provided a one-off Strengthening School Administration Management Grant in 2016 for public sector and Direct Subsidy Scheme (DSS) schools which had not participated in the pilot project before, for enhancing the effectiveness of school administration management and unleashing teachers' capacity. We will continue to enhance the Web-based School Administration and Management System to further strengthen our support to all schools. (EDB)
- Providing principals and teachers with structured training on curriculum and management, keeping them abreast of the latest situation of curriculum development, and strengthening their school-based planning on Basic Law education. (EDB)
- Continuing to implement the Fourth Strategy on IT in Education. As at the first term of the 2016/17 school year, about 80% of some 1 000 public sector schools in Hong Kong have completed the enhancement of their Wi-Fi infrastructure to facilitate e-learning through the use of mobile computing devices. The whole project is expected to complete in one to two school years. (EDB)
- Creating an environment conducive to language learning through a wide range of initiatives planned and undertaken by the SCOLAR as scheduled, such as enhancing the teaching of English, conducting a study on the learning of Chinese by ethnic minorities, providing support for young children in learning Chinese and English, and offering Vocational Chinese Language courses to ethnic minority school leavers. The aim is to promote biliteracy and trilingualism and enhance the language standards of our students to meet the changing needs of the community. (EDB)

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- Continuing to provide secondary schools with support and to strengthen professional training for teachers to promote life planning education and related guidance services. We are encouraging more business organisations to form closer partnership with schools in organising various career exploration activities to help secondary students better understand the world of work and prepare themselves for further studies and employment in the future. We are also consolidating the key elements of effective practices to facilitate the setting up of a platform for showcasing exemplars of business-school partnership and sharing successful experience. (EDB)

 - Continuing to encourage students to enhance their understanding of countries along the Belt and Road by, among others, increasing the funding for the Diversity Learning Grant-Other Languages from the 2016/17 school year to encourage students to learn the languages of these countries so as to strengthen their skills in communicating with people from these countries; and to enhance students' understanding of the historical, economic, religious and cultural developments of these countries and regions through the relevant subject curricula and learning activities. These will enable students to contemplate the significance of the Belt and Road Initiative for the world today, its importance to the future development of Hong Kong and the opportunities it presents. (EDB)

- Continuing to provide more Mainland exchange opportunities that align with the curriculum for primary and secondary students through a variety of strategies. We aim to consolidate students' classroom learning, deepen their understanding of the relationship between our country and Hong Kong and the national development strategy through their first-hand experience of our country's development in various aspects. Subsidy quotas are expected to be further increased to over 90 000 in the 2016/17 school year with a view to enabling every student to join at least one Mainland exchange programme in both the primary and secondary stages. (EDB)

- Following up the provision of designated funding and professional support for local public sector or DSS primary and secondary schools as well as special schools that have formed sister schools with the Mainland under the three-year pilot scheme launched in the 2015/16 school year. The scheme serves to further promote exchanges between sister schools in the two places. Successful applicant schools have started using the funding to organise different modes of exchange activities for deepening professional sharing from multiple perspectives and multi-faceted collaborations. We expect the number of local schools participating in the Sister School Scheme to increase progressively to about 600 in three years. (EDB)

- Having increased the ratio of graduate teacher posts in public sector primary schools from 50% to 55% and 60% in the 2015/16 and 2016/17 school years respectively, the ratio will be further enhanced to 65% in the 2017/18 school year. The aim is to attract more talent to join the teaching force of primary education so as to enhance the quality of teaching. (EDB)

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- Allowing schools to turn the Senior Secondary Curriculum Support Grant and the Career and Life Planning Grant into regular teaching posts from the 2016/17 school year for enhancing the implementation of the senior secondary curriculum and strengthening life planning education and related guidance services. About 230 public sector secondary schools have turned the Senior Secondary Curriculum Support Grant and/or the Career and Life Planning Grant into regular teaching posts in the 2016/17 school year. (EDB)
 - Supporting the work of the Hong Kong Academy for Gifted Education in nurturing exceptionally gifted students aged between 10 and 18 and providing special academic and non-academic training as well as counselling services with the establishment of a Gifted Education Fund of \$800 million for cultivating more talents. Meanwhile, the Education Bureau will continue to implement school-based gifted education programmes, which include training for principals and teachers in primary and secondary schools, establishing school networks to share practices and experiences, so as to enable schools to identify more talents, expand the talent pool in Hong Kong and enhance our competitiveness. (EDB)

