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Legislative Council

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From : Clerk to the Legislative Council

To : All Members of the Legislative Council

Council meeting of 22 May 2013

**Amendments to motion on
“Actively promoting family-friendly policies”**

Further to LC Paper No. CB(3) 562/12-13 issued on 8 May 2013, five Members (Hon KWOK Wai-keung, Hon WONG Kwok-hing, Dr Hon Helena WONG, Hon CHEUNG Kwok-che and Hon Claudia MO) have respectively given notices of their intention to move separate amendments to Hon Starry LEE’s motion on “Actively promoting family-friendly policies” scheduled for the Council meeting of 22 May 2013. As directed by the President, the respective amendments will be printed in the terms in which they were handed in on the Agenda of the Council.

2. The President will order a joint debate on the above motion and amendments. To assist Members in debating the motion and amendments, I set out below the procedure to be followed during the debate:

- (a) the President calls upon Hon Starry LEE to speak and move her motion;
- (b) the President proposes the question on Hon Starry LEE’s motion;
- (c) the President calls upon the five Members who wish to move amendments to speak in the following order, but no amendment is to be moved at this stage:
 - (i) Hon KWOK Wai-keung;
 - (ii) Hon WONG Kwok-hing;

- (iii) Dr Hon Helena WONG;
 - (iv) Hon CHEUNG Kwok-che; and
 - (v) Hon Claudia MO;
- (d) the President calls upon the public officer(s) to speak;
 - (e) the President invites other Members to speak;
 - (f) the President gives leave to Hon Starry LEE to speak for the second time on the amendments;
 - (g) the President calls upon the public officer(s) to speak again;
 - (h) in accordance with Rule 34(5) of the Rules of Procedure, the President has decided that he will call upon the five Members to move their respective amendments in the order set out in paragraph (c) above. The President invites Hon KWOK Wai-keung to move his amendment to the motion, and forthwith proposes and puts to vote the question on Hon KWOK Wai-keung's amendment;
 - (i) after Hon KWOK Wai-keung's amendment has been voted upon, the President deals with the other four amendments; and
 - (j) after all amendments have been dealt with, the President calls upon Hon Starry LEE to reply. Thereafter, the President puts to vote the question on Hon Starry LEE's motion, or her 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**.

(Odelia LEUNG)
for Clerk to the Legislative Council

Encl.

(Translation)

**Motion debate on
“Actively promoting family-friendly policies”
to be held at the Council meeting of 22 May 2013**

1. Hon Starry LEE’s original motion

That, given the occurrence of a number of family tragedies in Hong Kong in recent years, which have greatly shocked the society and reflected the existence of many unhealthy trends in today’s society gradually breaking up, damaging and distorting the social and family relationships, this Council urges that the Government should make stronger efforts in promoting family-friendly policies, enhancing family cohesion and individual resilience against adversities, restoring mutual love among family members and building up positive family values, so as to create a harmonious society; the proposed measures include:

- (1) the relevant departments should assess the gravity of domestic violence in Hong Kong at present, enhance the relevant social welfare services, review the modes of professional services for handling and supporting families in crisis and the corresponding effectiveness of inter-departmental support services, and strengthen outreach services, so as to provide families in crisis with highly efficient, timely and targeted services;
- (2) to expeditiously implement an impact assessment system in respect of public policies on families to assess the impact of existing social policies, legislation and measures on families, so as to make the relevant improvements;
- (3) to enhance the functions of the Family Council, and set up a ‘social fund for families’ to subsidize social welfare organizations to organize programmes and activities related to family education;
- (4) to actively step up publicity on positive family education on parenting, child duties and ethics, and promote family education through community service organizations, schools and the media, etc.;
- (5) to provide more child care support services to dual-income parents (including expanding community child-minding services, increasing the child-minding places in various districts, providing flexible-hour

child-minding services, etc.); develop after-school remedial centres to enable children of dual-income parents to receive appropriate care after school;

- (6) to encourage public and private organizations to implement family-friendly employment policies more proactively for creating a family-friendly working environment, including encouraging organizations to provide staff with child care services and implementing a flexible working hour system with 'flexible hours and flexible places', and implementing a flexible leave policy, etc.;
- (7) to include all public holidays other than Sundays as paid statutory holidays through employer-employee negotiations and a progressive approach; and promote 'International Day of Families' to call on the community to cherish the value of family;
- (8) to raise the Child Allowance, subsidize the pre-primary education across the board, and conduct studies on extending the applicability of existing paid maternity leave to employees engaged under non-employment contracts, etc. so as to alleviate the financial burden on families in Hong Kong; and
- (9) to promote a housing policy which fosters inter-generational harmony, encourage the inclusion of residential complementary facilities suitable for both the elderly and the young in the designs of private and public housing, and improve community facilities to provide families with more room for parent-child activities.

