

研討會發言簡要

Synopsis of Presentations at the Symposium

以下是研討會發言簡要。講詞或內容節錄則載於第 6 - 10 部份。

The following is a synopsis of the presentations at the plenary and concurrent sessions. Full speeches and excerpts are reproduced in Parts 6 to 10.

I 主題演講 Plenary Keynotes

主持： 香港大學社會工作及社會行政學系講座教授周永新教授

Moderator: Prof. Nelson Chow, Chair Professor,
Department of Social Work and Social Administration,
The University of Hong Kong

中華人民共和國民政部副部長、全國老齡工作委員會辦公室常務副主任、中國老齡協會會長李寶庫先生：『中國人口老齡化和老齡工作的實踐』

作為世界上老年人口最多的國家，中國的老齡化情況和老齡工作極具參考價值。李寶庫副部長先介紹中國人口老齡化的特點，包括：老齡化發展迅速、各地區老齡化速度有明顯差異、及老齡化速度比經濟發展快等。

人口老齡化對社會制度和經濟發展等多方面有深遠影響。有見及此，中國內地已確立了老齡工作體系，從中央到地方各級政府有老齡工作委員會，並已制訂有關的政策法規體系。政府除建立基本的養老保障制度外，更鼓勵社區發展老人服務業，積極維護長者的合法權益。現時內地長者對文化、體育、社會發展的參與度不斷增加，到老年大學學習的人數更達150多萬。李寶庫副部長指出，老齡工作雖已取得成果，但仍然面對不少問題。中國政府未來五年的目標是加快發展老齡事業，解決目前的重要問題，以建立「不分年齡，人人共享」的社會。

Mr. Li Baoku, Vice-minister, Ministry of Civil Affairs; Executive Deputy Director, Office of China National Working Commission on Ageing; President, China National Committee on Ageing: "Population Ageing in China and Implementation of Work on Ageing"

As the country with the largest number of older people in the world, China's population ageing and its related work can be of valuable reference. Vice-minister Li

first gave an introduction on the characteristics of the ageing population in China, such as rapidly ageing population, big difference in the pace of ageing among regions, and the nation "getting old before getting rich". Population ageing has far reaching implications on social systems and economic development. Because of this, China has established an organizational structure of committees on ageing ranging from the central government to local levels. It has also formulated relevant policies and laws. Apart from basic social security system for older persons, it also encourages communities to develop services for older persons, and proactively champion older persons' legal rights. Older persons' participation in culture, sports and social development has been growing, with over 1.5 million enrolling in universities for the aged. Vice-minister Li pointed out that China's work on ageing is beginning to bear fruit but there are still a lot of problems to be tackled. China's goal for the next five years is to quicken the development of elderly services and resolve significant problems in order to build a society for all ages.

Prof. James Schulz, Professor of Economics, Brandeis University, USA :

老齡人口的經濟意義

Prof. Schulz發給我們一個清晰的訊息：世界各地的年長人士都願意繼續為社會作出貢獻。漠視他們的知識、才能及經驗不僅是殘酷，從經濟角度來看亦令人費解。老年不單只和退休金有關，亦涉及促進經濟增長。很多人對年長員工有成見，認為他們缺乏彈性、抗拒新科技、健康欠佳等。但研究結果顯示這些看法是不正確的。年長員工其實有能力從事全職或兼職工作、參加義務工作、或照顧家人。最重要的是在工作和閒暇之間找到平衡。Prof. Schulz亦提出一些商界及政府可用以鼓勵年長人士貢獻社會的建議。

Prof. James Schulz, Professor of Economics, Brandeis University, USA :

"Ageing Population: Economic Perspectives"

Prof. Schulz gave a clear message: worldwide, older people want to contribute. Ignoring their wisdom, talents and experience is not only cruel but makes no economic sense. Ageing is not only an issue of pensions, but an issue of growth. People tend to hold stereotypes of older workers, assuming they are less flexible, resistant to new technology, with poor health, etc. These are not justified by research results. Indeed, older workers have many choices - they can participate in the formal labour force, full time or part time, or work in the informal labour force like volunteer work or care-giving at home. The ultimate challenge would be to strive for a balance

between work and leisure. In view of this, Prof. Schulz suggested measures for the business sector and government to encourage older people's contribution to society.