Post-secondary Education

- After increasing the senior year intake places of institutions funded by the UGC to 4 600 per annum in the 2016/17 academic year, further increasing the number to 5 000 per annum by the 2018/19 academic year. (EDB)

- Supporting the quality and sustainable development of the self-financing post-secondary education sector through a package of support measures. The measures which have been implemented so far include:
 - 11 sites and eight government properties were allocated under the Land Grant Scheme. In 2013, the scheme was modified to cover self-financing institutions offering part-time locally-accredited post-secondary programmes and make available vacant government premises to be leased out at nominal rent under the scheme;
 - 39 loans amounting to about \$7.3 billion were granted under the Start-up Loan Scheme. The ambit of the scheme was expanded in 2012 to provide financial support for self-financing degree awarding institutions to develop student hostels; and
 - the Self-financing Post-secondary Education Fund, with total injections of \$3.52 billion, will continue to provide scholarships and awards and enhance the quality of teaching and learning in the sector as well as the internship opportunities and support for students. (EDB)
- Providing about 9 700 scholarships and awards for post-secondary students under the Government Scholarship Fund and the Self-financing Post-secondary Education Fund in the 2015/16 academic year. (EDB)

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- Continuing to implement a pilot scheme to provide an option for Hong Kong sub-degree graduates to articulate to top-up degree programmes offered by Huaqiao University in Fujian province. (EDB)
 - Implementing incremental steps to enhance the quality assurance mechanism of post-secondary education, and will, through the Quality Assurance Council under the UGC, conduct external quality audits of sub-degree operations of all funded universities. (EDB)
 - Continuing to implement measures and relevant arrangements to facilitate the development of Hong Kong into a regional education hub to attract and retain non-local students. These include relaxing employment and immigration restrictions for non-local students of locally-accredited local programmes, as well as implementing the PhD Fellowship Scheme and Targeted Scholarship Scheme (TSS) for outstanding local and non-local students. (EDB)
 - Continuing with the Hong Kong Scholarship for Excellence Scheme, which started in the 2015/16 academic year to subsidise up to 100 outstanding local students per cohort in their pursuit of undergraduate and postgraduate studies in world-renowned universities outside Hong Kong, with a view to helping nurture more top talent in various fields to support the development of Hong Kong. The scheme will benefit three cohorts of students before its effectiveness is reviewed. As at November 2016, a total of 185 students had been awarded scholarship under the scheme. (EDB)

- Continuing to encourage students from regions along the Belt and Road to enrol in post-secondary programmes in Hong Kong. Following the provision of ten additional offers of scholarship for students from Indonesia under the TSS starting from the 2016/17 academic year, more offers of Belt and Road Scholarship, funded by private donations, will be provided for students from other regions in the 2017/18 academic year. (EDB)
- Following up the Scheme for Subsidy on Exchange to Belt and Road Region introduced for local students exclusively in July 2016 to encourage tertiary institutions to organise exchange visits to regions along the Belt and Road for Hong Kong post-secondary students. (EDB)
- Expanding the Mainland University Study Subsidy Scheme from the 2016/17 academic year to cover all financially needy Hong Kong students pursuing undergraduate studies in the designated Mainland institutions, irrespective of the channels of their admission to the institutions. (EDB)

Vocational and Professional Education and Training

- Continuing to actively implement the recommendations in the report of the Task Force on Promotion of Vocational Education submitted to the Government in July 2015, including co-organising a VPET Forum with the VTC and funding the WorldSkills Hong Kong Competition organised by the VTC in 2017. (EDB)

