

立法會
Legislative Council

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From : Clerk to the Legislative Council
To : All Members of the Legislative Council

Council meeting of 16 December 2009

**Proposed amendments to motion on
“Urging the Government to promote
a new occupational culture campaign for work-life balance”**

Further to LC Paper No. CB(3) 227/09-10 issued on 4 December 2009, three Members (Hon WONG Kwok-hing, Hon WONG Sing-chi and Hon LEE Cheuk-yan) have respectively given notice of their intention to move separate amendments to Hon CHAN Kin-por’s motion on “Urging the Government to promote a new occupational culture campaign for work-life balance” scheduled for the Council meeting of 16 December 2009. As directed by the President, the respective proposed amendments will be printed in the terms in which they were handed in on the Agenda of the Council.

2. To assist Members in debating the above motion and amendments, I set out below the procedure to be followed during the debate:

- (a) Hon CHAN Kin-por moves his motion;
- (b) the President proposes the question on Hon CHAN Kin-por’s motion, and orders a joint debate;
- (c) the President calls on the three Members, who intend to move amendments, to speak in the following order, but no amendment is to be moved at this stage:
 - (i) Hon WONG Kwok-hing;
 - (ii) Hon WONG Sing-chi; and
 - (iii) Hon LEE Cheuk-yan;

- (d) the President calls upon the designated public officer(s) to speak;
- (e) joint debate on the motion and the amendments follows thereafter;
- (f) the President gives leave to Hon CHAN Kin-por to speak for the second time on the amendments;
- (g) the President calls upon the designated public officer(s) again to speak;
- (h) in accordance with Rule 34(5) of the Rules of Procedure, the President has decided that he will call upon the three Members to move their respective amendments in the order set out in paragraph (c) above. The President invites Hon WONG Kwok-hing to move his amendment to the motion, and forthwith proposes and puts to vote the question on Hon WONG Kwok-hing's amendment;
- (i) after Hon WONG Kwok-hing's amendment has been voted upon, the President deals with the other two amendments; and
- (j) after all amendments have been dealt with, the President calls upon Hon CHAN Kin-por to reply. Thereafter, the President puts to vote the question on Hon CHAN Kin-por's motion, or his motion as amended, as the case may be.

3. For Members' ease of reference, the terms of the original motion and of the motion, if amended, are set out in the **Appendix**.

(Mrs Justina LAM)
for Clerk to the Legislative Council

Encl.

(Translation)

**Motion debate on
“Urging the Government to promote
a new occupational culture campaign for work-life balance”
to be held at the Legislative Council meeting
of Wednesday, 16 December 2009**

1. Hon CHAN Kin-por’s original motion

That, as Hong Kong has developed into a society with a mature economy where the opportunities for upward social mobility continue to reduce, the promotion opportunities for many employees, especially the younger generation, are drastically reduced, coupled with heavy work pressure, they easily develop a sense of failure in work and life, which has a negative impact on the long-term development of the Hong Kong society; in this connection, this Council urges the Government to promote a new occupational culture campaign for work-life balance to alleviate pressure in life brought by various problems at work, educate the public to establish proper values towards life that, in addition to work, there are still many things worth pursuing in a healthy life, and encourage the public to develop a diversified life, including building harmonious families and a public-spirited society, as well as pursuing knowledge, etc; the Government should at the same time make employers understand that the mode of work-life balance may mitigate work pressure on employees and increase their passion for work, thereby achieving the goals of enhancing productivity and work quality, as well as reduce labour disputes, ultimately enabling both the employees and employers to benefit at the same time; the relevant government measures should include:

- (a) to set up a special task force, and adopt new thinking to tailor-make a new occupational culture policy on work-life balance for Hong Kong, and disseminate the message of a diversified and healthy life to various social strata so as to enable the public to understand that achievements in life do not come solely from work, and that building harmonious families and a public-spirited society, etc are also important achievements in life;
- (b) the Government to take the lead in promoting a new occupational culture of work-life balance and set up a special fund to subsidize companies in various industries and trades according to their needs to actively promote a more flexible work culture and other measures for work-life balance, thereby enabling Hong Kong to become a more vibrant and competitive city;
- (c) to encourage enterprises to implement policies to meet the needs of employees regarding work-life balance, including providing support for the employees and their families, assisting in solving their emotional problems such as those stemming from work pressure and encouraging enterprises to

organize public-spirited and spare-time recreational activities for the employees, so as to enable the employees to enjoy a fruitful life, consolidate their morale and increase their passion for work; and

- (d) to encourage enterprises to implement a flexible leave policy, and give them special holidays such as paternity leave, study leave, compassionate leave, etc, when employees encounter major events in life.

