

認識平等機會 Understanding Equal Opportunities

「香港友待家庭的僱傭政策及措施」研究

多項研究顯示，工作與家庭並非兩個獨立範疇，而是互賴並存、難以定界的。近年來，世界各地以至香港都越來越關注勞動人口的工作與生活平衡，要求營造「友待家庭」環境的訴求亦日漸增加。

不少機構理解到個人生活與工作平衡的重要性，因而推行了友待家庭政策，幫助員工平衡工作與家庭的角色。許多婦女認為，家庭崗位是晉升的一大障礙，因此友待家庭政策對在職母親更為重要，有助她們既要照顧家人，又要顧及工作。根據外國一些僱主的經驗，友待家庭政策可使僱員在負起家庭責任的同時，亦能維持工作效率。要確保有家庭崗位的人士在僱傭範疇內享有平等機會，及考慮到未來社會需要，我們有必要了解友待家庭政策如何推行，和是否適用於香港。同樣重要的，是了解僱主及僱員對這些政策的認識。

因此，委員會計劃進行意見調查，希望對友待家庭政策在香港的需求、認知、普及程度和其好處有更多了解。

Survey of Family-friendly Employment Policies and Practices in Hong Kong

Researchers have long recognized that work and family are not separate spheres, but are interdependent domains with permeable boundaries. In the past few years, there have been growing concerns over the lack of work-life balance among the working population and calls for a more family friendly environment have increased both around the world and in Hong Kong.

A number of organizations, aware of the importance of a healthy work-life balance, have now introduced Family-friendly Policies, or FFPs, which have been designed to help employees to balance work and family roles. As many working women consider family responsibilities to be one of the barriers to their further career advancement, FFPs therefore, are particularly important to women with children because they allow women to balance their personal caring and work duties. According to the experience of employers in a number of countries overseas, FFPs enable employees to work productively while also meeting their family responsibilities. To ensure equal opportunity treatment in employment for individuals with family responsibilities and to plan for the future, it is important to understand how FFPs will work, and whether they are a practical option for Hong Kong. Just as importantly it is crucial to find out how employers and employees in Hong Kong will perceive these programmes.

The EOC is therefore planning to conduct a survey to gain a better understanding on the needs, awareness, prevalence and benefits of FFPs in Hong Kong.