2. Motion as amended by Hon KWOK Wai-keung

That, ~~given~~ *with* the occurrence of a number of family tragedies in Hong Kong in recent years, which have greatly shocked the society and reflected the existence of many unhealthy trends in today's society gradually breaking up, damaging and distorting the social and family relationships, this Council urges that the Government should make stronger efforts in promoting family-friendly policies, enhancing family cohesion and individual resilience against adversities, restoring mutual love among family members and building up positive family values, so as to create a harmonious society; the proposed measures include:

- (1) the relevant departments should assess the gravity of domestic violence in Hong Kong at present, enhance the relevant social welfare services, review the modes of professional services for handling and supporting families in crisis and the corresponding effectiveness of

inter-departmental support services, and strengthen outreach services, so as to provide families in crisis with highly efficient, timely and targeted services;

- (2) to expeditiously implement an impact assessment system in respect of public policies on families to assess the impact of existing social policies, legislation and measures on families, so as to make the relevant improvements;
- (3) to enhance the functions of the Family Council, and set up a 'social fund for families' to subsidize social welfare organizations to organize programmes and activities related to family education;
- (4) to actively step up publicity on positive family education on parenting, child duties and ethics, and promote family education through community service organizations, schools and the media, etc.;
- (5) to provide more child care support services to dual-income parents (including expanding community child-minding services, increasing the child-minding places in various districts, providing flexible-hour child-minding services, etc.); develop after-school remedial centres to enable children of dual-income parents to receive appropriate care after school;
- (6) to encourage public and private organizations to implement family-friendly employment policies more proactively for creating a family-friendly working environment, including encouraging organizations to provide staff with child care services and implementing a flexible working hour system with 'flexible hours and flexible places', and ~~implementing a flexible leave policy, etc.~~ ***expeditiously putting in place seven-day full-pay paternity leave as well as creating parental leave such as care leave, etc.; at the same time, to increase maternity leave to 14 weeks as recommended by the International Labour Organization in the Maternity Protection Convention, 2000, during which employees should be entitled to full pay, and to provide a period of postnatal employment protection to protect women against unreasonable dismissal after delivery;***
- (7) to ~~include all public holidays other than Sundays as paid statutory holidays through employer-employee negotiations and a progressive approach~~ ***amend the Employment Ordinance to increase the number of statutory holidays on a par with the 17 days of public holidays, and at the same time require employers to raise the compensation to employees for working on holidays;*** and promote 'International Day of Families' to call on the community to cherish the value of family;

(8) *to expeditiously legislate on standard working hours to ensure that employees achieve a reasonable balance between work and family life, so as to foster mutual love among family members;*

~~(8)~~(9) to raise the Child Allowance, subsidize the pre-primary education across the board, and conduct studies on extending the applicability of existing paid maternity leave to employees engaged under non-employment contracts, etc. so as to alleviate the financial burden on families in Hong Kong; and

~~(9)~~(10) to promote a housing policy which fosters inter-generational harmony, encourage the inclusion of residential complementary facilities suitable for both the elderly and the young in the designs of private and public housing, and improve community facilities to provide families with more room for parent-child activities.

Note: Hon KWOK Wai-keung's amendment is marked in *bold and italic type* or with deletion line.

3. Motion as amended by Hon WONG Kwok-hing

That, ~~given~~ *with* the occurrence of a number of family tragedies in Hong Kong in recent years, which ~~have~~ *has* greatly shocked the society and reflected the existence of many unhealthy trends in today's society gradually breaking up, damaging and distorting the social and family relationships, this Council urges that the Government should make stronger efforts in promoting family-friendly policies, enhancing family cohesion and individual resilience against adversities, restoring mutual love among family members and building up positive family values, so as to create a harmonious society; the proposed measures include:

(1) the relevant departments should assess the gravity of domestic violence in Hong Kong at present (*with particular attention to the gradual increase in recent years in the number of cases of men being abused*), enhance the relevant social welfare services, review the modes of professional services for handling and supporting families in crisis and the corresponding effectiveness of inter-departmental support services, and strengthen outreach services, so as to provide families in crisis with highly efficient, timely and targeted services, *and, at the same time, allocate additional resources to assist men in resolving family problems, for example, setting up at service units special hotlines for men which are operated by male social workers or counsellors to*

provide dedicated crisis intervention and shelter services, etc. for abused men;

