

**Family Council**  
**Minutes of 36<sup>th</sup> Meeting held on 13 March 2018**

Date: 13 March 2018 (Wednesday)  
Time: 2:30 - 4:25 p.m.  
Venue: Conference Room 1, G/F, Central Government Offices,  
2 Tim Mei Avenue, Tamar, Hong Kong

Attendance

Chairman

Prof. SHEK Tan-lei, Daniel

Ex-officio Members

Mr LAU Ming-wai, Chairperson of the Commission on Youth

Non-official Members

Ms CHEUNG Lai-chu

Mrs CHU YEUNG Pak-yu, Patricia, Convenor, Sub-committee on Family Support

Prof. LAM Tai-hing, Deputy Convenor, Sub-committee on Family Support

Mr LEE Luen-fai, Convenor, Sub-committee on the Promotion of Family Core Values and Family Education

Prof. LEUNG Seung-ming, Alvin

Miss TANG Pui-yee, Phoebe, Deputy Convenor, Sub-committee on the Promotion of Family Core Values and Family Education

Mrs WONG NG Kit-wah, Cecilia

Miss WONG Siu-ling, Gabriella

Mr WOO Kin-man, Clement

Ms YIP Lai-wa, Emily

Ms YIP Yun-wan, Amarantha

Official Members

Mr Patrick LI, Deputy Secretary for Home Affairs (1) (*attending on behalf of Secretary for Home Affairs*)

Miss Agnes CHEUNG, Principal Assistant Secretary for Labour and Welfare (Welfare) 2 (*attending on behalf of Secretary for Labour and Welfare*)

Mr CHAN Fu-man, Principal Education Officer (Hong Kong and Kowloon) (*attending on behalf of Secretary for Education*)

Mr Bassanio SO, Researcher Director (*attending on behalf of*

*Head/Central Policy Unit)*

Secretary

Ms Karyn CHAN, Principal Assistant Secretary for Home Affairs (Civic Affairs) 2

In attendance

Miss Iris MA, Chief Executive Officer (Family Council)

Dr NIU Yue, Senior Researcher (10), Central Policy Unit

(For agenda item 3)

The University of Hong Kong (Department of Social Work and Social Administration)

Dr LOU Wen-qun, Vivian, Associate Professor

Dr CHEUNG Chuen-yih, Amos, Honorary Assistant Professor

Dr CHUI Hiu-kwan, Cheryl, Research Assistant Professor

Dr YU Wai-man, Rose, Senior Research Assistant

(For agenda item 4)

Mr LAU Ming-wai, Chairperson of the Commission on Youth

Absent with apologies

Dr LAM Ching-choi, Chairperson of the Elderly Commission

Ms CHAN Yuen-han, Chairperson of the Women's Commission

Ms CHAN Suk-mei, May

Ms CHENG Chi-man, Sonia

Mr LEE Tsz-king, Dominic

Dr TSUI Luen-on, Gordon

**Welcome Remarks**

The Chairman welcomed all to the 36<sup>th</sup> meeting of the Family Council (the Council), in particular, Miss Agnes CHEUNG of the Labour and Welfare Bureau, Mr CHAN Fu-man of the Education Bureau, and Mr Bassanio SO of the Central Policy Unit, who attended the Council meeting for the first time.

2. The Chairman informed Members that the term of office of Mrs Stella LAU as an ex-officio member of the Council had expired following her retirement from the chairmanship of the Women's Commission on 15 January 2018. Ms CHAN Yuen-han has been

appointed as the Chairperson of the Women's Commission with effect from 15 January 2018 and would serve as an ex-officio member of the Council. The Chairman suggested and Members agreed to record a vote of thanks to Mrs Lau for her contributions to the Council.

### **Item 1 – Confirmation of Minutes of the 35<sup>th</sup> meeting of the Family Council**

3. The minutes of the 35<sup>th</sup> meeting were confirmed without amendments.

### **Item 2 – Matters Arising from the Previous Meeting**

4. The Chairman noted that the Council Secretariat had circulated a progress report to Members for information, and invited Chief Executive Officer (Family Council) (CEO(FC)) to brief Members on the progress. CEO(FC) reported that the tendering exercise in respect of holding the award presentation ceremony of the 2017/18 Family-Friendly Employers Award Scheme (Award Scheme) was underway. As at 28 February 2018, the Council's facebook attracted over 6 200 likes and the average number of "reaction", "comments", and "sharing" per post was about 190. The Council Secretariat would engage service contractors for revamping the Council's Happy Family Info Hub and production of a new family education package.

