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To <panel_m@legco.gov.hk>

cc

bcc

Subject Suggestions to recover our economy

History:

This message has been forwarded.

Dear Sir / Madam,

I would like to propose the following for your consideration in bringing Hong Kong out of the recent financial crisis.

Key Objective

To create more job opportunities.

Suggestion highlight

1. Save the economy by holiday and training.
2. Encourage job stability by providing tax refund per employee to employer.

Suggestions in details

1. Impose minimum 3 weeks consecutive full pay annual leave for all positions.
2. Enforce continuous training.
 - ☐ Enforce an extra 2 weeks no pay study leave per year for every employee to attend a Government any recognized full time short training course.
 - ☐ For every employee who has their wages higher than HK\$10k, a 3% of their wages should be deducted (similar to MPF) every month for attending training course. For those low pay employee with wages less than HK\$10k, their employer and Government need to sponsor a fixed amount of money in their training.
 - ☐ Once the employee can pass that training course with full attendance, 50% of the course fee or the balance of their money deducted (whichever lower) will be refunded to that employee.
 - ☐ At the same time, Government can obtain the rebate (say 30%) from such training organization on everyone who has paid for their course.
3. Provide tax refund to enterprise a fixed amount of money per employee who has been working for that enterprise for over one financial year with net received wage not less than HK\$120k.

Suggestions explanation

1. Impose minimum 3 weeks consecutive full pay annual leave for all positions.
 - ☐ As the economy is cooling down, the work amount needed for sure is also less. It is a good opportunity to increase the holiday to employees such that they have time to spend. Encouraging more people (particular those who are still kept employed) to spend is the key to overcome the economy crisis.
 - ☐ More holidays will instantly create job opportunity as employers need to find someone to get the job done during the holiday. The 3 weeks holiday is not really that long as many locations around us like Taiwan, Singapore...etc also require their citizen to spend much longer period of time in providing the military service.
 - ☐ In fact, it is also a good practice for the employer to make use of this long

vacation to ensure that their business will not be affected by (or too dependent on) one particular employee. This will make the organization more robust to unexpected staff turnover.

2. Enforce continuous training.

☞ Many employers are now squeezing their staff to work in extreme long hours in order to save more head count. That means 3 positions can become 2. This will make further cut in number of jobs available. For the employees, this approach makes them unable to have further study and keep their skill up-to-dated. This very bad for both the employee and the whole society. Our employees must be kept their skill up-to-dated in order to compete with our competitors in other locations. Simply work hard as we do in early 70's is already out-dated.

☞ For those employee who can earn better wages (say HK\$10k), they should have sufficient financial ability to afford their own education. So, the money can be deducted from their wages. It should be in a fixed percentage as the more they can earn the more education cost they should afford.

☞ However, for those low income employees (say lower than HK\$10k), their wage is already too low, so the employer should be responsible for providing half of the training cost. The other half will be sponsored by Government. Such money should be a fixed cost rather than in percentage. Otherwise, the money collected might be too low to sponsor a training course.

☞ Allowing employee to get the refund after they have full attendance and passed the training course can further motivate them to equip themselves. In this 21 century, the productivity or quality should be improved not by work harder, but by work smarter. Continuously education ensures them to work smarter.

☞ This requirement will instantly create plenty of education need to the society. That means lots of training centers will be required and the job opportunity created will be significant. Moreover, this is a continuous need, not a one time need and thus create a long term positive effect on our economy.

☞ Longer holiday can attract more high skill professionals to migrate to Hong Kong.

☞ Since such training need is created by Government, Government can obtain extra rebate from the training organization to compensate the cost for sponsoring those low income employees.

3. Provide tax refund to enterprise a fixed amount of money per employee who has been working for that enterprise for over one financial year with net received wage not less than HK\$120k.

☞ This provide a financial attraction to employer to retain their staff because once they replace a staff, they need to wait for a year before they can enjoy the tax return.

☞ This policy also attract employer to give higher pay to their staff in order to enjoy this tax return.

All of the figures and percentages mentioned above are just a very initial thought that need further discussion. I hope all these suggestions can be helpful for us to take the advantage of the current financial crisis to brightening our future.

Cheers,

Simon Leung