恒生銀行常務董事兼副行政總裁陸觀豪先生：老齡人口的商業意義

陸觀豪先生指出，作為一個大都會，香港偏高的生活水平最影響年長人士的經濟能力。為退休人士提供經濟保障，是個人、家庭和政府的共同責任。選擇在都會城市居住的退休人士必須明瞭未雨綢繆的重要性。此外，陸先生認為人口老化可以帶來商機。商界應以市場上日漸增多的年長消費者為對象。由於市民需要為未來的「財富」和「健康」籌措，這方面對財務規劃、保健產品等行業有很重要的啟示。一個成功的生意經營模式應是能切合顧客在不同人生階段的需要。

Mr. Roger KH Luk, Managing Director and Deputy Chief Executive, Hang Seng Bank Limited: "Ageing Population: Business Perspectives"

Mr. Roger Luk noted that high living costs in Hong Kong, a metropolis, pose the greatest challenge for the financial security of older persons. Pointing out that financial security in retirement is the joint responsibility of individuals, family and government, older persons who choose to spend their retirement in the metropolis need to be fully aware of the need for forward planning. Mr. Luk reminded the business sector of the opportunities that could be brought about by an ageing population. First, we should aim at the growing number of older customers in the market. Second, people need to prepare for "wealth" and "health" in their future. This is an important implication for related businesses like financial planning and health products. Above all, a successful business model should cater to customers at all stages of life.

II 分組論壇 Concurrent Sessions

分組論壇（一）重整對年長的觀念

Concurrent Session 1: Reconstruct the Image of Ageing

- 大眾傳播媒介
- 終身學習
- 代際互動
- 社區融合及參與
- Mass media
- Lifelong learning
- Intergenerational interactions
- Community inclusion and participation

主持： 香港嶺南大學校長、香港報業評議會主席陳坤耀教授

Moderator: Prof. Edward Chen, President, Lingnan University; Chairman, Hong Kong Press Council

香港大學新聞及傳媒研究中心總監陳婉瑩教授：重整對年長的觀念

陳婉瑩教授以傳媒角度分析如何重塑對長者的觀念。陳教授認為傳媒對長者算是比較客氣，但有三個問題：（一）流於標籤化，塑造長者無所事事、好口角之類的形象。（二）存有階級觀念，對知名年長人士不會冠以「老翁」之名。（三）忽視，傳媒鮮有報導長者對社會的貢獻，在電視和電台節目中也少有長者主角。陳教授認為標籤化的原因是我們擺脫不了過時的觀念和語言。不合時宜的語言，如「半百老翁」，「夕陽光輝」等等。故此，改變語言的使用是很重要的，西方就出現了「中青年一族」(middle youth) 這名詞。改變語言規章、重塑對長者的觀念，是傳媒亦是整個社會的責任。

Prof. Chan Yuen Ying, Director, Journalism and Media Study Centre, The University of Hong Kong: Reconstruct the Image of Ageing

Prof. Chan analyzed from the mass media point of view how the image of ageing may be reconstructed. She was of the view that the media did not treat older persons badly but there were three problems:

- (1) stereotyping older persons – portraying them as idle and querulous;
- (2) class conscious – giving positive reporting to older persons who are celebrities;
- (3) neglect – rarely reporting the contributions of older persons; few leading roles for older persons in television and radio programmes.

Prof.Chan is of the view that stereotyping of older persons is due to our outdated concept and language. Outdated language such as “old man in his fifties”, “remaining lights in sunset years”. It is therefore important to reconstitute our language. One example is the term “middle youth” in western societies. Reconstituting our language and reconstructing the image of ageing is not only the media’s responsibility, but also that of the society as a whole.

