

Family Council

Progress of Work of the Sub-committees under the Family Council

PURPOSE

This paper invites Members to note the progress of work of two Sub-committees under the Family Council (the Council).

SUB-COMMITTEE ON THE PROMOTION OF FAMILY CORE VALUES AND FAMILY EDUCATION

2. The Sub-committee on the Promotion of Family Core Values and Family Education (the Promotion Sub-committee) held a meeting on 10 May 2016. The Promotion Sub-committee deliberated on the proposed programmes of the territory-wide publicity campaign and the progress of “2015/16 Family-Friendly Employers Award Scheme” (the Award Scheme).

Territory-wide publicity programme

3. The Promotion Sub-committee agreed at its meeting on 5 November 2015 to set enhancing resilience of family¹ as the theme of the territory-wide publicity campaign for 2016-17. The campaign comprises two parts, namely (a) a publicity campaign entitled “「家·多一點愛」－順逆齊擔起，攜手返屋企”， and (b) production of pre-marital family education package. In view of the positive responses to the previous publicity programmes co-organised with Radio Television Hong Kong (RTHK), the Promotion Sub-Committee recommended to continue to collaborate with RTHK for the 2016-17 publicity campaign and considered the programmes proposed by RTHK at its meeting on 10 May 2016.

¹ By enhancing resilience of family, the focus is on enhancing the family’s ability to cultivate strengths to positively meet the challenges of life.

4. The 2016-17 publicity campaign includes the following programmes –

- (a) parent-child sports day to boost family coherence through sport games on 24 July 2016;
- (b) radio programmes with featured series on touching resilience stories, heart to heart talks hosted by children, and celebrities' experience sharing of marriage proposals from July 2016 to March 2017;
- (c) video episodes on resilience and a series of video-cum-radio programmes on promoting family exercises from July 2016 to February 2017;
- (d) large-scale publicity event in February 2017 to promote pre-marital family education; and
- (e) dedicated webpage for the publicity campaign on RTHK's website.

5. The Promotion Sub-Committee also noted that a service provider would be engaged to produce a pre-marital family education package (the Package) for cultivating a positive attitude towards marriage and family at an early stage. The Package will cover three themes of parenting, marital relationship and intergenerational support, and include a series of three episodes (2-3 minute video for each episode with Chinese and English subtitles) for each theme covering common problems encountered by prospective couples and expert advice, and an education kit for self-reflection and teaching/discussion purposes. It is expected to be launched in February 2017 to tie in with the large-scale publicity event as mentioned in paragraph 4(d) above.

2015/16 Family-Friendly Employers Award Scheme

6. The response to the 2015/16 "Family-Friendly Employers Award Scheme" (the Award Scheme) was encouraging. There are a total of 2 739 entries, representing an increase of 51% compared with the 2013/14 Award Scheme (1 814 entries). Assessment of applications is underway. The Award Scheme Secretariat, Hong Kong Management Association briefed the Organising Committee on the preliminary screening results on 25 May 2016. As agreed at the meeting, the passing score for award of "Family-Friendly Employers" is set at 40 out of 100. Amongst the 2 700 applicant

companies/organisations², 2 555 (94.6% of total) are recommended for receiving awards, and 1 996 of them are first-time recipients. Adjudication panels will meet from 24 to 30 June 2016 to interview 120 applicant companies/organisations which score 75 marks and above and are shortlisted for consideration of award of “Distinguished Family-Friendly Employers”. Separately, for the newly added “Awards for Breastfeeding Support”, a total of 39 applications from government bureaux and departments were received. A summary table on the preliminary screening result of applications is at **Annex A**.

7. The prize presentation ceremony of the Award Scheme is scheduled for the afternoon of 25 October 2016. The Chief Secretary for Administration will be the Officiating Guest.

