

Summary of the survey report on "Re-employment of the Elderly"

Research Background

Golden Age Foundation believes that "elderly re-employment" will become an important part of Hong Kong's social development, providing more life choices and opportunities for the elderly. Therefore, we conducted a survey on "Re-employment of the Elderly" in the hope of providing the public with more relevant information and promoting their attention and support for this issue. In addition, we hope that various sectors can work together to propose relevant policy recommendations and improve the problem of age discrimination in Hong Kong's workplace, which will help the golden generation realise their self-worth, and continue to participate actively in social and economic activities after retirement.

Research Content

This research survey was conducted together with Dr Bobo Lau, associate professor of the Department of Counseling and Psychology of Hong Kong Shue Yan University, on Hong Kong citizens' views on "elderly re-employment". This survey was started from November 27 to December 4, 2023. A total of 624 respondents of the public and 117 institutions and companies were interviewed, aiming to understand employers' attitudes, considerations and expectations towards hiring retired people, and also explore the public's views, support and expectations for retirees on the re-employment of the elderly.

Research Results

(1) Opinions of the General Public

- More than 98% of respondents believed age discrimination existed in the Hong Kong workplace
- 41% of respondents believed that age discrimination was the biggest obstacle for retirees to return to the workplace, followed by health problems (28.4%)
- 34% of respondents believed that promoting diversity and inclusion initiatives, and 33.1% encouraging cross-generational collaboration and mentorship programs also played a certain role in combating age discrimination in the workplace
- Nearly 60% of the respondents believed that the biggest benefit of elders in the workplace was their rich experience and knowledge
- 60.4% of respondents believed that flexible work arrangements were very important for retirees to return to the workplace, followed by retirement planning and transition support (53.4%), medical insurance (45.0%), and part-time job opportunities (33.0%)
- 59.6% of respondents believed that employers should provide age-specific training and development opportunities for older employees
- 39.6% of respondents believed that age-diversified recruitment activities could most effectively improve the employment prospects of retired elders, followed by providing opportunities for lifelong learning and skills improvement (31.3%)

(2) Opinions of the Enterprises/ Institutions

- 78.6% of the surveyed companies believed that older employees were equally employable as young employees
- 70.1% of the surveyed companies believed that physical health limitations would be the most common challenge for elderly employees at work, followed by age discrimination (49.6%) and the technical skills gap (36.8%)
- 61.5% of the surveyed companies were worried about the high healthcare costs of hiring elderly employees, followed by failure to communicate with younger employees (53%) and lack of flexibility (46.2%)
- 80.3% of the surveyed companies hoped that the government would provide subsidies for retraining and upgrading skills for elderly employees, followed by policies to promote cross-generational collaboration and knowledge sharing (77.8%)
- 76.9% of the surveyed companies hoped that the government would provide employers with financial benefits (such as tax incentives, and wage subsidies), and provide companies with job matching platforms or databases (69.2%), skills and development programs or seminars (58.1%), and recruitment (53.0%)
- 38.6% of the surveyed companies believed that implementing flexible working arrangements would benefit elderly employees the most, followed by promoting respect for multiculturalism (27.8%)
- 65.8% of the surveyed companies believed that automation/robots or artificial intelligence would pose a threat to the employability of elderly employees

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