

**Mock Motion Debate**  
**Development of a flexible working system**

A flexible working system is an arrangement made by employers for offering options to employees to adjust their working hours and locations. This may enable employees to meet the needs of their work and personal life so that they can face less work pressure and have higher morale. This Council urges the Government to make laws to implement a flexible working system and provide support for employers, with a view to improving labour welfare in the long run and benefitting both employers and employees.

## Mock Motion Debate

### Development of a flexible working system

| <b>Role</b>                                      | <b>Script</b>   |
|--|---|
| <b>PRESIDENT OF THE LEGISLATIVE COUNCIL</b>      | : Members' motion: Development of a flexible working system.<br><u>Hon _____</u> (Name of the student acting as Legislative Council Member A who moves the motion)  |
| <b>MEMBER A (LABOUR FUNCTIONAL CONSTITUENCY)</b> | : <i>(Stands up)</i><br>President, I move that the motion be passed to urge the Government to make laws to implement a flexible working system, allowing employees and employers to flexibly arrange working hours and locations within the limits agreed by both sides. Such arrangements will enable employees to balance the needs of their work with those of their personal life. As a world city, Hong Kong can consider making reference to overseas experience and making laws to protect the rights of employees and improve labour welfare. Employers will therefore put more efforts in providing employee benefits to attract talents ...<br><i>(Student may express more views freely)</i> Thank you, President.<br><i>(Sits down)</i> |
| <b>PRESIDENT OF THE LEGISLATIVE COUNCIL</b>      | : I now propose the question to you and that is:<br>That the motion moved by <u>Member A</u> be passed.<br>Does any Member wish to speak?<br><br><i>(The student acting as Legislative Council Member B (Geographical Constituency) raises his/her hand)</i>  |
| <b>PRESIDENT OF THE LEGISLATIVE COUNCIL</b>      | : <u>Hon _____</u> (Name of the student acting as Legislative Council Member B (Geographical Constituency))   |
| <b>MEMBER B (GEOGRAPHICAL CONSTITUENCY)</b>      | : <i>(Stands up)</i><br>President, I support <u>Member A's</u> motion. Employees can save their travelling time and have more time to rest if they are allowed to work from home. Having fewer people travelling to and from work during peak hours will also help ease traffic. Moreover, a flexible working system can reduce the pressure on working mothers, who will no longer need to quit their job for family reasons. For grassroots families, the option to work flexible   |

| Role   | Script   |
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| <p><b>PRESIDENT OF THE LEGISLATIVE COUNCIL</b></p>                         | <p>hours can help them improve their livelihood ... <i>(Student may express more views freely)</i> President, I so submit and support <u>Member A's</u> motion. Thank you.<br/><i>(Sits down)</i></p> <p><i>(The student acting as Legislative Council Member C (Election Committee) raises his/her hand)</i></p>  |
| <p><b>MEMBER C (ELECTION COMMITTEE)</b></p>                                | <p><i>(Stands up)</i></p> <p>President, I oppose <u>Member A's</u> motion. Many employers do not have the confidence or ability to implement a flexible working system. They worry that allowing members of a work team to work different hours and from different locations will make it difficult to manage staff performance. There will also be extra costs to set up a secure communications network. It will eventually hurt their businesses. If the Government fails to provide enough assistance for employers in need, it is indeed not easy to get employers' support for a flexible working system ...<br/><i>(Student may express more views freely)</i> President, I so submit and oppose <u>Member A's</u> motion. Thank you.<br/><i>(Sits down)</i></p> <p><i>(The student acting as Legislative Council Member D (Technology and Innovation Functional Constituency) raises his/her hand)</i></p> |
| <p><b>PRESIDENT OF THE LEGISLATIVE COUNCIL</b></p>                         | <p>: <u>Hon _____</u> (Name of the student acting as Legislative Council Member D (Technology and Innovation Functional Constituency))</p>   |
| <p><b>MEMBER D (TECHNOLOGY AND INNOVATION FUNCTIONAL CONSTITUENCY)</b></p> | <p><i>(Stands up)</i></p> <p>Thank you, President. I support <u>Member A's</u> motion. With the rapid technological developments, even if an employee stays at home, he or she can work as usual and maintain communication with team members and clients with the aid of a "smart office" system which supports video conferencing, cloud storage, etc. The wider adoption of a flexible working system may even help develop Hong Kong into an international smart city and give</p>   |