Study on “Parenting Practices in Hong Kong”

8. Separately, the Convenor of the Promotion Sub-Committee, Home Affairs Bureau and Central Policy Unit had a discussion meeting with the research team for the study of “Parenting Practices in Hong Kong” on 16 May 2016 to examine the latest findings and consider the way forward. During the meeting, the research team was reminded to look into the impact of parenting practices on family well-being during the qualitative data collection and in-depth analysis stage, and to examine if the “learning family” concept should be promulgated. The research team should also avoid presenting the survey findings in a way that may unnecessarily reinforce and promote early and intensive training of children. The research team will submit the draft final report and present the findings and recommendations to the Promotion Sub-committee at its next meeting scheduled for 23 August 2016.

SUB-COMMITTEE ON FAMILY SUPPORT

9. The Sub-committee on Family Support (the Support Sub-committee) met on 19 May 2016 to discuss the preliminary findings of the Study on “Family Mediation Services in Hong Kong” and supplementary findings of the Family Survey 2015 (the Survey).

² Excluding 39 government bureaux and departments which are only eligible for the “Awards for Breastfeeding Support”.

Preliminary Findings of the Study on “Family Mediation Services in Hong Kong”

10. Family mediation is considered an effective way to resolve family disputes and help family members (especially children) alleviate the psychological impact and embarrassment arising from litigation. In July 2015, the Chinese University of Hong Kong (CUHK) was commissioned to conduct a study on family mediation services in Hong Kong with a view to providing a comprehensive assessment of the effects of family mediation for the Government to consider how to help families affected by separation and divorce in a practical, less stressful and cost-effective way. At the meeting of 19 May 2016, the research team of CUHK briefed the Support Sub-committee on its preliminary findings which covered the following areas -

- (a) comparison of family mediation services among different places (including Singapore);
- (b) preliminary findings of the users satisfaction survey;
- (c) demographic profiles of participants of qualitative interviews; and
- (d) tentative framework of the final report.

11. The Support Sub-committee noted the difficulties encountered by the research team in collecting research data from patrons of private practitioners, and that the preliminary findings were mainly drawn up on the basis of responses from users of non-governmental organisations (NGOs). Most of the respondents knew the mediation services from family court, social workers and the former spouses. Service cost was an important consideration in their decision of using mediation services or not, and nearly 75% of respondents used sponsored services. They generally had a high level of satisfaction of the mediation services, process and outcomes, in particular outcome regarding child custody. The research team also observed that people might not have a clear concept about mediation and often mixed it up with reconciliation. A copy of the research team’s presentation materials is at **Annex B**.

12. The research team will finalise the findings upon completion of the last interview in mid May 2016 and prepare the draft final report by mid July 2016. Arrangement will be made for the research team to present the final findings to the Support Sub-committee at its next meeting scheduled for 8 September 2016.

Family Survey 2015

13. Policy 21 Limited was commissioned in March 2015 to conduct the Family Survey 2015 (the Survey). Following its presentation at the Support Sub-committee in February 2016, the Policy 21 Limited arranged more focus group meetings to collect in-depth views on some of the preliminary findings which showed deviation from the general trend of the two previous surveys conducted in 2011 and 2013. The following supplementay findings of the Survey were reported to the Support Sub-committee at the meeting on 19 May 2016 –

- (a) Most of the parent respondents indicated that parenting pressure increased significantly when their children studied in primary schools;
- (b) Over one-third of parents respondents considered that the time required to be spent on taking care of children was more than what they could afford and raising children was a heavy financial burden;
- (c) While economically inactive respondents and home makers experienced more parental stress than those respondents who were economically active, more respondents in the middle-income group agreed that their abilities fell short of their wishes when handling children's problems;
- (d) Nearly half of parents at work experienced stress in balancing work and family;
- (e) There was not much direct confrontation between parents and grandparents due to differences in parenting styles;
- (f) 25.5% of grandparents indicated that their relationship with their adult children improved after grandchildren were born. The most common reasons for the improvement were that grandparents had more opportunities to contact their adult children and grandchildren strengthened the link between the generations;
- (g) More than one-third of grandparents experienced stress as a grandparent; and
- (h) Major reasons of some young respondents not participating in family-related programmes organised by the Government or NGOs were that these programmes were perceived to be organised for the

elderly and they had other competing priorities.