- (2) *targetting on men's roles and problems connected with their family status, to formulate a comprehensive and long-term policy on men, and allocate resources correspondingly (for example, considering the setting up of a Men's Commission, studying the conduct of surveys on men's health, and establishing men's specialist clinics to promote men's health);*
- (2)(3) to expeditiously implement an impact assessment system in respect of public policies on families to assess the impact of existing social policies, legislation and measures on families, so as to make the relevant improvements;
- (3)(4) to enhance the functions of the Family Council, and set up a 'social fund for families' to subsidize social welfare organizations to organize programmes and activities related to family education;
- (4)(5) to actively step up publicity on positive family education on parenting, child duties and ethics, and promote family education through community service organizations, schools and the media, etc.;
- (5)(6) to provide more child care support services to dual-income parents (including expanding community child-minding services, increasing the child-minding places in various districts, providing flexible-hour child-minding services, etc.); develop after-school remedial centres to enable children of dual-income parents to receive appropriate care after school;
- (6)(7) to encourage public and private organizations to implement family-friendly employment policies more proactively for creating a family-friendly working environment, including encouraging organizations to provide staff with child care services and implementing a flexible working hour system with 'flexible hours and flexible places', ~~and implementing a flexible leave policy, etc.;~~
- (7)(8) to include all public holidays other than Sundays as paid statutory holidays ~~through employer-employee negotiations and a progressive approach;~~ and promote 'International Day of Families' to call on the community to cherish the value of family;
- (8)(9) to raise the Child Allowance, subsidize the pre-primary education across the board, and conduct studies on extending the applicability of existing paid maternity leave to employees engaged under

non-employment contracts, etc. so as to alleviate the financial burden on families in Hong Kong; and

(9)(10) to promote a housing policy which fosters inter-generational harmony, encourage the inclusion of residential complementary facilities suitable for both the elderly and the young in the designs of private and public housing, and improve community facilities to provide families with more room for parent-child activities.

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

4. Motion as amended by Dr Hon Helena WONG

That, ~~given~~ *family-friendly policies and employment practices enable employees to attend to family responsibilities and employment, and assist them in balancing work and family life;* with the occurrence of a number of family tragedies in Hong Kong in recent years, which have greatly shocked the society ~~and reflected the existence of many unhealthy trends in today's society gradually breaking up, damaging and distorting the social and family relationships,~~ this Council urges that the Government should make stronger efforts in promoting family-friendly policies, enhancing family cohesion and individual resilience against adversities, restoring mutual love among family members and building up positive family values, so as to create a ~~harmonious~~ *gender-equal* society; the proposed measures include:

- (1) the relevant departments should assess the gravity of domestic violence in Hong Kong at present, enhance the relevant social welfare services, review the modes of professional services for handling and supporting families in crisis and the corresponding effectiveness of inter-departmental support services, and strengthen outreach services, so as to provide families in crisis with highly efficient, timely and targeted services;
- (2) to expeditiously implement an impact assessment system in respect of public policies on families to assess the impact of existing social policies, legislation and measures on families, so as to make the relevant improvements;
- (3) to ~~enhance~~ *clarify* the functions of the Family Council, ~~and set up a 'social fund for families' to subsidize social welfare organizations to organize programmes and activities related to family education~~ *seriously address the emergence of diversified families and their*

needs, and promote a culture of mutual respect and tolerance towards differences;