青年事務委員會主席蔡元雲醫生：家庭為中心：跨代聯系

蔡元雲醫生認為年長人士最深切的需要是精神上的滿足而不是物質上的充裕。「跨代聯系」對他們來說是最重要的。而跨代聯系應以家庭為中心。「中間一代」，即正在工作的一族亦必須為聯系老、中、青三代出力。而正確的「為祖父母之道」(grandparenting)亦有助年長人士增強家庭的凝聚力及文化傳承。跨代聯系的觀念亦可以在工作地點及社區引用，例如由年長人士為年青員工提供諮詢及夥伴青少年進行義務工作。

Dr Philemon Choi, Chairman, Commission on Youth: “Family as Centre: Intergeneration Life Connection”

Dr Philemon Choi proposed that, since the deepest need of older persons is spiritual fulfillment rather than affluence, “inter-generation life connection” is most important for them. Family should be the centre of inter-generational connection. However, the middle generation, i.e. the working group must assist in connecting the 3 generations. Proper grandparenting skill is also helpful for older persons to increase family cohesiveness and maintain cultural heritage. The idea of inter-generation life connection can be extended to the workplace and community, where older persons can act as mentors for younger workers and partner with youngsters in volunteer work.

Dr. Yitzhak Brick, President, International Federation on Ageing; Director General, ESHEL, Jerusalem, Israel：重整對年長的觀念

Dr Yitzhak Brick 全面地勾劃出重建年長形象所需的相應措施。年長人士的負面形象及年齡歧視瀰漫在傳媒、專業人士及社會之中。扭轉這個形勢要透過教育、立法及示範。我們應持續地教育年輕人、市民及護老工作者，向他們灌輸正確的年長觀念。亦可透過立法消除年長人士參與社會的障礙，例如取締強制性退休年齡。透過不同的途徑讓年長人士示範他們的能力和創造力對推廣年長的正面訊息更是事半功倍，亦是較容易坐言起行。Dr Brick 為這些建議提供了很多實例。

Dr. Yitzhak Brick, President, International Federation on Ageing; Director General, ESHEL, Jerusalem, Israel: "Reconstructing the Image of Ageing"

Dr Yitzhak Brick provided a comprehensive outline of the measures to reconstruct the image of ageing. Ageism, the generally negative image of older people, is prevalent among the media, professionals and the whole society. Ways of changing it include education, legislation and demonstration. Lifelong education about the proper concepts towards older persons should be provided for young people, the general public and elder care workers. Legislations, such as eliminating the mandatory retirement age, encourage active ageing. Older persons themselves demonstrating their ability and creativity, which is the easiest way to start, help to enhance their image. Dr Brick enriched these suggestions with substantial international examples.

分組論壇（二）重塑外在生活環境

Concurrent Session 2: Remodel the Living Environment

- 規劃及基建
- 「通用設計」、產品及服務設計
- 無障礙樓宇設計
- Town planning and infrastructure
- Universal Design, product and service design
- Barrier-free building designs

主持：香港建築師學會會長劉秀成教授

Moderator: Prof. Patrick Lau, President, The Hong Kong Institute of Architects

Dr. Satoshi Kose, Director, Housing and Urban Planning Department, Building Research Institute, Japan：老齡化社會的設計：日本的經驗

「通用設計」，即適合各人使用的設計，是建構一個無年齡界限社會的關鍵所在。Dr Kose 帶出通用設計的 7 項原則，與及提出一個較通用設計更易明白的概念：「良好設計」。良好設計的要點是：安全、容易接觸到、容易使用、可以負擔、可持續性、以及美觀。一些要點可以透過立法執行。基建及起居間的設計必須適合不同年齡人士使用，而耐用品及消費品則不一定。如果不能落實通用設計，我們可以透過調整有關設施、使用輔助式技術 / 設備，或者以人手輔助來取得預期效果，但所需的資源亦更多。Dr Kose 最後介紹了幾種適應不同身體狀況人士的設計，包括法式浴缸、可觸知輔助品及倫敦的士。

Dr. Satoshi Kose, Director, Housing and Urban Planning Department, Building Research Institute, Japan: "Designing for the Ageing Society: Japanese Experience"

Universal design, the design for all people, is the key to an ageless society. Dr Satoshi Kose outlined the 7 principles of universal design and suggested the concept of "good design" which is more easily understood. The requirements of a good design are safety, accessibility, usability, affordability, sustainability and aesthetics. Some of them may be made legally binding. Designing for people of all ages should be imperative for infrastructure and dwellings, less so for durable goods and consumer products. When universal design is not always feasible, adaptations, assistive technology and manpower can help but will require added resources. Finally, Dr Kose analyzed some designs for people with different capabilities, such as bidet toilets, tactile aids and London taxis.