14. Based on the findings of the Survey, Policy 21 Limited recommended to -

- (a) provide family education on parenting skills, pre-marital education and child care/rearing;
- (b) develop and promote stress relief programmes for parents;
- (c) raise awareness amongst grandparents of the range of support available to them in the community;
- (d) continue to promote family-friendly employment practices as well as consolidate and share good practices amongst different sectors; and
- (e) organise more intergenerational activities and to involve more younger people in family-related programmes.

The Support Sub-committee agreed with the recommendations in general and further suggested that the stress relief programmes should be sector specific to achieve better result. The findings of Survey would provide useful information for consideration of ways to improve the existing services and programmes for reaching out to a wider population of family. The final report, which is expected to be available in the third quarter of 2016, will be submitted to the Support Sub-committee for endorsement and then circulated to Members for reference and uploaded onto the Council's website for public information. The findings will also be shared with relevant bureaux and departments to facilitate their formulation of policies and strategies for supporting and strengthening families.

Pilot Scheme on Thematic Sponsorship to Support Family-related Initiatives

15. The Pilot Scheme was launched on 31 March 2016. All together 45 representatives from 30 organisations attended the briefing session on 26 April 2016. By the closing date of 20 May 2016, a total of 12 applications were received. An assessment panel will examine and make recommendations on the applications by early August 2016. Announcement of results will be made in September 2016.

WAY FORWARD

16. The Sub-committees will continue to oversee their respective programmes and activities. Members are welcome to convey their comments and suggestions to the Secretariat.

**Family Council Secretariat
June 2016**

**2015/16 Family-Friendly Employers Award Scheme
(Screening result as at 31 May 2016)**

(A) “Family-Friendly Employers” and related awards

	Corporation	Small and Medium Enterprises	Organisation	Total ¹ (%) ²
No. of entries received	340	2 080	280	2 700
Reference figures of 2013/14 Award Scheme	222	1 450	142	1 814
Recommended for “Family-Friendly Employers 2015/16” Award - Score 40 and above	338	1 946	271	2 555 (94.6%)
Reference figures of 2013/14 Award Scheme	221	1 402	140	1 763
Recommended for “Distinguished Family-Friendly Employers 2015/16” Award - Score 75 and above	46	52	22	120 (4.4%)
Reference figures of 2013/14 Award Scheme	34	37	20	91
Not recommended:	2	134	9	145 (5.4%)
- Scored below 40	2	107	9	-
- Incomplete or unqualified applications	0	27	0	-
Reference figures of 2013/14 Award Scheme	1	48	2	51
Recommended for “Awards for Innovation” - Companies/organisations demonstrating innovative ideas in formulating family-friendly employment policies and practices	13	7	4	24 (0.8%)
Reference figures of 2013/14 Award Scheme	13	7	2	22
Recommended for “Special Mention 2015/16” Award - awardees of 2015/16 which have been awarded the “Family-Friendly Employers” in <u>either one</u> of the two previous award schemes	79	85	15	179 (6.6%)
Recommended for “Special Mention 2015/16 (Gold)” Award - awardees of 2015/16 which have been awarded the “Family-Friendly Employers” in <u>both</u> of the two previous award schemes	116	174	90	380 (14%)

¹ Excluding 39 government bureaux and departments which are only eligible for the “Awards for Breastfeeding Support”.

² Percentage of awardees against the total number of entries received.

(B) “Awards for Breastfeeding Support 2015/16”

	Corporation	Small and Medium Enterprises	Organisation	Government bureau/ department
<p>Recommended for Awards</p> <ul style="list-style-type: none"> - Company, organization, government bureau/ department which has implemented the following three measures in providing an appropriate and friendly environment for their breastfeeding employees to express breastmilk in the workplace in order to continue breastfeeding their children; <ul style="list-style-type: none"> (a) Allowing lactation breaks for employees to express breastmilk within a year after delivery (two 30-minute lactation breaks or an hour in total for an eight-hour working day). (b) Providing a space with privacy, an appropriate chair, a table and an electrical socket for connecting breastmilk pumps. (c) Providing a refrigerator for storing breastmilk (a pantry refrigerator will do). 	136	260	184	37
<p>Cases pending submission of supplementary information</p> <ul style="list-style-type: none"> - Company, organization, government bureau/ department which has implemented measures (b) and (c). For measure (a), they adopt a flexible arrangement in allowing lactation breaks for employees 	20	13	4	2