- (4) to actively step up publicity on positive family education on parenting, child duties and ethics, and promote family education through community service organizations, schools and the media, etc.;
- (5) to provide more child care support services to dual-income parents *and single parents* (including expanding community child-minding services, increasing the child-minding places in various districts, providing flexible-hour child-minding services, etc.); develop ~~after-school remedial centres to enable children of dual income parents to receive appropriate care after school~~ *after-school care services for schoolchildren to assist parents in resolving the problem of taking care of their children after school or during holidays, and promote the employment of women;*
- (6) to encourage public and private organizations to implement family-friendly employment policies more proactively for creating a family-friendly working environment, including encouraging organizations to provide staff with child care services and implementing a flexible working hour system with 'flexible hours and flexible places', and implementing a flexible leave policy, etc.; *to implement 14-week full-pay maternity leave, and legislate for providing men with paid paternity leave;*
- (7) *to legislate for setting the number of standard working hours at 44 per week and the payment of compensation for overtime work 1.5 times the normal pay;*
- ~~(7)~~(8) to include all public holidays other than Sundays as paid statutory holidays through employer-employee negotiations and a progressive approach; and promote 'International Day of Families' to call on the community to cherish the value of family;
- ~~(8)~~(9) to raise the Child Allowance, subsidize the pre-primary education across the board, and conduct studies on extending the applicability of existing paid maternity leave to employees engaged under non-employment contracts, etc. so as to alleviate the financial burden on families in Hong Kong; ~~and~~
- ~~(9)~~(10) to promote a housing policy which fosters inter-generational harmony, encourage the inclusion of residential complementary facilities suitable for both the elderly and the young in the designs of private and public housing, ~~and~~ improve community facilities to provide families with

more room for parent-child activities, *and set up more fitness facilities for the elderly;*

- (11) *to legislate for requiring that breastfeeding rooms be provided in public premises to promote a community environment conducive to breastfeeding, and assist working mothers in taking care of their infants;*
- (12) *to promote the construction of family-friendly unisex toilets in Hong Kong's public places (including hospitals) to facilitate family members of different sexes to take care of each other;*
- (13) *to review the number of places at residential care homes for the elderly and day care centres in various districts of Hong Kong, shorten the waiting time for elderly services, and formulate long-term planning on welfare services in response to population ageing; to facilitate visits to elderly persons by their family members, and support the policy of ageing in place, so as to promote family cohesion; and*
- (14) *to set up a family carers subsidy scheme, allowing carers who need to take care of their family members and are therefore unable to work full-time in the labour market to obtain a reasonable income subsidy to alleviate their financial burden.*

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

5. Motion as amended by Hon CHEUNG Kwok-che

That, ~~given~~ *with* the occurrence of a number of family tragedies in Hong Kong in recent years, which have greatly shocked the society and ~~reflected the existence of many unhealthy trends in today's society gradually breaking up, damaging and distorting the social and family relationships,~~ this Council urges that the Government should make stronger efforts in *allocating resources and formulating policies, including* promoting family-friendly policies, enhancing family cohesion and individual resilience against adversities, *protecting and assisting those who have experienced domestic violence*, restoring mutual love among family members and building up positive family values, so as to create a harmonious society; the proposed measures include:

- (1) the relevant departments should assess the gravity of domestic violence in Hong Kong at present, enhance the relevant social welfare services, review the modes of professional services for handling and supporting

families in crisis and the corresponding effectiveness of inter-departmental support services, and strengthen outreach services, so as to provide families in crisis with highly efficient, timely and targeted services;

- (2) to expeditiously implement an impact assessment system in respect of public policies on families to assess the impact of existing social policies, legislation and measures on families, so as to make the relevant improvements;
- (3) to enhance the functions of the Family Council, and set up a 'social fund for families' to subsidize social welfare organizations to organize programmes and activities related to family education;
- (4) to actively step up publicity on positive family education on parenting, child duties and ethics, and promote family education through community service organizations, schools and the media, etc.;
- (5) to provide more child care support services to dual-income parents (including expanding community child-minding services, increasing the child-minding places in various districts, providing flexible-hour child-minding services, etc.); develop after-school remedial centres to enable children of dual-income parents to receive appropriate care after school;
- (6) to encourage public and private organizations to implement family-friendly employment policies more proactively for creating a family-friendly working environment, including encouraging organizations to provide staff with child care services and implementing a flexible working hour system with 'flexible hours and flexible places', and implementing a flexible leave policy, etc.;
- (7) to include all public holidays other than Sundays as paid statutory holidays through employer-employee negotiations and a progressive approach; and promote 'International Day of Families' to call on the community to cherish the value of family;
- (8) to raise the Child Allowance, subsidize the pre-primary education across the board, and conduct studies on extending the applicability of existing paid maternity leave to employees engaged under non-employment contracts, etc. so as to alleviate the financial burden on families in Hong Kong; and
- (9) to promote a housing policy which fosters inter-generational harmony, encourage the inclusion of residential complementary facilities suitable

for both the elderly and the young in the designs of private and public housing, and improve community facilities to provide families with more room for parent-child activities;

