

For information

Legislative Council Panel on Welfare Services

Progress of Work of the Family Council

PURPOSE

This paper briefs Members on the work progress of the Family Council (the Council) since its establishment in December 2007.

BACKGROUND

2. Arising from the recommendation in the 2006-07 Policy Address, the Council was set up on 1 December 2007. The terms of reference and membership of the Council are at **Annexes A** and **B** respectively.

3. Chaired by the Chief Secretary for Administration, the Council serves as an advisory body to the Government by providing a high level platform for examining family-related policies and promoting a culture of loving families in the community. Provision of services to support families is financed and delivered by different relevant service providers and delivery agents.

4. To facilitate the Council to conduct more in-depth deliberations, three Subcommittees have been set up under the Council on issues related to promotion of family core values, family support and family education.

THE COUNCIL'S MAJOR WORK AND DELIVERABLES

5. Although the Council has a relatively short history of establishment, concrete achievements have been made in the following areas -

- (a) advocated cherishing the family as a main driver for social harmony;
- (b) formulated strategies on creating a pro-family environment and family support;

- (c) promoted family perspective in policy formulation among bureaux and departments (B/Ds);
- (d) promoted synergy between the Council and the three Commissions (Commission on Youth (CoY), the Elderly Commission (EC) and the Women's Commission (WoC); and
- (e) conducted researches to promote better understanding on matters related to the family.

Details of the Council's major work and deliverables since its establishment in 2007 are elaborated in the ensuing paragraphs.

Advocating for cherishing the family as a main driver for social harmony

Identification and promotion of family core values

6. The Council recognized that family is the cornerstone for social harmony and the basic unit for community building. At its meeting held on 28 March 2008, the Council identified the following family core values which are the key elements to a healthy and happy family life, namely "Love and Care", "Respect and Responsibility" and "Communication and Harmony". These core values have captured the essence of the more commonly perceived concepts about family values and are well-balanced for promotion and publicity purposes. On the basis of these core values, the Council has devised a series of publicity programmes for promulgation to members of the public.

Publicity programmes and the Happy Family Campaign

7. To promote family core values, the Council organized a series of publicity programmes as well as a territory-wide "Happy Family Campaign" (the Campaign). Leveraging on the social awareness already established, the territory-wide Campaign aimed at reinforcing and further promoting family core values through different forms of collaboration with various stakeholders. The Campaign sought to engage as many stakeholders as possible to disseminate family core values and message through various means and channels. Activities in the Campaign included roving exhibition, book publication, television and radio programmes, experience sharing, workshops and other promotional programmes. Since 2008, the Council has been organising various publicity

programmes to promote family core values to different sectors of the community. A summary of the activities and the numbers of participants/audience are as follows -

	Activities	Number of participants/audience
a.	Territory-wide activities including carnivals, drama performances, photo competitions, exhibitions, workshops and TV programmes to promote family core values (Details at Annex C)	800,000
b.	67 school visits including performances, workshops, drama performances and sharing sessions	67 schools with 45,000 students
c.	Subvention to the Uniformed Groups (UGs) in organising 217 family-related activities	766,000 members of the UGs
d.	19 experience sharing sessions on family-related themes	3,000

Happy Family Info Hub

8. Arising from the recommendation in the 2009-10 Policy Address, the Council has co-ordinated and liaised with B/Ds as well as other relevant stakeholders in setting up a “Happy Family Info Hub” which is a multi-sectoral, inter-disciplinary and interactive support network and platform for exchange of information. It seeks to promote family core values and introduce family education as well as support services for the family, with a view to better addressing the multifarious needs of families and enhancing the role of the family as a main driver for social harmony. Since its launch in May 2010, the “Happy Family Info Hub” has been very well-received. The average monthly hit rate in 2011 exceeded two million.

9. Promotion of family core values should not be the sole domain of the Government. Only through different forms of collaboration can a synergistic impact be made. Since its establishment, the Council has collaborated with more

than 30 organisations including advisory bodies, chambers of commerce, professional bodies, multi-national business firms and non-governmental organisations (NGOs) in organising programmes on family core values. Besides, the 18 District Councils (DCs) have supported the promotion of family core values, and DCs are encouraged to launch family-related programmes. Through the concerted efforts of various sectors, the Council has helped reinforce and promote a culture of loving families to members of the public.