2. Motion as amended by Hon WONG Kwok-hing

That, as ~~Hong Kong has developed into a society with a mature economy where the~~ ***the SAR Government attaches too much importance to a few industries, such as the financial and real estate industries, coupled with the fact that some employers have adopted different de-employment means to avoid giving various employment entitlements,*** opportunities for upward social mobility continue to reduce, the promotion opportunities for many employees, especially the younger generation, are drastically reduced, ~~coupled with~~ ***and employers in general, in order to cut costs, deploy tight manpower to cope with work, giving rise to*** heavy work pressure, they easily develop a sense of failure in work and life, which has a negative impact on the long-term development of the Hong Kong society; in this connection, this Council urges ~~the Government to~~ ***that besides developing more industries and creating diversified employment opportunities, the Government should*** promote a new occupational culture campaign for work-life balance to alleviate pressure in life brought by various problems at work, educate the public to establish proper values towards life that, in addition to work, there are still many things worth pursuing in a healthy life, and encourage the public to develop a diversified life, including building harmonious families and a public-spirited society, as well as pursuing knowledge, etc; the Government should at the same time make employers understand that the mode of work-life balance may mitigate work pressure on employees and increase their passion for work, thereby achieving the goals of enhancing productivity and work quality, as well as reduce labour disputes, ultimately enabling both the employees and employers to benefit at the same time; the relevant government measures should include:

- (a) to set up a special task force, and adopt new thinking to tailor-make a new occupational culture policy on work-life balance for Hong Kong, ***including examining ways to reverse the undesirable trend of 'de-employment', and using government departments, public organizations and those organizations with the Government as the major shareholder as an example to encourage employers to recruit employees in proper modes of employment so as to enhance the employees' sense of identity with and belonging to their companies,*** and disseminate the message of a diversified and healthy life to various social strata so as to enable the public to understand that achievements in life do not come solely from work, and that building harmonious families and a public-spirited society, etc are also important achievements in life;

- (b) *to promote a new occupational health and safety culture, including regulating working hours, providing rest breaks and employing additional staff, with a view to easing the intensity of labour as well as reducing industrial accidents and occupational diseases caused by long working hours;*
- ~~(b)~~(c) the Government to take the lead in promoting a new occupational culture of work-life balance and set up a special fund to subsidize companies in various industries and trades according to their needs to *take diversified measures to encourage and subsidize their employees to pursue further studies, and* actively promote a more flexible work culture and other measures for work-life balance, thereby enabling Hong Kong to become a more vibrant and competitive city;
- ~~(e)~~(d) to encourage enterprises to implement policies to meet the needs of employees regarding work-life balance, including providing support for the employees and their families, *such as child care service during working hours*, assisting in solving their emotional problems such as those stemming from work pressure and encouraging enterprises to organize public-spirited and spare-time recreational activities for the employees, so as to enable the employees to enjoy a fruitful life, consolidate their morale and increase their passion for work; and
- ~~(d)~~(e) to *standardize the number of statutory holidays and public holidays to 17 days*, encourage enterprises to implement a flexible leave policy, and give them special *paid* holidays such as *wedding leave*, paternity leave, study leave, compassionate leave, etc, when employees encounter major events in life.

Note: Hon WONG Kwok-hing's amendment is marked in *bold and italic type* or with deletion line.

3. Motion as amended by Hon WONG Sing-chi

That, *a study indicates that the index on family solidarity in Hong Kong has continued to drop and amid the financial tsunami, families at various strata are bearing heavy pressure in their finances and other aspects of daily life; at the same time*, as Hong Kong has developed into a society with a mature economy where the opportunities for upward social mobility continue to reduce, the promotion opportunities for many employees, especially the younger generation, are drastically reduced, coupled with heavy work pressure, they easily develop a sense of failure in work and life, which has a negative impact on the long-term development of the Hong Kong society; in this connection, this Council urges the Government to promote a new occupational culture campaign for work-life balance *and actively implement*

family-friendly policies to alleviate pressure in life brought by various problems at work, *and through these measures*, educate the public to establish proper values towards life that, in addition to work, there are still many things worth pursuing in a healthy life, and encourage the public to develop a diversified life, including building harmonious families and a public-spirited society, as well as pursuing knowledge, etc; the Government should at the same time make employers understand that the mode of work-life balance may mitigate work pressure on employees and increase their passion for work, thereby achieving the goals of enhancing productivity and work quality, as well as reduce labour disputes, ultimately enabling both the employees and employers to benefit at the same time; the relevant government measures should include:

- (a) to set up a special task force, and adopt new thinking to tailor-make a new occupational culture policy on work-life balance for Hong Kong, and disseminate the message of a diversified and healthy life to various social strata so as to enable the public to understand that achievements in life do not come solely from work, and that building harmonious families and a public-spirited society, etc are also important achievements in life;
- (b) *to introduce ‘family impact assessment’ to review the impact of public policies and administrative measures on different types of families;*
- (c) *to actively promote ‘family day’ and call on the community to cherish the value of family;*
- ~~(b)~~(d) the Government to take the lead in promoting a new occupational culture of work-life balance and set up a special fund to subsidize companies in various industries and trades according to their needs to actively promote a more flexible work culture and other measures for work-life balance, thereby enabling Hong Kong to become a more vibrant and competitive city;
- (e) *to introduce paternity leave and standard working hours as well as encourage employers to implement family-friendly employment policies so that employees can take care of both their families and work at the same time;*
- ~~(e)~~(f) to encourage enterprises to implement policies to meet the needs of employees regarding work-life balance, including providing support for the employees and their families, assisting in solving their emotional problems such as those stemming from work pressure and encouraging enterprises to organize public-spirited and spare-time recreational activities for the employees, so as to enable the employees to enjoy a fruitful life, consolidate their morale and increase their passion for work; and
- ~~(d)~~(g) to encourage enterprises to implement a flexible leave policy, and give them special holidays such as paternity leave, study leave, compassionate leave, etc, when employees encounter major events in life.

Note: Hon WONG Sing-chi's amendment is marked in *bold and italic type* or with deletion line.

4. Motion as amended by Hon LEE Cheuk-yan

That, as Hong Kong has developed into a society with a mature economy where the opportunities for upward social mobility continue to reduce, the promotion opportunities for many employees, especially the younger generation, are drastically reduced, coupled with heavy work pressure, they easily develop a sense of failure in work and life, which has a negative impact on the long-term development of the Hong Kong society; in this connection, this Council urges the Government to promote a new occupational culture campaign for work-life balance to alleviate pressure in life brought by various problems at work, educate the public to establish proper values towards life that, in addition to work, there are still many things worth pursuing in a healthy life, and encourage the public to develop a diversified life, including building harmonious families and a public-spirited society, as well as pursuing knowledge, etc; the Government should at the same time make employers understand that the mode of work-life balance may mitigate work pressure on employees and increase their passion for work, thereby achieving the goals of enhancing productivity and work quality, as well as reduce labour disputes, ultimately enabling both the employees and employers to benefit at the same time; the relevant government measures should include:

- (a) to set up a special task force, and adopt new thinking to tailor-make a new occupational culture policy on work-life balance for Hong Kong, and disseminate the message of a diversified and healthy life to various social strata so as to enable the public to understand that achievements in life do not come solely from work, and that building harmonious families and a public-spirited society, etc are also important achievements in life;
- (b) the Government to take the lead in promoting a new occupational culture of work-life balance and set up a special fund to subsidize companies in various industries and trades according to their needs to actively promote a more flexible work culture and other measures for work-life balance, thereby enabling Hong Kong to become a more vibrant and competitive city;
- (c) to encourage enterprises to implement policies to meet the needs of employees regarding work-life balance, including providing support for the employees and their families, assisting in solving their emotional problems such as those stemming from work pressure and encouraging enterprises to organize public-spirited and spare-time recreational activities for the employees, so as to enable the employees to enjoy a fruitful life, consolidate their morale and increase their passion for work; ~~and~~

- (d) to encourage enterprises to implement a flexible leave policy, and give them special holidays such as paternity leave, study leave, compassionate leave, etc, when employees encounter major events in life; **and**
- (e) ***to legislate for the regulation of working hours so as to reduce the situation of employees frequently working overtime.***

Note: Hon LEE Cheuk-yan's amendment is marked in ***bold and italic type*** or with deletion line.