- (10) *to review the Conditional Tenancy Scheme and the Comprehensive Social Security Assistance ('CSSA') Scheme to allow domestic violence victims who are new arrivals to apply for public housing and CSSA without having to have resided in Hong Kong for at least seven years, so that they can get assistance and rebuild a healthy family life;*
- (11) *to improve gender awareness and sexual orientation training for judicial, legal and healthcare personnel as well as social workers in handling domestic violence problems, and require abusers to receive counselling services;*
- (12) *to strengthen publicity and assist female victims of domestic violence in seeking legal protection, and set up a domestic violence court dedicated to handling the relevant issues, so that the judicial sector can accumulate experience to help abusers and victims in the legal respect;*
- (13) *to increase the number of medical social workers and the manpower of counselling and supportive grades of the Family and Child Protective Services Units of the Social Welfare Department to assist in handling domestic violence cases;*
- (14) *to set up transitional residential service centres, increase the places at refuge centres, support centres and singleton hostels and the resources for domestic violence victims, so as to resolve the existing problems of short duration of residence and the lack of catering services in such centres, enabling victims to avoid suffering from domestic violence and live a normal family life again;*
- (15) *to immediately allow elderly persons and persons with disabilities to apply for CSSA on an individual basis, and exempt their family members from having to make any declaration arrangement for not providing support to them, so as to stop breaking up the families of elderly persons and persons with disabilities; and*
- (16) *to introduce an extra-curriculum activity subsidy to reduce family frictions and social problems arising from the inability of low-income families to allow their children to participate in extra-curriculum activities due to financial difficulties.*

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

6. Motion as amended by Hon Claudia MO

That, ~~given~~ *with* the occurrence of a number of family tragedies in Hong Kong in recent years, which have greatly shocked the society and reflected the existence of many unhealthy trends in today's society gradually breaking up, damaging and distorting the social and family relationships, this Council urges that the Government should make stronger efforts in promoting family-friendly policies, enhancing family cohesion and individual resilience against adversities, restoring mutual love among family members and building up positive family values, so as to create a harmonious society; the proposed measures include:

- (1) the relevant departments should assess the gravity of domestic violence in Hong Kong at present, enhance the relevant social welfare services, review the modes of professional services for handling and supporting families in crisis and the corresponding effectiveness of inter-departmental support services, and strengthen outreach services, so as to provide families in crisis with highly efficient, timely and targeted services;
- (2) to expeditiously implement an impact assessment system in respect of public policies on families to assess the impact of existing social policies, legislation and measures on families, so as to make the relevant improvements;
- (3) to enhance the functions of the Family Council, and set up a 'social fund for families' to subsidize social welfare organizations to organize programmes and activities related to family education;
- (4) to actively step up publicity on positive family education on parenting, child duties and ethics, and promote family education through community service organizations, schools and the media, etc.;
- (5) to provide more child care support services to dual-income parents (including expanding community child-minding services, increasing the child-minding places in various districts, providing flexible-hour child-minding services, etc.); develop after-school remedial centres to enable children of dual-income parents to receive appropriate care after school;

- (6) to encourage public and private organizations to implement family-friendly employment policies more proactively for creating a family-friendly working environment, including encouraging organizations to provide staff with child care services and implementing a flexible working hour system with ‘flexible hours and flexible places’, and implementing a flexible leave policy, etc.;
- (7) to include all public holidays other than Sundays as paid statutory holidays through employer-employee negotiations and a progressive approach; and promote ‘International Day of Families’ to call on the community to cherish the value of family;
- (8) to raise the Child Allowance, subsidize the pre-primary education across the board, and conduct studies on extending the applicability of existing paid maternity leave to employees engaged under non-employment contracts, etc. so as to alleviate the financial burden on families in Hong Kong; ~~and~~
- (9) to promote a housing policy which fosters inter-generational harmony, encourage the inclusion of residential complementary facilities suitable for both the elderly and the young in the designs of private and public housing, and improve community facilities to provide families with more room for parent-child activities;
- (10) *to extend the service targets of the Government’s existing employment support schemes, retraining services and child-minding services to all single-parent families to assist all single carers in finding jobs, so as to improve their family incomes and enable their children to grow up in a better environment;*
- (11) *to provide financial assistance to all low-income single-parent families, so as to help children in single-parent families grow up healthily; and*
- (12) *to allocate additional resources to set up more Integrated Family Service Centres in districts with greater service demands, and increase the numbers of case-handling professional grade staff and other support staff, so as to provide families in need with more suitable activities and services.*

Note: Hon Claudia MO’s amendment is marked in ***bold and italic type*** or with deletion line.