

Latest news and update | Sep 2023

IN THIS ISSUE:



Summary of Webinar

Care for physical, mental and financial health at work

by Mercer HK
(20 Jul 2023)



Summary of HR Roundtable Workgroup meeting (11 Jul 2023)



Summary of Webinar

Essential tips for planning your retirement journey

by BCT Group
(29 Aug 2023)

Premier Sponsors 2023



**HKRSA Webinar –
Thursday 20 July 2023
3:00 pm - 4:00 pm
Conducted in English**

Care for physical, mental and financial health at work

By Mercer HK

In the first part of presentation, Tony defined what holistic wellness means while explaining how a wellness program can become successful. He explained how understanding a company's workforce is essential for the success of a wellness program. Furthermore, he also emphasized on why choosing a specific approach for a company's wellbeing program is important as he mentioned that it could help in having a specific measure of success to get the relevant budget for a company's wellbeing program. He also referenced data that showed the rise in musculoskeletal symptoms among employees. He emphasized the need for a long-term approach to embed physical wellbeing for employees, as a short term approach will not be of much use in addressing the wellness issue.

In the second part of presentation, Freddie discussed the 2023 global talent trend survey and the four elements of financial wellbeing: control over day-to-day activities, freedom to make choices, preparing for unexpected emergencies, and retirement planning. He also emphasized budgeting and the 50/30/20 rule, as well as the importance of protecting personal wealth. He shared several financial wellbeing strategy considerations for companies and segmented the success of these strategies into short term, mid-term, and long-term success.

The panel discussion in the third part included experts from the health and wealth areas, who shared their insights on different aspects of employee wellness programs. Joice, who had designed and managed insurance programs for NGOs, discussed the challenges faced by NGOs during the COVID-19 pandemic and the measures they took to care for their employees. Tony emphasized the importance of understanding employee needs, while Freddie shared his views on promoting financial wellness among employees through education and continuous engagement.

The panelists also addressed questions from the audience, including topics such as work-related injuries, employee assistance programs, and new employee benefits and wellness services. Joice explained the liability of an employer in case of a work injury, while Tony and Freddie discussed the low utilization of traditional EAPs and the importance of continuous engagement in wellness programs.



Presentation review:

<https://www.hkrsa.org.hk/image/catalog/Mercer%20Webinar%20Slides%20on%20website.pdf>

Webinar review:

<https://www.youtube.com/watch?v=QJ273aU224U>

**HKRSA Webinar –
Tuesday 29 Aug 2023
10:00 am – 11:00 am
Conducted in English**

Essential tips for planning your retirement journey

By BCT Group

BCT Group, a premier sponsor of Hong Kong Retirement Schemes Association (HKRSA), partnered with HKRSA to cohost a webinar on “Essential tips for planning your retirement journey” on 29 August 2023. The webinar kicked off with the opening remarks delivered by Mr Raymond Chan, Investment Director of BCT Group. Speaking at the webinar were Mr Manus Chan, SVP, Consulting, Analytics and Innovations – Great China Lockton Companies (Hong Kong) Limited, and Dr Riley Moynes, a Toronto-based TEDx Speaker who authored the best-selling book named The Four Phases of Retirement. After the sharing, there was a Q&A session moderated by Mr Alfred Lee, Member of Executive Committee & Chairman of Business Strategy Sub-committee of HKRSA.

People who are close to or in retirement are redefining what it means to be retired in today’s world. The pandemic, the associated lockdowns and the related economic downturn had significant impact on our financial planning. On the other hand, we need to be fit enough so that we can retire comfortably. Thus, a sound retirement plan that could effectively address to both financial and physical wellness is essential. During the webinar, Manus shared with us tips on how employees shall prepare for retirement with financial and physical wellness, while Dr Moynes provided elaboration on the four retirement phases most people go through and how they can find fulfilment in a new chapter of life.