A Study on Family Mediation Services in Hong Kong Progress Report



**PROF. MOOLY WONG
DR. RHEA YUAN**
19TH MAY 2016

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(November 2015 to May 2016)**
- **Comparison of Family Mediation Services among Different Places**
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- **Tentative Framework of Final Report**
- **Timeline**
- **Q & A**

Progress of Data Collection for Survey and Interview (November 2015 – May 2016)



Progress of Data Collection for Survey and Interview



- Data collection period: November 2015 to May 2016

	FC sponsored cases	Non-sponsored cases (NGO)	Non-sponsored (The Private sector)	Total
Sample size	139 (100%)	104 (100%)	35 (100%)	278 (100%)
Collected	77 (55.4%)	121 (113.5%)	7 (28.6%)	205 (73.7%)

Progress of Data Collection – Survey

5

- Reason of low response rate of private cases:
the concern of the private practitioners, specifically the legal professionals, about confidentiality

Progress of Data Collection – Interview

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	Divorcing Couples					Family Mediators			Family Mediation Supervisors			Children			Stakeholders		
	FC-sponsored Cases	Non-sponsored Cases		Non-service Users		FC-sponsored Agencies	Non-sponsored Agencies		FC-sponsored Agencies	Non-sponsored Agencies		FC-sponsored Cases	Non-sponsored Cases		Expert	Referrer	Provider
		NGOs	Private Sector	NGOs	Private Sector		NGOs	Private Sector		NGOs	Private Sector		NGOs	Private Sector			
Sample Size	20	10	10	10	10	8	4	4	6	3	3	8	4	4	2	4	6
No. of interviews	21 (105%)	17 (170%)	2 (20%)	7 (70%)	1 (10%)	3 (37.5%)	3 (75%)	6 (150%)	9 (150%)	3 (100%)	5 (166.7%)	5 (62.5%)	5 (125%)	0 (0%)	2 (100%)	5 (125%)	6 (100%)

Progress of Data Collection – Interview

7

- The low response rate of users / non-users / children of private sector: the lack of referrals from the practitioners of private sector who were very much concerned about the issue of confidentiality
- The low response rate of family mediators who handled FC-sponsored cases: most of the mediators who handled FC-sponsored cases were supervisors

Comparison of Family Mediation Services among Different Places

Comparison of Family Mediation Services among Different Places

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	Hong Kong	Australia	New Zealand	England & Wales	Canada	U.S.A.	Singapore
Relevant Reports and Laws	<ul style="list-style-type: none"> • Consultation Paper on Guardianship and Custody 1998 by the Law Reform Commission of Hong Kong • The Report on the Family Dispute Resolution Process 2003 by the Law Reform Commission of Hong Kong • The Final Report on Civil Justice Reform 2004 • Practice Direction – 15.10 on Family Mediation (which came into effect on 2 May 2012) 	<ul style="list-style-type: none"> • The Family Law Reform Act 1995 	<ul style="list-style-type: none"> • The Law Commission's 2003 • The Family Dispute Resolution Act 2013 	<ul style="list-style-type: none"> • The UK Family Law Act 1996 	<ul style="list-style-type: none"> • The Federal Divorce Act 1968 	<ul style="list-style-type: none"> • The Family Law reform in 1980s 	<ul style="list-style-type: none"> • 1994, the court mediation center was set up to introduce mediation in the Subordinate Courts; • 1996, the establishment of the Family Court. • 1997 the establishment of the Singapore Mediation Centre (SMC) • 1998 the Community Mediation Centers Act came into force