| <b>Role</b>  | <b>Script</b>   |
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|  | <p>people a better quality of life ... <i>(Student may express more views freely)</i> President, I so submit and support <u>Member A</u>'s motion. Thank you.<br/><i>(Sits down)</i></p> <p><i>(The student acting as Legislative Council Member E (Wholesale &amp; Retail Functional Constituency) raises his/her hand)</i></p>  |
| <b>PRESIDENT OF THE LEGISLATIVE COUNCIL</b>                      | : <u>Hon _____</u> (Name of the student acting as Legislative Council Member E (Wholesale & Retail Functional Constituency))  |
| <b>MEMBER E (WHOLESALE &amp; RETAIL FUNCTIONAL CONSTITUENCY)</b> | : <i>(Stands up)</i><br>President, I oppose <u>Member A</u> 's motion. Some retail businesses require employees to work at fixed locations to serve customers who shop in person, particularly those who shop for cosmetics, jewellery and motor cars. If these businesses cannot join forces to promote flexible working practices, this will reduce their attractiveness in the job market. To compete in an unfair business environment, employers will have to offer higher pay and bear higher costs ... <i>(Student may express more views freely)</i><br>President, I so submit and oppose <u>Member A</u> 's motion. Thank you.<br><i>(Sits down)</i> |
| <b>PRESIDENT OF THE LEGISLATIVE COUNCIL</b>                      | : Does any other Member wish to speak?<br><br><i>(The rest of the students acting as Legislative Council Members may raise their hands to indicate their wish to speak. Students should wait until the President calls their names to stand up and speak)</i>   |
|  | <u>Hon _____</u> (Name of the student acting as Legislative Council Member)<br><br><i>(One by one, the President calls upon the students who have raised their hands to indicate their wish to speak to stand up and speak)</i>   |

| <b>Role</b>  | <b>Script</b>   |
|--|---|
| <b>HON<br/>(LEGISLATIVE<br/>COUNCIL<br/>MEMBER)</b>          | : <i>(Stands up)</i><br>(Student to express his/her views)<br><i>(Sits down)</i>  |
| <b>PRESIDENT OF<br/>THE LEGISLATIVE<br/>COUNCIL</b>          | : <i>(All students who have raised their hands to indicate their wish to speak have finished delivering their speeches)</i><br><br>Does any other Member wish to speak? (If no Member indicates a wish to speak)<br>Secretary for Labour and Welfare.   |
| <b>SECRETARY FOR<br/>LABOUR AND<br/>WELFARE</b>              | : <i>(Stands up)</i><br>President, I am glad that many Members have spoken on the motion. The Government has been encouraging employers to adopt family-friendly employment practices, e.g. five-day work week. However, Hong Kong has a workforce of nearly four million people. They are employed in a wide variety of industries which are different in size and ability to offer flexible working. Therefore, we must roll out the work gradually. The Government will step up its efforts to promote flexible working, and will further consider making relevant laws after a general agreement is reached between employees and employers ...<br><i>(Student may come up with more points of his/her own)</i> Thank you, President.<br><i>(Sits down)</i> |
| <b>PRESIDENT OF<br/>THE LEGISLATIVE<br/>COUNCIL</b>          | : <u>Member A</u> , you may now reply. This debate will come to a close after <u>Member A</u> has replied.<br><u>Member A</u> .   |
| <b>MEMBER A<br/>(LABOUR<br/>FUNCTIONAL<br/>CONSTITUENCY)</b> | : <i>(Stands up)</i><br>Thank you, President. Making laws to facilitate the development of a flexible working system may improve labour welfare in the long run. I believe the Government, when introducing the new laws, will assist employers in adapting to the relevant measures. The adoption of a flexible working system not only makes employees feel that their rights are respected but also develops their sense of belonging. The employer can also earn a positive image and reduce turnover of staff. Both employers and employees will be benefitted ... <i>(Student may</i>   |

| <b>Role</b> | <b>Script</b>  |
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|             | <i>express more views freely)</i> I call upon Members to support my motion. Thank you, Honourable Members.<br><i>(Sits down)</i> |

**PRESIDENT OF THE LEGISLATIVE COUNCIL** : I now put the question to you and that is:  
That the motion moved by Member A be passed.

Will those in favour please raise their hands?<sup>1</sup>  
*(The Clerk counts the votes)*

Those against please raise their hands.  
*(The Clerk counts the votes)*

| <i>(If <u>over half</u> of the Members present vote <u>in favour</u> of the motion)</i> |   | <i>(If <u>half or less than half</u> of the Members present vote <u>in favour</u> of the motion)</i> |  |
|---|---|--|--|
| <b>PRESIDENT OF THE LEGISLATIVE COUNCIL</b>   | : I think the question is agreed by a majority of the Members present. I declare the motion passed. | <b>PRESIDENT OF THE LEGISLATIVE COUNCIL</b>  | : I think the question is not agreed by a majority of the Members present. I declare the motion negatived. |

- End -

<sup>1</sup> To simplify the proceedings of the role-play, the passage of motions shall require a majority vote of the Members present. The voting procedure for real Council meetings is as follows:  
(a) the passage of motions or amendments introduced by the Government requires a majority vote of the Members present;  
(b) the passage of motions or amendments introduced by individual Members requires a majority vote of each of the two groups of Members present:  
- Members returned by the Election Committee; and  
- Members returned by functional constituencies and by geographical constituencies through direct elections.