Key takeaways from the webinar include the followings:

1. The 4 wellness pillars for employees are physical, financial, emotional and social ones, and it is important to keep the wellness cycle running.
2. Income, expense, savings & investment, risk & time focus are key areas in financial planning, while medical expenses (hospitalization, company paid benefit coverage and individual medical insurance) are intercorrelated with physical wellness.
3. Things evolve and change, so retirement is not a singular phase of life. There are four retirement phases with different psychological changes and challenges. Webinar participants gained insights into the ways to the fourth phase where the happiest retirees live and make the most of their golden years.



Presentation review:

<https://www.hkrsa.org.hk/image/catalog/Slide%20for%20website.pdf>

Webinar review:

<https://www.youtube.com/watch?v=kaK399KbhMQ>

HR Roundtable Workgroup Meeting on 11 Jul 2023

The newly established HR Roundtable Work Group (WG) consists of over 20 HR professionals from various industries, a representative from the Hong Kong Institute of Human Resource Management (HKIHRM), and members of the HKRSA committees. With Ka Shi Lau as the convenor, the group aims to build robust partnerships with corporate employers, effectively addressing retirement planning and related issues. The group focuses on three key areas 「三步曲」: financial wellness, member education, and operational concerns. Additionally, it provides a platform for industry-wide networking and knowledge sharing.

At the second WG meeting held on July 11, 2023, Mr. Francis Mok, a seasoned HR executive, was invited as a guest speaker. Having worked with diverse, sizable organizations such as MTR Corporation, Jepsen, AIA, Urban Renewal Authority, and Hutchison Ports, he shared his insights on "Redefining Retirement". His talk underscored the importance of retirement planning and social connections, positing retirement as a new phase in life with renewed vigor and sense of purpose rather than the end. Participants found his presentation beneficial, sparking lively discussions on potential topics for the 「三步曲」 theme.

The WG welcomes more HR professionals to join for networking and knowledge sharing. The upcoming meeting in mid-September will focus on "Three Instruments of Peace" 「平安三寶」 - a will, an advance medical directive, and an enduring power of attorney. These instruments are crucial for retirement planning and safeguarding individuals' wishes in case of mental incapacity or death. The HKRSA plans to develop a support program to assist employers in this area, ultimately benefiting their employees. Updates on this initiative will be shared with HKRSA members when available. For further inquiries about the Roundtable WG, please contact the HKRSA Secretariat at events@hkrsa.org.hk.

<https://www.hkrsa.org.hk/image/catalog/Rethinking%20Retirement%20over%202004.pdf>



Premier Sponsor Column (Aug 2023)

We are delighted to feature articles in both English & Traditional Chinese versions by Allianz Global Investors, and Amundi Asset Management providing invaluable insights on how we can better plan for our retirement. Stay tuned for more in our October 2023 issue!

Allianz Global Investors [ENG](#) | [CHI](#)

Amundi Asset Management [ENG](#) | [CHI](#)



Generative AI on the rise, from DALL-E 2 to ChatGPT



Key Takeaways: DALL-E and ChatGPT 2 have brought generative AI to the forefront. Underlying GPT technology is growing rapidly and has practical use cases across sectors and industries. We expect this to be a disruptive innovation, but over time, using a thematic lens can provide a window into future opportunities.

What is generative AI?

Generative AI is an umbrella term for a form of machine learning (ML) called "deep learning". This form of artificial intelligence uses machines trained on sets of data to perform certain tasks and/or make predictions without human direction – and recently, they made a big technological leap in how they learn.

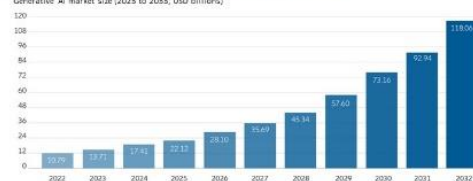
Most initial ML models involved supervised learning, in which humans were needed to classify data – for example, identifying an image as a "dog" or a social media post as "political." Recent developments in generative AI involved unsupervised learning, in which the model makes its own predictions and calculations based on the massive amounts of data fed into it.

And now, the machine has moved from being able to identify the dog in an image to creating an image of the dog. A technology called DALL-E creates images based on descriptive words, and Chat Generative Pre-trained Transformer (ChatGPT) can write economic commentaries or even computer codes based on a few prompts.