Mr. Ross Wraight, Vice-President (Technical Management), International Organization for Standardization; Chief Executive, Standards Australia : 適用於整個社會的國際標準

標準化(強制性或自願性質)能確保產品和服務質素，從而有助營造一個能夠融合不同年齡人士的外在生活環境。Mr. Wraight 介紹了國際標準化組織 (ISO)、一些標準化的例子、及ISO和國際電工技術委員會訂定標準的方法。這兩個組織所發表的政策宣言及指引文件71號提供了適合年長及殘疾人士需要的設計的重要綱領。此外，Mr. Wraight 介紹了ISO與長者需要有關的委員會、澳洲如何採用標準化、及一個「優質老年護理計劃」。

Mr. Ross Wraight, Vice-President (Technical Management), International Organization for Standardization; Chief Executive, Standards Australia: "Global Standards for the Whole of Society"

Standards, no matter for compulsory or voluntary use, play a vital part in ensuring the quality of goods or services, and thus in building an age-friendly environment. Mr. Ross Wraight introduced the International Organization for Standardization (ISO), examples of standards and the ISO/International Electrotechnical Commission (IEC) approach of standardization. The Policy Statement and Guide 71 provided a valuable framework of standardization to cater for the need of older persons and people with disabilities. Besides, Mr. Wraight listed the ISO committees related to needs of older persons. He also depicted how standards are adopted in Australia and gave a brief picture of the "Excellence in Aged Care" Program, which is intended to improve the quality of aged care.

香港特別行政區政府屋宇署副署長張孝威先生：適合年長人士的樓宇

張孝威先生呼籲有關人士，例如建築師、工程師、監管機構等，共同合作，建立一個不同年齡人士都能享用的外在生活環境。屋宇署作為一個政府部門及監管機構亦有研究通用設計。張先生介紹了目前在建築物提供無障礙通道的規定，與及將進行有關年長人士設施提供的顧問研究。他認為在提供設施時我們應考慮提供設施的目的、方式、所需的設備、成本及如何實施。他列舉了有關的例子及指出所需的額外成本其實不大。實施的方法包括立法、提供誘因及利用市場力量。屋宇署會繼續和安老事務委員會合作，建設一個不同年齡人士都能享用的外在生活環境。

Mr. Cheung Hau Wai, Deputy Director of Buildings, The Government of the Hong Kong Special Administrative Region: "Elderly Friendly Buildings"

Mr. Cheung Hau Wai started by calling on all stakeholders, like architects, engineers, regulators, etc. to co-operate and build an age-friendly environment. The Buildings Department, as a regulator and government agency, has focused on Universal Design Study. Mr. Cheung ran through the current requirements and recommendations to ensure accessibility in the built environment. A consultancy study would be conducted to further examine the needs of an ageing population. Mr. Cheung believed that there were 5 points worth consideration: objective of providing facilities, approach, what facilities to provide, cost and implementation. In particular, Mr. Cheung listed examples of requirements and postulated that the additional cost of the requirements is not high, since there are already provisions for people with a disability. Possible implementation methods include legislation, providing incentives or mobilizing the market forces. The Buildings Department will continue to work with the Elderly Commission to build an age friendly environment.