5. For the various studies in the pipeline, CEO(FC) reported that the consulting team for the Study on Family Impact Assessment (FIA) had submitted the draft final report. As at 28 February 2018, the draft FIA checklist had been applied to 143 papers. The Sub-committee on Family Support (Support Sub-committee) noted the preliminary findings of the Family Survey 2017 at its meeting on 12 February 2018 and provided comments to the research team on issues to be further probed during the qualitative surveys scheduled for late February to mid-March 2018. The Support Sub-committee also endorsed the proposed membership and terms of reference of the working group to be chaired by the Council Chairman for monitoring the Further Study on the Phenomenon of Divorce in Hong Kong (Divorce Study).

6. CEO(FC) then updated Members of the progress of the Pilot Scheme on Thematic Sponsorship to Support Family-related Initiatives.

On 8 February 2018, a selection interview for four shortlisted applicant organisations was conducted and two projects seeking funding of \$1.58 million were recommended. Council Members noted details of the two projects as tabled at the meeting and supported the recommendation.

7. CEO(FC) also reported that information about the core family values endorsed by the Council was circulated to Members on 27 February 2018. She reminded Members to register for waiver of enrolment fees for the Asian Family Summit by the extended deadline of 15 March 2018.

**Item 3 – A Study on Family Impact Assessment in Hong Kong: A Checklist Approach – Draft Final Report (Paper FC 1/2018)**

8. The Chairman invited Dr Vivian LOU, Associate Professor of Department of Social Work and Social Administration, Dr Amos CHEUNG, Honorary Assistant Professor, Dr Cheryl CHUI, Research Assistant Professor and Dr Rose YU, Senior Research Assistant of the University of Hong Kong to brief Members on the progress and recommendations of the FIA Study.

9. After having briefly recapped the objectives and methodology of the study as well as the framework of the proposed FIA tool, Dr Lou presented the progress of the study and the consulting team's recommendations. Salient points of her presentation included

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- (a) during the trial implementation stage from May to September 2017, a total of 84 FIA checklists were completed by 24 bureaux/departments (B/Ds) of which family implications were found in 29 cases. A questionnaire survey was conducted and the response rate was around 75%. Separately, focus group meetings and in-depth interviews were conducted with users of cases with family impact and those having experience of revising the FIA statement after using the FIA checklist respectively;
- (b) according to the questionnaire survey, about 12% of respondents had participated in the training workshops for the FIA checklist conducted in January 2017, and 54% had

made reference to the user manual. For those who had done neither, majority (70%) used common sense in completing the FIA checklist;

- (c) the respondents in general found the user manual effective in raising their awareness of family implications and considered the assessment form a useful tool for initial screening and identifying the family impact. There were also suggestions to fine-tune the FIA checklist and to expand the exemption arrangement that was currently applicable to proposals of sub-legislation with no family impact only to cover also other routine administrative proposals;
- (d) the challenges identified included time constraint in conducting FIA, user-friendliness of the checklist tool and the user manual, adequacy of guidelines on assessment criteria and case examples as well as timeliness of training; and
- (e) in response to the comments received, the finalised FIA checklist would have the following improvements –
  - the wordings of the checklist would be refined for improved clarity and the guidelines for assessing the level of impact would be elaborated with examples provided where appropriate;
  - the format and design of the checklist would be enhanced with cross-reference to the user manual,
  - the list of family types on Form B would be reviewed for better comprehensiveness;
  - training on FIA could be included in the induction training for newly appointed officers so as to enhance their awareness which might otherwise be constrained by their own personal background;
  - an one-stop platform to provide on-line training as well as case examples could be established in the Government intranet;

- the FIA checklist should be regularly reviewed and updated at three-year interval; and
- consideration could be given to expanding the exemption arrangement to cover routine administrative proposals.

10. Deliberations of the meeting after the presentation were summarised as follows –

- (a) a member enquired about the respondents' low participation rate in training, the definition of family in the checklist as well as the details of exemption arrangement;
- (b) a member asked if the number of cases conducted during the trial implementation stage are sufficient for evaluation, and how the inter-rater reliability or consistency would be achieved. He also enquired on the users' comments on the usefulness of Form C of the FIA checklist in raising their awareness of family impact; and
- (c) a member noted that while the FIA study provided a framework for evaluating family impact in policy proposals, the existing gatekeeping function performed by the Home Affairs Bureau as the Council Secretariat would continue. The various enhancements as suggested by the consulting team might have manpower implications.