Formulation of strategies on creating a pro-family environment and family support

Identification of ways to create a pro-family environment

10. Creating a pro-family environment, in particular a pro-family working environment, is conducive to a happy family. At its meeting held on 26 June 2008, the Council deliberated the “family-friendly employment practice” (FFEPs) and “work-life balance”. The Council was of the view that a “cultural” change was needed to change people’s attitude to work and family, and to convince employers that happy employees with less worry for family matters would be conducive to productivity and eventually benefit the companies. In collaboration with the Labour Department (LD), the Council would continue to promote FFEPs for their wider adoption in the workplace through publicity and promotional efforts.

11. The Government, as the largest employer in Hong Kong, attaches great importance to providing a family-friendly working environment to enable civil servants to cope with both work and family commitments. Apart from the introduction of five-day week in the Government in phases since July 2006, the Government also encourages B/Ds to give priority and sympathetic consideration to leave applications of civil servants on family care grounds including marriage, bereavement, caring of an ailing family member, etc.

12. The Chief Executive announced in his 2011-12 Policy Address that the Government would take the lead in promoting the family-friendly practice of paid paternity leave, beginning with a study into the provision of providing paid paternity leave for civil servants. With effect from 1 April 2012, up to five working days of paternity leave are provided to eligible male government employees. This measure enables a working father/father-to-be to be granted paid leave to take care of the newborn and his wife before and/or after her

confinement. The Government will continue to formulate and implement policies and measures that are geared towards promoting a family-friendly environment.

Family-friendly Employers Award Scheme

13. Realising that effecting a cultural change involves the collaboration of different stakeholders, the Council has taken proactive steps in fostering a cultural change through active promotion and education. As the business sector is a major partner and stakeholder who, with its huge number of employers and employees, holds the key to promoting family core values and a loving family culture, the Council launched the territory-wide “Family-friendly Employers Award Scheme”(the Scheme) for the first time in 2011 under which business firms were awarded for the family-friendly measures they implemented.

14. The Scheme had successfully reached out to the business sector. More than 5,000 visits to companies in different sectors and districts were made. Leveraging on the business connections of the Organising Committee of the Scheme, LD as well as District Offices of the Home Affairs Department, the Council conducted 17 briefing sessions for some 1,500 participants and established contacts with some 100 employers and employees associations. Apart from the business sector, the Council also made use of various means to further promulgate the family-friendly message to the community. A series of eight advertorials carrying interviews with family-friendly employers were published. The advertorials featured real-life stories on how family-friendly measures were implemented in the workplace. Sharing by employers and employees alike enabled readers to better understand the importance of adopting FFEP in the workplace. The sharing was well received as readers found the real-life stories inspiring and appealing.

15. With different forms of promotional efforts, some 1,110 companies signed up for the Scheme. The Scheme had successfully raised the awareness of the business sector of the importance of FFEPs. In view of its great success, the Council agreed that the Scheme should be organised as a regular biennial event and its scope and coverage should also be expanded to the non-business sectors including NGOs and social enterprises in the future.

Family Mediation Service

16. The Council also takes every proactive step to create a pro-family environment in the community. Noting that some NGOs have expressed concerns about the lack of funding to provide family mediation service to the community, the Home Affairs Bureau (HAB), as the Secretariat of the Council, took the initiative to examine the utilization of the resources allocated to the Council to sponsor organisations for family mediation service.

17. As family mediation is considered an effective way to resolve family disputes and help family members to alleviate the adverse effects arising from litigation, the Council launched a two-year pilot scheme to provide sponsorship to interested organisations on family mediation service in May 2012. Funds will be allocated to eligible organisations in August 2012. It is expected that some 200 separating families will be benefitted from the implementation of the pilot scheme each year.

Family education

18. With a view to strengthening family core values and to better utilize the “Happy Family Info Hub” (a readily accessible platform for family-related materials), the Council has stepped up its work on family education through the introduction of a series of family education materials. The Council further enhanced and enriched its content of family education by producing multi-media materials with positive family messages. In 2011, the Council launched the “18 Handy Tips for Parents” and “Family Therapy Package”. While both packages have been uploaded onto the “Happy Family Info Hub”, the “18 Handy Tips for Parents” was also broadcast widely in “Roadshow”, Integrated Family Service Centres and various clinics under the Department of Health. Both packages received very favourable response. In 2012, the Family Council will launch another series of family education package on “Marital Relationship” and “The Twenty-four Filial Exemplars”.

19. At its meeting held on 17 June 2010, the Council agreed to commission a consultancy study to take stock and examine the effectiveness of the current framework and ongoing services/programmes on family education, and to identify areas of improvement as well as new initiatives. The consultancy study was completed in March 2012 and it provided useful insights on the way forward for the Council to map out the strategies in promoting family education.