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- Developing the International Culinary Institute under the VTC as a centre of excellence in international cuisine. The institute aims at enhancing Hong Kong's status as Gourmets' Paradise and regional education hub, and improving education opportunities for young people. (EDB)
 - Continuing to provide funding support for the VTC's Industrial Attachment Programme for students so as to enhance their employability and prepare them for a smooth transition from study to work. (EDB)
 - Continuing to provide funding for the VTC to implement a traineeship scheme for the beauty care and hairdressing trades, aiming to provide young people aged 15 or above with in-service training and relevant vocational education. (LWB)
 - Providing funding for the VTC to implement the Pilot Subsidy Scheme for Students of Professional Part-time Programmes to provide tuition fee subsidy for students admitted to designated professional part-time programmes in the disciplines of construction, engineering and technology. The scheme is expected to benefit about 5 600 students in total for three cohorts. (EDB)

Manpower Development

(a) Manpower Development for the Construction Industry

- Continuing to collaborate with the Construction Industry Council and other key stakeholders to monitor the manpower situation in the construction industry and implement measures to maintain a construction workforce of sufficient strength and quality to meet the industry's manpower demand in the future. (DEVB)

- Working closely with the Construction Industry Council to implement the “designated workers for designated skills” requirement under the relevant legislation in April 2017 in order to fully launch the construction workers registration scheme. (DEVB)
 - Continuing to assist local construction workers in finding jobs, and employers of the industry in recruiting workers, through the Construction Industry Recruitment Centre. (LWB/DEVB)
- (b) Manpower Development for the Welfare Sector
- Training additional enrolled nurses and allied health professionals for the welfare sector. (LWB)
- (c) Manpower Development for the Retail Industry
- Implementing a series of measures on vocational education and training, employment support, promotion etc. with a view to supporting manpower development of the retail industry. (CEDB)

Qualifications Framework

- Providing a steady source of income through the QF Fund, which was established by the Government on 1 September 2014 with a financial commitment of \$1 billion, to support the sustainable development and implementation of the QF, benefiting various stakeholders such as students, practitioners, employers, education and training providers as well as quality assurance bodies. (EDB)

Supporting the Family

- Working with the Family Council to ensure that family perspectives are duly considered in the policy-making process. We have commissioned a study to review the effectiveness of the assessment framework, and will organise training and experience sharing activities for civil servants. (HAB)

- Working with the Family Council to:
 - advocate a pro-family environment and further promote family core values of “Love and Care”, “Respect and Responsibility” and “Communication and Harmony” as well as the positive messages and values on family formation to encourage the community to attach importance to the family; and

 - foster a culture of loving families. (HAB)

- Introducing family education packages through the Family Council to:
 - address the needs of different types of families; and

 - further promote family education at the district level in collaboration with relevant bureaux/departments. (HAB)

Women’s Interests

- Continuing to provide support for the Women’s Commission in promoting the interests and well-being of women through:
 - provision of an enabling environment;

- empowerment of women, including continued implementation of the Capacity Building Mileage Programme; and
 - public education. (LWB)
- Continuing to implement gender mainstreaming in major government policies and initiatives across the board, collaborating with the Women’s Commission in encouraging NGOs in the welfare sector to apply gender mainstreaming when formulating policies and programmes, and promoting the establishment of gender focal points in the welfare sector and in listed companies. (LWB)
- Continuing to promote women’s participation in the work of government advisory and statutory bodies. (LWB)

Employees’ Welfare

- Implementing progressively improvement measures agreed by the Task Force on Improving Work Injury Protection for Employees in High-risk Industries coordinated by the LD so as to improve work injury protection for the employees concerned. (LWB)

Occupational Safety and Health

- Continuing to collaborate with trade associations, workers’ unions, professional bodies, related organisations and other government departments to explore measures to enhance work-at-height safety to further protect workers’ safety while working at height. These measures include urging contractors and workers to use standard-conforming mobile working platforms and requiring workers to use safety helmets with chin straps. (LWB)

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- Continuing with the publicity, education and enforcement efforts, including prevention of accidents owing to systemic deficiencies by containing work risks at source, to promote the occupational safety and health of construction workers in view of the booming development of new works projects and building renovation and maintenance works. (LWB)
 - Continuing to launch large-scale promotional programmes to raise the standard of occupational safety and health in sectors such as the construction industry and food and beverage services sector and the awareness of relevant stakeholders. (LWB)