Comparison of Family Mediation Services among Different Places

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	Hong Kong	Australia	New Zealand	England & Wales	Canada	U.S.A.	Singapore
Services Model	<ul style="list-style-type: none"> • Voluntary (with default notification of the option) • Therapeutic model (introduced by Professor Howard, Canada in late 80s) & Facilitative model (introduced by scholars from the Bond University, Australia in 1996) 	<ul style="list-style-type: none"> • Voluntary • Facilitative model (+ therapeutic) 	<ul style="list-style-type: none"> • Court referral (default option for appropriate case) • Facilitative model 	<ul style="list-style-type: none"> • Mandatory for clients with legal-aid request or with a minor child (under the age of 16); and the court can make an order requiring it • Facilitative model 	<ul style="list-style-type: none"> • Mandatory information session & Voluntary service • Facilitative model 	<ul style="list-style-type: none"> • Mandatory • Facilitative model 	<ul style="list-style-type: none"> • Compulsory for clients with children under 14 (attend Child Focused Resolution Centre mediation sessions) • children between 14 to 21(attend mediation at the Family Court • Court-based & court referral • Facilitative model

Comparison of Family Mediation Services among Different Places

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	Hong Kong	Australia	New Zealand	England & Wales	Canada	U.S.A.	Singapore
Charge	<ul style="list-style-type: none"> • Self-funded • Short-term subsidizing scheme for people of low income or legal aid subsidy • Funding sources: public or private fund 	<ul style="list-style-type: none"> • Mainly subsidized by the government (the Attorney-General's Department) 	<ul style="list-style-type: none"> • Subsidized by the government 	<ul style="list-style-type: none"> • Subsidized by the government 	<ul style="list-style-type: none"> • On-site of court facility: subsidized by the government • Off-site mediation: charge on a sliding scale 	<ul style="list-style-type: none"> • Subsidized by the government (variance among states) 	<ul style="list-style-type: none"> • Free of charge; subsidized by the government

Comparison of Family Mediation Services among Different Places

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	Hong Kong	Australia	New Zealand	England & Wales	Canada	U.S.A.	Singapore
Services Providers	<ul style="list-style-type: none"> • Court: referral • MCO – services coordination • Community-based services provider from NGOs or private sector • HKMAAL: 3 years work experience; a degree or a post graduate in social work, psychology, counselling or law ; completed a basic training course or course of 40 hrs ; 2 live family mediation cases; advanced training course 	<ul style="list-style-type: none"> • Court: the Registrar or the Counselor • Community: NGOs staffed with professional counsellors and mediators 	<ul style="list-style-type: none"> • Court referral • Community-based service provider 	<ul style="list-style-type: none"> • Court: lawyers • Community-based service: NGOs staffed with professional counsellors and mediators 	<ul style="list-style-type: none"> • Court referral • Community-based: services rendered by social workers, lawyers, psychologists, or other professionals 	<ul style="list-style-type: none"> • Court-based • Master degree in family counselling or behavioral sciences, attended an annual three-day conference for mediators and family court judges 	<ul style="list-style-type: none"> • Court-based • Community Mediation Center: staffed with professional counsellors and mediators

Comparison of Family Mediation Services among Different Places

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	Hong Kong	Australia	New Zealand	England & Wales	Canada	U.S.A.	Singapore
Code for Mediators	<ul style="list-style-type: none"> Comply with the HK Mediation Code and Mediation Rules 	<ul style="list-style-type: none"> A conduct standard for mediation, including attitude, eligibility and competence 	<ul style="list-style-type: none"> Mediators have to be the members of an Approved Dispute Resolution Organization 	<ul style="list-style-type: none"> Mediators was under the UK college of family mediation launched in 1996 	<ul style="list-style-type: none"> A code of Conduct for family mediators 	<ul style="list-style-type: none"> No standard code of conduct Set by different associations such as the academy of Professional Family Mediators, American Bar Association Family Law Section 	<ul style="list-style-type: none"> a Code of Ethics and Basic Principles on Court Mediation has been established