Better synergy of work between the Council and the Commission on Youth, the Elderly Commission and the Women's Commission

20. At its meeting held on 23 September 2008, the Council deliberated on the working relationships with the three Commissions and agreed on the functional integration approach in which the Commissions would form a close alliance with the Council through cross membership. To facilitate communication and co-operation between the Commissions and the Council, the Chairpersons of the Commissions were appointed as ex officio members of the Council with effect from 1 April 2009.

21. While the three Commissions continue to perform their roles in relevant sector-specific areas, active steps have been taken to encourage collaborations with the Council to create a more pro-family environment.

“Love and Respect Thy Elders” Campaign

22. Recognising that members of different generations and genders can contribute to harmonious family relationships, it would be of benefit to the society in general if members of a family put their strengths and wisdom collaboratively into good use. The collaborative act of sharing could only be sustainable if underpinned by mutual care and a strong sense of filial piety, a powerful cultural value governing the function of family. At its meeting held on 4 July 2011, the Council agreed that the three Commissions should join hands to launch various initiatives under the “Love and Respect Thy Elders” Campaign (LARTE Campaign). The three Commissions will launch new initiatives that subscribe to the theme of love and filial piety for dissemination through various means and channels. The Family Council will devise an overall publicity plan to promote the campaign with a view to encouraging and mobilising every member of the family to respect the elders by putting “Love”, “Concern”, “Respect” and “Care” into practice.

Family perspective in policy formulation

23. In his 2008-09 Policy Address, the Chief Executive pledged the Government’s commitment to look into ways to include the family as a factor to consider in its policy-making process. Considerations of family perspective help the Government balance competing needs of families and other priorities in

formulating policies. Towards this end, B/Ds are encouraged and reminded of the need to consider the family perspective and give due regard to such values in policy formulation on the basis of the three sets of family core values identified by the Family Council (i.e. “Love and Care”, “Respect and Responsibilities” and “Communication and Harmony”). Besides, the Council has been inviting B/Ds to provide regular reports to the Council on how they have taken family perspective into account in their formulation of policies, programmes, measures and services. B/Ds including the HAB, the Education Bureau, the Labour and Welfare Bureau as well as the Transport and Housing Bureau have been invited to present to the Council efforts they have made in helping to foster a pro-family environment in their respective areas of work. Examples on how family perspectives have been taken into account in the formulation of policies are set out in **Annex D**.

Research to promote better understanding on matters of family

Thematic researches

24. The 2009-10 Policy Address pointed out that many social problems including youth drug abuse, prostitution and the neglect of elderly and children could be traced back to the family. To effectively tackle these problems from a family perspective, the Council was tasked to conduct research in these aspects, and propose new policy options to alleviate such problems from the family angle. The Central Policy Unit (CPU), as the research arm of the Council, co-ordinated work in these areas. Local universities were invited by the CPU to undertake four research studies. The studies acknowledged that many of the causes of the four social problems could be traced back to the family and proposed a number of family-focused strategies and measures which were deliberated by the Council at its meeting held on 4 July 2011.

25. The Council noted that it is difficult to generalize the causes of these social problems as they are complicated, multi-layered and multi-faceted. This notwithstanding, the research studies confirmed that many of the causes of the social problems could be traced back to the family. To sufficiently and effectively prevent relevant social problems, the Council has recommended three new policy directions, namely “Family Engagement”, “Prevention” and “Community-based Family Support”. At its meeting held on 9 February 2012, the Council further deliberated the measures in support of the new policy directions and considered that government policy initiatives, services and

programmes should continue to take into account the interests and well-being of families. The Council also considered that a cross-sectoral approach in strengthening families was conducive to devising family-focused strategies and measures to tackle the social problems, and undertook to explore how to take them forward. Towards this end, the Council organized an experience sharing session with some 100 NGOs and family service agencies on 29 June 2012 to gather views from stakeholders on how to support the new policy directions. Relevant B/Ds will be invited to consider the views expressed in enhancing their measures in support of the new policy directions.

Family Survey 2011

26. Apart from research work, the Council also conducted family-related surveys. With a view to gathering an updated and empirically-based information on the families in Hong Kong, the Council endorsed the proposal to conduct a survey to collect information and data on the existing situation of families in Hong Kong at its meeting held on 14 March 2011, so that the Family Council would have a better understanding of the current state of the Hong Kong families. The fieldwork survey was completed in September 2011, with a sample size of some 2,000 respondents. The findings of the Survey provided useful information to facilitate the tracking of families in Hong Kong, and also gave an insight into the changes in the Hong Kong families, the challenges they face and the kind of support required.

