



長者及年齡友善就業工作坊

Age-friendly Employment Workshop

香港中文大學賽馬會老年學研究所於 2018 年 1 月 19 日(星期五)於中文大學舉辦了一個年齡友善就業工作坊。當日共有 33 位社區人士出席並參與討論,當中大部份為耆萃匯會員。工作坊先由本研究所項目經理勞綺霞女士分享香港的長者就業環境、賽馬會齡活城市計劃及香港長者生活關注指數 2015 中有關長者就業的數據。隨後由聖公會聖匠堂社區中心分享舉辦長者實地培訓試驗計劃而促進長者就業的經驗,接著由一個名為長者工的初創社企分享香港長者就業現況,以及他們為長者和僱主設立的工作配對服務。

在討論環節中,參加者和講員就着長者就業的不同議題作出討論。大部份參加者均認同長者退休後可繼續就業的重要性,以免失去人生意義而引致精神問題。至於長者就業困難的原因,包括長者勞工保險利潤不高令業界缺乏動力推廣、普遍使用電子平台招聘以及退休公務員須為有薪工作繳交薪俸稅。此外,僱主及長者均需改變固有的態度(如僱主認為年青人的生產力較高、長者因其豐富工作經驗而較難管理,長者應在退休後樂意做基層工作)。有建議社會應思考如何利用退休長者的經驗及專長。亦有參加者分享海外例子,指出政府提供培訓及支援長者及傷健人士營辦小生意。

On 19 January 2018, the Institute organized an Age-friendly Employment Workshop at the Chinese University of Hong Kong. A total of 33 people, with most of them NAWA members, attended and discussed at the meeting. Ms. Regina Lo from the Institute shared the elderly employment environment in Hong Kong and the findings of elderly employment from the data in the Jockey Club Age-friendly City Project and AgeWatch Index for Hong Kong 2015. S.K.H. Holy Carpenter Church Community Centre then shared their experience of promoting elderly employment through their internship programme, followed by sharing of Senior Prosolver, a newly established social enterprise, on elderly employment in Hong Kong and their job matching service for older people and employer. At the roundtable sharing session, participants and speakers had discussions on various issues related to elderly employment. Most of the participants agreed that it was important for older people to continue working after retirement or otherwise they would lose their meaning in life and have mental problems. Difficulty of elderly employment included relatively low profit causing industry practitioners not actively promoting labour insurance for older people, widespread use of digital platform for recruitment, and the need to pay salaries tax for paid jobs by retired civil servants. Mindset change of employers (younger people had higher productivity and older people were more difficult to manage due to rich working experience) and older people (ready to do low level work after retirement) was also necessary. It was suggested that the society should find out how to utilize the experience and professions of the retirees. Participants also shared overseas experience that the government would provide training and support for older people and disabled person to start small business.



報告有關長者就業的數據
Present the findings of elderly employment



介紹聖公會聖匠堂的長者實地培訓試驗計劃
Introduce the elderly internship programme of S.K.H. Holy Carpenter Church Community Centre



介紹長者工的工作配對服務
Share the job matching service of Senior Prosolver



在討論環節中與參加者一同討論
Roundtable discussion session



會後與參加者交流
Exchange views after discussion

其他相關資訊 Related information

一個長者及年齡友善城市能夠為長者提供足夠的就業和義務工作的機會，並鼓勵他們參與公民活動，令長者在退休後仍能繼續貢獻社會。現時，香港社會上有愈來愈多組織開始展開及成立網上工作配對平台服務，專為協助退休人士尋找切合其經驗及專長的工作。以下為香港部分專為長者及退休人士配對合適工作的網上平台：

An age-friendly city can provide older people with adequate employment and encourage them to participate in civic activities so that the older people can contribute to the community continuously after retirement. At present, more and more organizations in Hong Kong start to set up online job matching platform services tailored to assist retirees. The following are some examples of Hong Kong job matching platforms specifically for senior citizens and retirees:

中文大學賽馬會老年學研究所 長者及年齡友善就業工作坊 (2018-01-19)

網址:

<http://www.ioa.cuhk.edu.hk/zh-tw/news-events/204-upcoming-events-of-network-of-ageing-well-for-all-nawa-02-2018>

機構名稱 Name of Organization	網址及查詢電話 Website & Contact No.	主要對象 Target
退休長者協會有限公司--百 龍匯智 Association of Retired Elderly Limited-- ARE Wisdom	http://www.hkare.org/ wisdom_matching_c.php#matching_process 查詢電話 Tel : 3956 5707	50 歲或以上人士 People aged 50
樂活新中年 Happy Retired	https://www.happy-retired.com/ 查詢電話 Tel: 2833 5562	45 至 70 歲人士 People aged 45 to 70
退而不休 Retired Not Out	http://www.retirednotout.com/#/public 查詢電話 Tel: 9243 2957	退休人士 Retirees
長者工 Seniorsprosolver	https://carol6597.wixsite.com/seniorsprosolver 查詢電話 Tel: 6702 2733	退休人士 Retirees
聖公會聖匠堂社區中心 長者實地培訓試驗計劃 S.K.H. Holy Carpenter Church Community Centre	計劃以實習及配對形式進行，詳情請致電查詢。 Project will organized by internship format, please contact the staff for details. 查詢電話 Tel: 3960 4376	退休人士 Retirees