Comparison of Family Mediation Services among Different Places

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	Hong Kong	Australia	New Zealand	England & Wales	Canada	U.S.A.	Singapore
Success Rate	<ul style="list-style-type: none"> 2003-2012 – 66% (648 cases) 2013 – 69% (78 cases) 2014 – 74% (108 cases) <p>(Lam, 2015)</p>	<ul style="list-style-type: none"> Full agreement (44-71%) Partial agreement (17-39%) No agreement (17-18%) <p>(Wade, 1997)</p>	<ul style="list-style-type: none"> 380 cases referred to mediation 354 entered pre-mediation 284 proceeded to mediation (No data about success rate because it is hard to define success) <p>(Barwick & Gray, 2007)</p>	<ul style="list-style-type: none"> Full agreement - 72% from a family proceedings pilot in 2009 <p>(Oddy, Phillips & McClure, 2014)</p>	<ul style="list-style-type: none"> Family Mediation Pilot Project – Ontario, Canada 50% - 90% except high conflict spouses <p>(Ellis, 1994; Kelly, 2004b)</p>	<ul style="list-style-type: none"> the California divorce mediation project, the settlement rate is: Comprehensive agreement (50%) Partial agreement (8%) Productive terminators (15%) True terminators (26%) Overall 50% - 90% except high conflict spouses <p>(Kelly, 1991, 1996, 2004a, 2004b)</p>	<ul style="list-style-type: none"> 2004-2008: 94.6% successfully settled 14,948 cases were mediated, of which 13,051 (or 87%) settled from January to September 2011 <p>(Liew, 2008; Teh, 2012)</p>

Comparison of Family Mediation Services among Different Places

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	Hong Kong	Australia	New Zealand	England & Wales	Canada	U.S.A.	Singapore
Remarks	<ul style="list-style-type: none">Practice-driven development	<ul style="list-style-type: none">Innovation: child-inclusive mode of mediation				<ul style="list-style-type: none">A tiered service model	<ul style="list-style-type: none">Follow the Australian model

Report on Survey: Initial Findings of the Survey

Sample

- By 27 April 2016
- Sample size and composition

By agencies

	N	%	Valid %
HKFWS	69	33.7	34.0
HKCMAC	121	59.0	59.6
Yang	3	1.5	1.5
Other social welfare agencies	3	1.5	1.5
Law firms	5	2.4	2.5
Others	2	1.0	1.0
Not indicated	2	1.0	
Total	205	100.0	

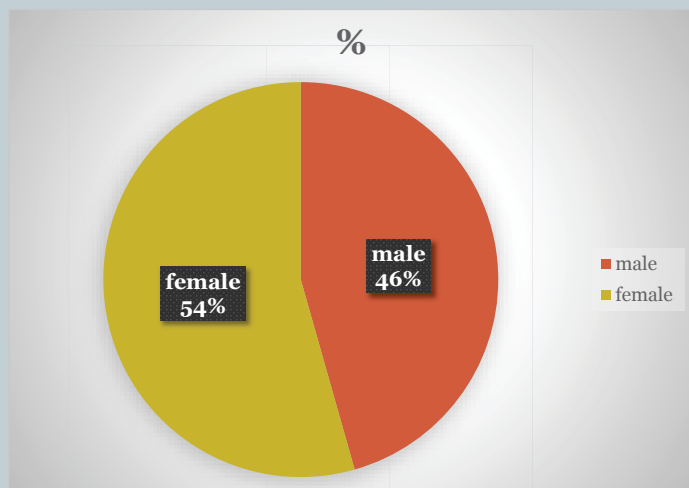
By subvention schemes

Data source	N
Non-FC-sponsored cases	65 (62.4%)
NGOs	121
Private practitioners	7
FC-sponsored cases	77 (37.6%)
Total	205