27. The preliminary findings of the Survey indicated that families in Hong Kong in general functioned quite well and respondents were also satisfied with their family life. However, the results also indicated the stress of raising children and balancing work and family as well as the low awareness and participation rate of family-related programmes organized by the Government and/or NGOs. Focus group meetings were organized by the CPU to examine the implications of the Survey findings. Arising from the focus group discussions, the CPU formulated action plans including (a) strengthening family-related research; (b) strengthening family education; (c) formulation of specific family policies; and (d) establishment of a “Family Development Fund”. The Council will map out the strategies in taking forward the proposed action plans.

WAY FORWARD

28. As stated in paragraph 3 above, the Council serves as an advisory body to the Government by providing a high-level platform for discussion of major issues arising from the family perspective and strategic directions and priorities on family-related policies. The Council will continue to focus its work on the following areas -

- (a) promulgate and promote family core values through various territory-wide campaigns and partnerships with relevant stakeholders;
- (b) promotion of family perspective in policy formulation;
- (c) conduct seminars and researches on family issues; and
- (d) work closely with relevant stakeholders to establish a support network, create a pro-family environment, enhance public awareness and promote better understanding as well as foster a culture in cherishing families as a main driver for social harmony.

ADVICE SOUGHT

29. Members are invited to note the work progress of the Family Council since its establishment in 2007.

Home Affairs Bureau
July 2012

Terms of Reference of the Family Council

- (a) To advocate for cherishing the family as a main driver for social harmony, and to promote a family-based support network to forge closer and harmonious relationships amongst family members;
- (b) To advise the Government on the formulation of policies and strategies for supporting and strengthening the family and on development of related programmes/activities, and to monitor their implementation;
- (c) To advise the Government on the integration of family policies and related programmes across different bureaux and departments for individual age and gender sectors to ensure effective coordination;
- (d) To plan/implement programmes and activities for particular age and/or gender sectors; and rationalize the work of the Elderly Commission, the Women's Commission and the Commission on Youth; and
- (e) To initiate research to promote better understanding of matters related to the family as necessary.

**Membership List of the Family Council
(from 1 April 2011 to 31 March 2013)**

Chairman

Chief Secretary for Administration

Ex officio Members

Mr CHAN Chung-bun, Bunny, Chairperson of the Commission on Youth
Prof CHAN Cheung-ming, Alfred, Chairperson of the Elderly Commission
Mrs LAU KUN Lai-kuen, Stella, Chairperson of the Women's Commission

Non-official Members

Mr CHOW Yung, Robert
Dr KOONG May-kay, Maggie
Ms LAI Fung-ye, Angelina
Ms LAW Suk-kwan, Lilian
Dr LI Sau-hung, Eddy
Dr LEE Wai-yung
Ms LOO Shirley Marie Therese
Dr PANG King-chee
Prof SHEK Tan-lei, Daniel
Dr WONG Chung-kwong
Ms WONG Pik-kiu, Peggy
Prof WONG Po-choi
Ms YAU Oi-yuen, Irene
Mr YIU Tze-leung

Official Members

Secretary for Education, or his representative
Secretary for Home Affairs, or his representative
Secretary for Labour and Welfare, or his representative
Head of Central Policy Unit, or his representative

Secretary

Principal Assistant Secretary for Home Affairs (Civic Affairs)²

Publicity Programmes of the Family Council

Year	Publicity Programmes to promote family core values
2008	<p>(a) Launching ceremony of family core values: the ceremony was held at Southorn Playground in Wan Chai. Around 2,000 citizens participated; and</p> <p>(b) territory-wide photo competition: more than 400 entries were received. Subsequent to the photo competition, a roving exhibition of the award-winning photos was organized from June to July 2009 in different districts.</p>
2009	<p>(a) a series of TV programmes with 10 episodes (1-minute each) under the theme “家添愛力量” were produced to promote family core values. Government officials, celebrities and artists were invited to share their family stories in each episode;</p> <p>(b) two series of Announcement of Public Interest (API) with the theme “Family Gives You Strength” were produced and broadcast in April and June 2009;</p> <p>(c) “Smiling Families – Valentine’s Day Best Smiles Election” was organised to recognize harmonious families and share happy family tips in February 2009;</p> <p>(d) “Embracing Love Family Day” was organised in June 2009 to disseminate the loving family message through radio broadcast, website and newspaper; and</p> <p>(e) in collaboration with the Committee on the Promotion of Civic Education, the Council participated in the civic education exhibition in the Hong Kong Book Fair 2009 to promote family core values.</p>