11. The Chairman said that FIA was an integral part of the policy making process. It was necessary to strengthen the training and the Council Secretariat might wish to follow up with the Civil Service Bureau with a view to materialising the recommendations of inclusion of FIA in the induction training for newly appointed officers as well as provision of on-line training for middle management officers and above.

12. Dr Lou thanked Members for their comments and responded that a total of three training workshops were conducted during January to February 2017. Dr Amos CHEUNG supplemented that as it was only a trial run of the FIA checklist, attendance at the training workshops was not mandatory. The consulting team acknowledged

the importance of training which would enable officers with different background to sharpen their sensitivity on family perspective and hence facilitating the identification of any unintended adverse consequence. As such, it had recommended strengthening the training arrangement. Regarding the issue of inter-rater reliability, Dr Lou explained that it would be achieved through training. For the reliability of assessment, the consulting team noted that the FIA statements in policy proposals normally would be screened and endorsed by different hierarchical levels. Overall speaking, the respondents' experience of using the FIA checklist was positive. Indeed, FIA was nothing new and the FIA checklist simply provided users with a structured approach to conduct the assessment with a view to avoiding any unintended negative impact or in case it was not avoidable, timely consideration of mitigating measures during the policy formation stage. Respondents' comments on individual items of the checklist had been duly considered when the consulting team fine-tuned the FIA checklist.

13. Regarding the definition of family, Ms Karyn CHAN informed members that as set out in the relevant Family Council paper and HAB circular to B/Ds issued in 2013, common sense understanding of the concept of family was adopted. Such a concept might be defined primarily with reference to relationships that pertain to or arise from blood, marriage, adopting or affinity, all of which were regulated by law or customs. The Council Secretariat would arrange updating of the circular taking into account the findings and recommendations of the FIA study. On the exemption arrangement, the consulting team's original proposal was that routine and regular updating of sub-legislation with no family impact might be granted exemption from seeking the advice of the Council Secretariat in each and every updating exercise. The refined recommendation now was to extend the arrangement to administrative proposals that were also routine in nature and with no family impact. That said, the policy papers for such sub-legislation or administrative proposals would still need to be sent to the Council Secretariat for information and record. On the training arrangement, the Council Secretariat would explore the feasibility of setting up an e-platform and prepare frequently asked questions for reference of users when the FIA checklist was formally launched. It would also keep under review the manpower situation to ensure its smooth operation.

14. The Chairman thanked Dr Lou and her teammates for the presentation.

**Item 4 – Recommendations on Youth Development Work (Paper FC 2/2018)**

15. The Chairman invited Mr LAU Ming-wai, Chairperson of the Commission on Youth (CoY) to brief the Council on the youth development strategy drawn up by the CoY.

16. The salient points of Mr Lau's presentation were summarised below –

- (a) on the invitation of the Government, the CoY conducted the public engagement on youth development policy from May to October 2017. Four large-scale public engagement sessions as well as 101 focus group meetings were held and the views collected, mainly opinions of the youth, were covered in Chapter 3 of the Public Engagement Report issued last week;
- (b) the views collected covered education, whole-person development, health and wellbeing, work, housing and financial independence, civic participation, as well as equal opportunities;
- (c) it was recommended that the new Youth Development Commission (YDC) to be set up in April 2018 in place of the CoY should adopt a holistic Youth Development Strategy (the Strategy) as the basis of its work. The Strategy did not mean to dictate a workplan for B/Ds but served as an overarching framework providing a unified and central vision for all stakeholders;
- (d) the building blocks of the Strategy were listed in Chapter 4 of the Public Engagement Report. These were the issues to be considered by the YDC and priority should be accorded to those having cross-bureau implications. To name a few, the suggestions covered seeking to identify and address the causes of excessive pressure experienced by students in their education, strengthening the provision of multiple pathway and life planning framework, providing alternative accommodation options, adopting a multi-pronged approach to strengthen resilience, continued provision of



opportunities to broaden young people's horizons, strengthening public education for an inclusive culture, etc.; and

- (e) the Strategy provided a snapshot of the prevailing issues and was expected to be regularly reviewed and updated.

