



# 認識平等機會 Understanding Equal Opportunities

## 香港家庭友善僱用政策及措施意見調查

平機會與婦女事務委員會於2006年6月攜手發表了《香港家庭友善僱用政策及措施》意見調查的初步結果。「家庭友善僱用政策及措施」是指僱主用以協助僱員平衡工作與家庭角色的政策。該等政策包括：彈性上班時間、共職、緊急休假和在正常上班時間在家工作等。這項調查的結果及海外的研究結果均顯示，家庭友善僱用政策及措施可帶來有形和無形的正面效果，可提升僱員的身心健康，例如在工作滿足感、身體和精神健康方面皆有裨益。僱主同樣表示，實行家庭友善僱用政策及措施可帶來正面的效果，如員工表現更出色、員工流失率降低和較少缺勤。

不過，是項研究顯示，家庭友善僱用政策及措施在香港的普及程度和採用率甚低。儘管接受調查的僱員均支持有關政策，但調查發現香港的工作文化是妨礙家庭友善僱用政策及措施推行的主要因素。

平機會致力推廣為僱員提供一個既能讓男性與女性分擔家庭責任、又能充分發揮潛能的環境。平機會將繼續努力在香港推廣家庭友善僱用政策及措施，讓男性和女性有更多選擇，令工作/生活方面更為平衡。

## Research on Family-friendly Employment Policies and Practices in Hong Kong

The initial findings of a research on “Family-friendly Employment Policies and Practices in Hong Kong” (FEPPs) were released jointly by the EOC and the Women’s Commission in June 2006. FEPPs refer to policies adopted by employers to help employees balance work and family roles. Examples of FEPPs include flexible working hours, job-sharing, time off for emergencies, and working from home during normal working hours. The results of this survey and studies conducted overseas indicate that FEPPs can lead to tangible and intangible positive outcomes. These can be beneficial to employees’ well-being such as job satisfaction, physical and mental health. Employers also report positive outcomes such as better staff performance, lower turnover rates and less absenteeism as a result of FEPPs.

However, the survey showed that the prevalence and adoption rate of FEPPs in Hong Kong were both low. Among the employees surveyed though there was a strong support for wider adoption of FEPPs. More significantly, the survey found that Hong Kong’s work culture was the major factor hindering adoption of FEPPs.

The EOC is committed to promoting the importance of providing an enabling environment in which women and men can share family responsibilities and fully develop their potential. The Commission will continue its efforts in promoting FEPPs in Hong Kong, as women and men need more choices in achieving a better work/life balance.