<p>2010</p>	<p>(a) The “Happy Family Info Hub” (an online platform allowing easy access to a wide range of family-related information and facilitating sharing of family-related issues on the Internet) was officially launched in May 2010. The average monthly hit rate in 2010 was around 800,000;</p> <p>(b) a series of five infotainments (20 seconds each) under the theme “開心家庭教室” were produced for broadcast on TV and Roadshow. The infotainments promulgate tips and skills in building a harmonious family;</p> <p>(c) a book entitled 《同一屋簷下的天使》 was published with family theme;</p> <p>(d) a series of radio promotional messages were broadcast to promulgate family core values; and</p> <p>(e) in collaboration with the RTHK, “Loving Family Award Scheme” was organised in the third quarter of 2010. Programmes included radio programmes and workshops for families.</p>
<p>2011</p>	<p>(a) “Cook A Meal for Your Family” competition was organized and broadcast on the Jade Channel in January 2011;</p> <p>(b) eight newspaper advertorials were published in 2011 for promulgation of family core values;</p> <p>(c) broadcast of television family drama produced by the RTHK: a series of ten episodes were broadcast on the Jade Channel in the second quarter of 2011. The series aimed to promote the message of happy family to the general audience; and</p> <p>(d) in collaboration with the RTHK, “Loving Family Journal: Photo and Video Competition” was organized in the fourth quarter of 2011. Over 480 entries were received. Two award-winning videos were broadcast on various channels to promote family core values.</p>

Annex D

Policies/programmes which have taken family perspectives into account

Bureau/ Department	Policy/Programmes	Consideration of family perspective
Education Bureau (EDB)	<ul style="list-style-type: none"> • School curriculum 	<ul style="list-style-type: none"> • Family education is provided in the school curriculum as well as related learning experiences outside classrooms. For instance, family life is an essential curricular theme in the Moral and Civic Education curriculum framework.
	<ul style="list-style-type: none"> • Other learning experience 	<ul style="list-style-type: none"> • The learning and teaching of family education is not confined to mere knowledge acquisition and learning activities at the classroom level. Schools are encouraged to organise a wide range of related learning activities. These activities help students better understand the needs of other family members and thus help students reflect on ways that one should adopt to cope with those problems and lead a healthy family life.
	<ul style="list-style-type: none"> • Parental involvement in student development 	<ul style="list-style-type: none"> • EDB advocates a “Whole School Approach” to guidance and discipline whereby all stakeholders (including parents) should work together to provide remedial, preventive and developmental programmes for the healthy development of students.

Bureau/ Department	Policy/Programmes	Consideration of family perspective
	<ul style="list-style-type: none"> Promotion of Home-School Co-operation 	<ul style="list-style-type: none"> Through the platforms of the Parent-Teacher Associations (PTAs), parent activities and seminars are organized for promoting home-school co-operation. Publications and resources are provided to equip parents with knowledge in helping their children's personal growth and understanding the educational development. Financial support is also provided to PTAs for organizing home-school co-operation activities.
	<ul style="list-style-type: none"> Family as the basis for assessing needs and giving support 	<ul style="list-style-type: none"> To underline the Government's policy view that the family is the basic unit of the community in which mutual help and care should prevail, various financial support measures have adopted family income/asset as one of the key eligibility criteria. These include the fee remission provided to needy families, as well as the various student financial assistance schemes administered by Student Financial Assistance Agency.

Bureau/ Department	Policy/Programmes	Consideration of family perspective
Home Affairs Bureau (HAB)	<ul style="list-style-type: none"> • Horse racing betting 	<ul style="list-style-type: none"> • As the licensing authority for horse race betting in Hong Kong, HAB has urged the licensee, namely the Hong Kong Jockey Club (HKJC), to take into consideration its social responsibility of promoting family culture when drawing up its schedule for local race meetings. HKJC is encouraged to arrange weekend race days on more Saturdays instead of Sundays, and to avoid arranging local race meetings on Mother's Day and Father's Day in order to facilitate greater opportunities for family gatherings on conventional family days.
	<ul style="list-style-type: none"> • Alleviating gambling-related problems 	<ul style="list-style-type: none"> • Starting from 2010, priority has been given to projects with families as the target audience for the Ping Wo Fund Sponsorship Scheme. The Scheme provides sponsorship to community organisations to organise public education projects for preventing and alleviating gambling-related problems.
	<ul style="list-style-type: none"> • Healthy development of young people 	<ul style="list-style-type: none"> • Additional resources of \$10 million have been provided to the 10 subvented Uniformed Groups to enhance their efforts in promoting pro-family values among youngsters and their parents.

