

(Translation)

**Motion on**  
**“Urging the Government to promote**  
**a new occupational culture campaign for work-life balance”**  
**moved by Hon CHAN Kin-por**  
**at the Legislative Council meeting commencing**  
**on Wednesday, 16 December 2009**

**Wording of the 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 paternal leave, study leave, compassionate leave, etc, when employees encounter major events in life.