17. The Chairman thanked Mr Lau for the briefing and the CoY's efforts in compiling this comprehensive and insightful report. Members' views on the Strategy were summarised as follows –

- (a) on the subject of health, a member opined that both mental and physical health were equally important. Some people developed unhealthy habits when they were young and hence, an evidence-based research in this regard would be useful reference for mapping out the tackling strategy;
- (b) a member noted that for some policies, economic benefits might have overridden the health concerns of youth. The duty-free policy for wine and acceptance of commercial sponsorship from beer brands for Hong Kong Sevens were examples. The Family Council should flag up the impact on youth when commenting on different policy proposals;
- (c) a member considered that family played an important role in youth development and asked if the public engagement had covered the views of young people on family. She expected the YDC to regularly engage different stakeholders to update the Strategy as well as to set up a monitoring and review mechanism that would be effective in mobilising various B/Ds to follow up and address the concerns;
- (d) a member was pleased to learn that family's supportive role to youth was acknowledged in the Public Engagement Report. On the front of expectation on career, he noted that there were gaps in expectation between various stakeholders. Some employers might consider young people not prepared for work in terms of interpersonal skills and sense of responsibility. He asked if the public engagement had probed into the views gap between employers and youngsters on subjects like competitiveness and work-life balance;

- (e) a member considered education as one of the most important building blocks in youth development. Apart from provision of resources for reviews, it was important for the young people's views to be heard and taken into account in the reviews;
- (f) another member noted that in the Public Engagement Report, the education issues did not cover young people with special education needs as well as the gifted students, and asked if this subject would be separately covered by other review(s);
- (g) a member considered that instead of imposing targets on the young people, we should let them set their own targets and map out the path of their future; and
- (h) a member commented that since the 1990s, young people's resilience was always linked up with their academic performance. Apart from academic performance, only those top performers in sports might get better opportunities. To change the culture, parent education was important.

18. Mr Lau thanked Members for their comments and made the following responses –

- (a) during the public engagement, family was mentioned and discussed in every session, though not in a structured way. So far, the responses collected indicated that parents and family had the closest connection with youth and played the most important role in guiding young people to transition from childhood to adulthood. Quite a number of young people said they would talk with family members if they were unhappy. It also seemed that the “helicopter parents” were more commonly found in the better-off or middle class families. This could be a subject to be explored by the new YDC; and
- (b) the expectation gap between employers and young people might arise from incomplete information available to the latter.

19. The Chairman thanked Mr Lau for his presentation. He

remarked that young people did not grow in a vacuum and family was an important context in their development. Notwithstanding the economic growth in recent years, the medium income of families did not increase much. How to enable young people with income barely meeting their daily needs but not sufficient for fulfilling their further aspirations was an issue to be tackled. A change of ideology might be required. Young people needed to be apprised of the need to pay efforts before grasping opportunities.

### **Item 5 – Progress of Work of the Sub-committees under the Family Council (Paper FC 3/2018)**

20. The Chairman invited the Convenors of the Promotion Sub-committee and the Support Sub-committee to report work progress.

21. Mr LEE Luen-fai reported that Ming Pao Magazine Limited, the service provider for provision of image building, publicity and outreaching services for the 2017/18 Award Scheme, briefed the Promotion Sub-committee on the progress of its work at the meeting on 6 February 2018. The outreaching team had already visited over 2 300 shops and companies and a total of 649 applications were received by 28 February 2018. The Promotion Sub-committee also endorsed that the title 「家 • 多一點愛」 be adopted as title of the publicity campaign for 2018 and invited Members to mark their dairies for the family fun day to be held in the afternoon of 26 May 2018.

(Action : Promotion Sub-committee)

22. Mrs Chu briefed Members on the progress of the Family Survey 2017 and Divorce Study. The research team for the Family Survey 2017 had conducted fieldwork survey and briefed the Support Sub-committee on its preliminary findings on 12 February 2018. The Support Sub-committee had urged the research team to look into reasons leading to findings with deviation from the general trend of the surveys since 2011 during the qualitative in-depth surveys to be conducted in late February to early March 2018. Separately, a Working Group under the chairmanship of the Council Chairman would be set up and meet regularly to monitor and review the progress of the Divorce Study. As the subject of divorce cut across the portfolios of different B/Ds, representatives of relevant B/Ds would be invited to

join the Working Group as members or observers.

(Action : Support Sub-committee)

**Item 6 – Any Other Business**

23. There being no other business, the meeting was adjourned at 4:25 p.m.. The next meeting would be held on 5 June 2018 (Tuesday) at 2:30 p.m.

**Family Council Secretariat  
May 2018**