Bureau/ Department	Policy/Programmes	Consideration of family perspective
	<ul style="list-style-type: none"> • Promotion of civic education 	<ul style="list-style-type: none"> • The theme adopted by the Committee on Promotion of Civic Education for 2011-12 was "Cherish yourself and your family, Love Hong Kong and your country".
	<ul style="list-style-type: none"> • Culture policies 	<ul style="list-style-type: none"> • Museum family pass is offered to members of the public. Besides, the museums organize a wide range of thematic exhibitions and family-based extension activities in public museums. • The Hong Kong Public Libraries have been organizing a variety of extension activities targeting at families, such as workshops, talks and thematic programmes for the promotion of family reading on an ongoing basis.
	<ul style="list-style-type: none"> • Sports and recreation policies 	<ul style="list-style-type: none"> • To further encourage family participation in recreation and sports activities, a series of Parent-Child Sports programmes are organised. In 2011-12, over 150 parent-child programmes were organized to cater for over 7,000 family members.

Bureau/ Department	Policy/Programmes	Consideration of family perspective
Labour and Welfare Bureau (LWB)	<ul style="list-style-type: none"> • Family welfare services 	<ul style="list-style-type: none"> • To cater for the needs of different families, the Social Welfare Department (SWD) has developed a comprehensive range of family welfare services. An extensive network of 62 Integrated Family Service Centres (IFSCs) over the territory serves as the backbone of its family welfare services. Each IFSC provides, in a one-stop manner, a continuum of preventive, supportive and remedial services under the direction of “child-centred, family-focused and community-based” within the community.
	<ul style="list-style-type: none"> • Child care services 	<ul style="list-style-type: none"> • SWD has proactively introduced new child care services which are more flexible in both operational mode and hours. The coverage of the “Neighbourhood Support Child Care Project” launched in 2008 has been extended to all 18 districts.
	<ul style="list-style-type: none"> • Elderly services 	<ul style="list-style-type: none"> • Recognizing that family carers play an important role in supporting elders who age in place, the Government provides them with various types of support and services to the carers through the 159 elderly centres in the territory, which include training and educational programmes, mutual support groups, simple counseling, and rehabilitation-aid equipment

Bureau/ Department	Policy/Programmes	Consideration of family perspective
		<p>lending service, etc. To further strengthen the support to the carers by further relieving their stress, day respite and residential respite services are also available in day care centres/units, as well as subvented residential care homes for the elderly (RCHEs) and private RCHEs participating in the Enhanced Bought Place Scheme respectively.</p>
	<ul style="list-style-type: none"> • Social security 	<ul style="list-style-type: none"> • The Comprehensive Social Security Assistance Scheme helps families which cannot support themselves financially. It operates on a household basis to encourage mutual help and sharing of resources among family members.
	<ul style="list-style-type: none"> • Employment practices 	<ul style="list-style-type: none"> • The Labour Department (LD) has launched a wide range of promotional activities to encourage employers to adopt family-friendly employment practices. • Amid increasing public awareness of the need to provide more support to families, LD completed a study on legislating for paternity leave and considered that the subject merited further pursuit. The Labour Advisory Board (LAB) was consulted on the issue in May 2012. The subject will be followed up in LAB with a view to reaching a consensus among

Bureau/ Department	Policy/Programmes	Consideration of family perspective
		the employer and employee representatives.
Transport and Housing Bureau	<ul style="list-style-type: none"> • Housing policy 	<ul style="list-style-type: none"> • The Housing Authority has taken family perspective into account by implementing a four-pronged policy, viz. Harmonious Families Priority Scheme, Harmonious Families Transfer Scheme, Harmonious Families Addition Scheme and Harmonious Families Amalgamation Scheme to enhance the allocation and management of public rental housing in order to foster harmonious homes and strengthen ties within families and across generations. All these initiatives aim at encouraging the younger generation and their elderly parents to move near each other or even live together for better care of the latter. As at end December 2011, over 20,000 households with elderly family member(s) had already benefited from these schemes.