分組論壇（三）重新注資於老齡

Concurrent Session 3: Reinvest in Ageing

- 整合的生活方式 - 學習 / 工作 / 閒暇 · Integrated life course - education/work/leisure
- 在轉型中的工作人口 · Changing workforce
- 重新審視退休及經濟保障制度 · Rethinking retirement and financial security

主持： 香港總商會總裁翁以登博士

Moderator: Dr Eden Woon, Director, Hong Kong General Chamber of Commerce

Prof. Victor Marshall, Director of Institute on Ageing, University of North Carolina, USA：重新注資於老齡：老化、工作與生產力

Prof. Marshall 質疑傳統的分割式人生歷程，即是幼年受教育、成年工作及老年退休。他認為這個社會建制可以亦必須更改。雖然社會上對老年存在很多成見，但更多的研究顯示年長員工其實具有生產力。就算退休，年長人士亦可以其他方式繼續貢獻社會。Prof. Marshall 提出支援年長人士繼續貢獻社會的建議包括：一個融合終身學習、工作與閒暇交替的人生歷程，鼓勵年長人士工作、再培訓、確認非受薪工作的貢獻、及減除年齡歧視。

Prof. Victor Marshall, Director of Institute on Ageing, University of North Carolina, USA: "Reinvest in Ageing: Ageing, Work and Productivity"

Prof. Victor Marshall challenged the traditional life course of distinct phases: education in youth, work in adulthood and leisure in old age. Such a compartmentalized life course is a social institution that can and should be changed. Despite common stereotypes, there are countless research results showing that older workers are productive. Even those who have retired can contribute to society in other ways. Prof. Marshall suggested ways to enhance their contribution: to restructure the life course as an integrated one of lifelong learning and work interspersed with periods of leisure and self-reflection; to encourage later-life labour participation, retraining, and to recognize non-paid work and reduce age discrimination.

「信報」執行總編輯陳景祥先生：重新注資於老齡

陳景祥先生強調重新注資於老齡不是指投入金錢或政府撥款，而是需要全社會投入，不同年齡的人士共同參與，使長者能發揮所長，有尊嚴、愉快地生活。要鼓勵長者積極參與文化、經濟、社會和終身學習可從幾方面著手：

- (一) 延長退休年齡、建立彈性工作環境；某些工作可以讓年長人士中途入職，增加他們的就業機會；
- (二) 以房屋資助政策和適當的房屋設計，鼓勵子女與父母同住；
- (三) 政府、私人機構、和僱主應鼓勵終身進修；
- (四) 社區服務中心應鼓勵長者融入社區，不應設老人村；
- (五) 政府應加強退休保障及醫療方面的政策。

Mr. Chan King Cheung, Managing Editor, Hong Kong Economic Journal: "Reinvest in Ageing"

Mr. Chan emphasized that reinvesting in ageing is not the investment of money or asking the Government for resources, but rather the commitment of society as a whole, with people of various age groups participating, and older persons optimizing their potentials, and living a happy life with dignity. Ways to encourage older persons to actively participate in cultural, economic, social and continuing education include:

- (1) extend retirement age, provide flexible work pattern, and facilitate mid-career change;
- (2) encourage families to live with older parents with housing subsidies and suitable housing design;
- (3) government, employers and private sector organizations to encourage people of different age groups to pursue continuing education;
- (4) community centres can facilitate older persons to participate in community; do not build "senior citizen village";
- (5) the government should enhance retirement protection and health care policies.

香港退休計劃協會主席李仕達先生：退休後的經濟保障

李仕達先生提出他對退休的新理念 - 退休年齡應該有彈性；退休應以漸進方式施行，例如由全職轉為兼職並領取部份退休金。一個良好的退休保障計劃應顧及的不單只是支付退休金，而應包括政府政策、投資回報等等對退休後收入的影響。李仕達先生簡介世界各地對退休金制度的討論和趨勢，然後集中介紹香港的情況。他認為我們現有的制度未能提供一個長遠、融匯的方案，故此我們需要進行一個全面的檢討。他指出國內的退休金制度設計良好但集資不足。香港應改善自己的制度，為國內提供參考模式。

**Mr. Stuart Leckie, Chairman, Hong Kong Retirement Schemes Association:
"Financial Security After Retirement"**

Mr. Stuart Leckie introduced an updated concept of retirement. Retirement age should be flexible, and it is possible to have a gradualist approach that combine part time work with some pensions. On the other hand, an ideal financial security system is not just about pension but also the outcome of many factors, such as gov-

ernment policy, investments, etc. Mr. Leckie described debates and trends of pension systems worldwide, then concentrated on the system in Hong Kong. He believed that local social security schemes do not make up an integrated income maintenance system, and a comprehensive review is needed. He extended the discussion to Mainland China, where the system is considered to be good in design but inefficient in funding. Mr. Leckie believed that Hong Kong should improve its own system and serve as a model for the Mainland.

