



Dr. Lou Wei-qun, Vivian

Associate Professor, Department of Social Work and Social Administration, The University of Hong Kong

*Abstract:*

**Financial and Employment Impacts of Family Caregivers in Hong Kong**

Hong Kong is a rapidly ageing society with nearly a quarter of community-dwelling older adults require assistance in daily living. For older adults, family caregivers provide a preferred substitute to formal long-term care, and can help delay institutionalization. Care demands increase over time, episodic and long-time care is often required due to sudden illness and chronically deteriorating health. However, family caregivers are not paid for these significant care tasks. They often give up their career and use personal savings to support older relatives, resulting in substantial financial strain and jeopardizing retirement savings. With support from the Public Policy Research (PPR) Funding Scheme, Dr. Vivian Lou and Prof. Daniel Lai of the Department of Applied Social Sciences at The Hong Kong Polytechnic University have jointly led this study. Dr. Lou will share the findings of this study, and discuss the financial and employment impacts of family caregiving and to explore ways forward including promoting family-friendly working environment in our society.

*About the Speaker:*

Dr. Vivian Lou is the Director of Sau Po Centre on Ageing at The University of Hong Kong. She is also an Associate Professor at Department of Social Work & Social Administration. Her research interests focus on family gerontology, in particular family caregiving for frail older adults and grandchildren, intergenerational support, social adaptation and mental health of Chinese older adult. She also has a keen interest in practice research on building evidence-based models that contribute to the enhancement of psycho-spiritual well-being of Chinese older adults.



Dr. Helen Ko

Senior Lecturer, Gerontology Programme, School of Human Development & Social Services, Singapore University of Social Sciences

*Abstract:*

**Promoting Caregiver-Friendly Workplaces: Singapore's Approach**

With very limited natural resources in Singapore, human capital has become a key engine to propel the country's economic growth. Considerable efforts have therefore been devoted to maintain the employment of its residents. Moreover, with a rapidly ageing population, many employees are required to juggle the demands of employment and caregiving of their elderly relatives simultaneously. Hence, the government has implemented a number of strategies to enable employees to more effectively manage these demands. This presentation will elucidate the key approaches utilised by the government, as well as companies in Singapore, to ameliorate the challenges experienced by these employees.

*About the Speaker:*

Dr Helen Ko is a Senior Lecturer at the Singapore University of Social Sciences. She is also the Executive Director of Beyond Age, a training consultancy with deep expertise in ageing issues. In the last 26 years, she pioneered the development of gerontological counselling, care management service, day care for seniors, and seniors employability programmes in Singapore. She has engaged in research related to the efficacy of helpline service for seniors, counselling and training approaches for seniors within the Asian context. She has authored/co-authored four books, all of which are/had been key texts at several universities. She has published in various scientific journals and had served on national committees, including the Inter-Ministerial Committee on Ageing Population.



Mrs. Chu Yeung Pak-yu, Patricia, BBS  
Member, Family Council

*Abstract:*

**Family caregivers support : Family-friendly practices in Hong Kong**

Realising that the development of a pro-family society cannot be the sole domain of the Government but the concerted effort of the community, the Family Council has taken proactive steps in soliciting support from different sectors of the community to create a synergy in promoting the family core values of “Love and Care”, “Respect and Responsibilities” and “Communication and Harmony”. The biennial event of “Family-friendly Employers Award Scheme” is held to give recognition to companies and organisations that demonstrate a family-friendly spirit and adoption of good practices. The rising number of applications received for the past three award schemes and the diversified family-friendly measures as adopted by the awardees evidence a heightened awareness of the community towards a culture of loving family in the Hong Kong Society.

*About the Speaker:*

Mrs Patricia Chu, the Chairperson of the Consortium of Institutes on Family in the Asian Region (CIFA) and the Asian Academy of Family Therapy (AAFT), is dedicated to serving the community after retirement from the post of Deputy Director of Social Welfare in 2002. She is renowned in the social welfare profession in particular for her contribution to the development of family work. She is currently a member of the Family Council and the Convenor of its Family Support Sub-committee. She has also chaired the Hong Kong Anti-Cancer Society since 2012.