To be sure, although the ChatGPT and DALL-E functionality and user interfaces are remarkable, the underlying technology is already several years old but improving rapidly. Private and open source advanced GPT models have been created by Meta Platforms, Microsoft, Google and more since 2018.

Generative AI market could grow 27% annually over 10 years

Generative AI market size (2023 to 2032, USD billions)



Source: PwC Intelligence Research, December 2022. Compound annual growth rate (CAGR) of 27.02% from 2023-2032.

Tel: (852) 2147 0080 Email: info@hkrsa.org.hk Website: www.hkrsa.org.hk
 LinkedIn: www.linkedin.com/company/hong-kong-retirement-scheme-association Facebook: www.facebook.com/hkrsa



Responsible investing in Asia: Outlook 2023



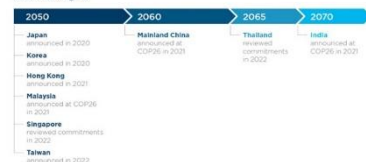
Asia, home to 60% of the world's population¹ and one of the fastest-growing economies, accounts for over half of the world's greenhouse gas emissions², creating unique challenges for economic development and transitioning to an inclusive low-carbon economy. While responsible investment in Asia has traditionally lagged behind Europe and North America, Amundi's ESG specialists believe that this is changing due to a regulatory push, increased demand for responsible investing, and many countries in Asia pledging to reach Net Zero Targets. There is an overall trend towards voluntary compliance and mandatory disclosure of ESG risks. Increased investor demand for responsible investment solutions is driven by shared concerns surrounding global and social issues and the availability of responsible investment solutions.

Asia's economic development and transition to a low-carbon economy pose diverse challenges due to its composition of emerging markets. Innovative solutions such as blended finance and public-private partnerships are expected to be crucial in accelerating the region's coal phase-out and energy transformation journey while meeting the Paris Agreement's global objectives³.

Investor Appetite:

The Responsible Investment landscape in Asia is gaining momentum due to regulatory push, especially in China and India. International institutional investors are also increasingly present in the region. There is a vital need to integrate ESG considerations in Asia as the region is disproportionately at risk of being affected by climate change, hence the need to prioritize ESG solutions. RI solutions that merge climate risks such as transition and physical risks are currently the most popular and is projected to continue an upwards trend due to regulatory push and climate risk.

Net Zero Targets



Challenges to the Transition of Renewable Energy Sources:

The Asia region is relatively reliant on coal, with fossil fuels accounting for around 85% of the energy consumed⁴. The demand for energy is projected to rise further due to continued urbanization and population growth⁵. Renewable energy is critical for the region's transition to green and secure energy, but the use of fossil fuels is also expected to expand⁶. However, the success of energy transition at the global scale depends on its success in emerging markets. Asia has a unique opportunity to develop its economy based on renewable energy resources while achieving energy security, reliability, and affordability goals. It could transition from 19% renewable energy in 2018 to 65% by 2050, reducing CO2 emissions by 75%⁷. This highlights the importance of decarbonization in emerging markets and making the transition inclusive for the benefit of their populations.

Tel: (852) 2147 0080 Email: info@hkrsa.org.hk Website: www.hkrsa.org.hk
 LinkedIn: www.linkedin.com/company/hong-kong-retirement-scheme-association Facebook: www.facebook.com/hkrsa

Upcoming HKRSA event

2023 Christmas Luncheon
Save the date
14 Dec 2023 (Thursday)
Stay tuned for the registration

Upcoming HKRSA event

Webinar HKRSA x Allianz Global Investor

Topic: China-US: Can we see the end of the Tunnel?

Date: Thursday, 21 September 2023

Time: 11:00 am – 12:00 noon

Language: English

Fee: Free

[Register now](#)



Upcoming HKRSA event

Webinar HKRSA x Amundi Asset Management

Topic: ESG investing: a pathway for sustainable retirement

Date: Friday, 27 October 2023

Time: 2:30 pm – 3:30 pm

Language: Cantonese

Fee: Free

Stay tuned for the registration!