分組論壇（四）重新審視醫療保健系統

Concurrent Session 4: Refocus the Health Maintenance System

· 涵蓋整個人生過程的基層健康護理 · Life-course approach to primary health care

主持： 香港家庭醫學學院院長李國棟醫生

Moderator: Dr Donald Li, President, Hong Kong College of Family Physicians

Ms Irene Hoskins, Senior Technical Officer, World Health Organization :

積極健康樂頤年的全球趨勢

Ms Hoskins 指出人口老化是一個成功故事。但全球人口老齡化亦帶來挑戰，例如流行病類別的轉變（現多為非傳染疾病）、老年女性人數增加、醫療護理費用膨脹等。有見及此，世界衛生組織訂了一個政策綱領，提倡「積極健康樂頤年」(Active Ageing)。「積極健康樂頤年」包含健康、參與及保障三大支柱。保健應該是一個涵蓋整個人生的過程，由年輕開始保健是防止在老年時患上殘疾的最有效方法。「積極健康樂頤年」的過程受文化、性別、行為、社會、經濟等因素及外在生活環境的影響。我們應採取一個涵蓋整個人生過程，結合疾病預防、醫療、以至長期護理的衛生服務模式。我們應特別著重基層衛生服務。

Ms Irene Hoskins, Senior Technical Officer, World Health Organization: "Global Perspective on Active and Health Ageing: Current & Future Trends"

Ms Hoskins noted that population ageing is first and foremost a success story. Due to global population ageing, several challenges arise: epidemiological transition from communicable to non-communicable diseases (NCDs), feminization of ageing, and escalating health care costs. In response to these, the World Health Or-

ganization (WHO) has developed a policy framework to promote “active ageing”. Active ageing involves health, participation and security. The “Life Course Approach” was introduced – health maintenance that starts early and throughout the whole life is the most effective way to reduce functional disability and risk of NCDs in older ages. Active ageing is determined by culture, gender, behaviour, social and economic determinants and the physical environment. In particular, health and social services should cover the life-course and involve a coordinated and comprehensive continuum of care from prevention, curing to long term care. It should emphasize on primary health care.

香港特別行政區政府衛生署署長陳馮富珍醫生：年齡無界限 健康齊共享

陳醫生指出香港已經就人口老化做了很多工作。她介紹世界衛生組織的政策綱領及香港的積極反應、安老事務委員會的成立及衛生署的角色。在醫療護理服務方面衛生署重新定位，以保健和為全民防止疾病為主，包括為年長人士提供保健服務及支持「康健樂頤年」運動，亦會建立一個公眾健康資訊系統。該署為市民提供一個涵蓋整個人生過程的健康服務，由預產及兒童健康服務以至學童、青少年、成年人及長者健康服務。陳醫生鼓勵私營醫療界別參與提供預防保健服務。

Dr Margaret Chan, Director of Health, The Government of the Hong Kong Special Administrative Region: “Towards Health for All in a Society for All Ages”

Dr Margaret Chan pointed out that Hong Kong has done a lot to cope with the ageing population. She outlined the WHO Policy Framework, policy commitments in Hong Kong, the high-powered Elderly Commission and the basic role of Department of Health in the health care system. The Department of Health has re-oriented the emphasis in health care delivery more towards disease prevention for all and health promotion. A Public Health Information System will be developed, while the Healthy Ageing Campaign is already in action. The Department has adopted a life course approach to health promotion, ranging from maternal and childhood health service to student, adolescent, adult and elderly health services. Dr. Chan encouraged the private sector to participate in preventive health care service, so that a public-private dual system can be achieved.