Demographic Profile

Gender

General profile

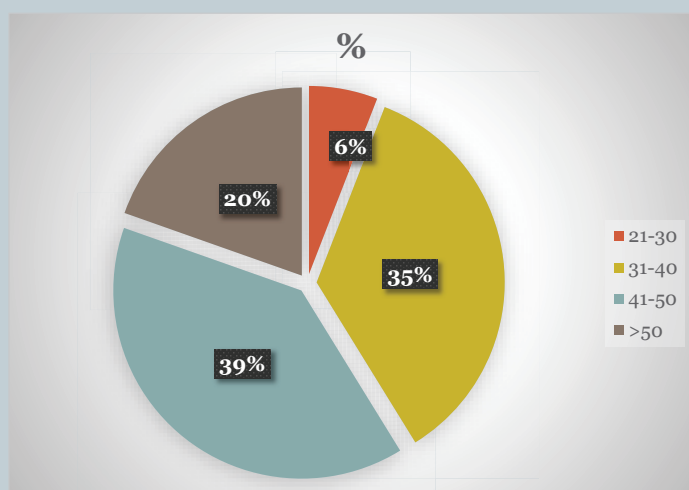


By subvention scheme

	Non-FC	FC	Total
Male	60 (64.5%)	33 (35.5%)	93 (100.0%)
Female	68 (61.3%)	43 (38.7%)	111 (100.0%)

Age

General profile

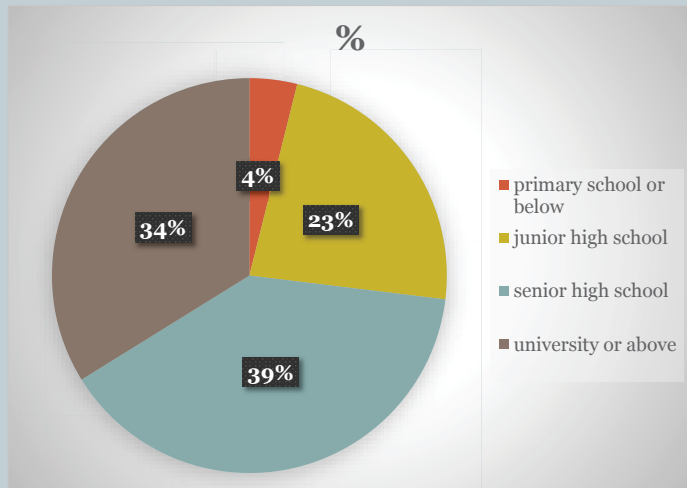


By subvention scheme

	Non-FC	FC	Total
21-30	4 (33.3%)	8 (66.7)	12 (100.0%)
31-40	43 (59.7%)	29 (40.3%)	72 (100.0%)
41-50	53 (66.2%)	27 (33.8%)	80 (100.0%)
Above 51	28 (70.0%)	12 (30.0%)	40 (100.0%)

Education

General profile

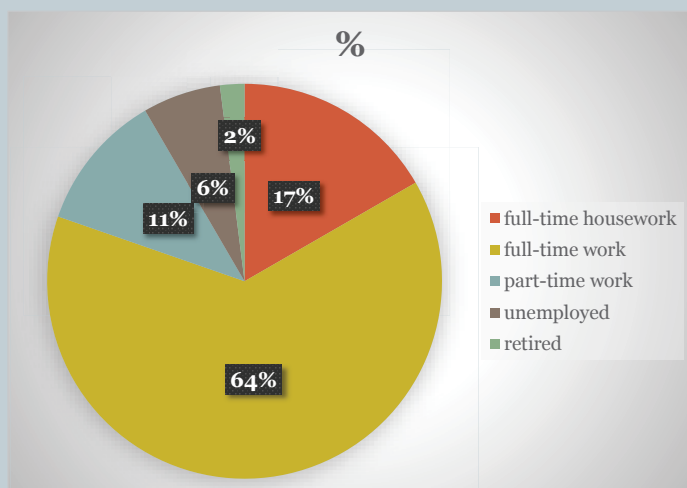


By subvention scheme

	Non-FC	FC	Total
Primary school or below	6 (85.7%)	2 (14.3%)	8 (100.0%)
Junior high school	26 (55.3%)	21 (44.7%)	47 (100.0%)
High school	46 (57.5%)	34 (42.5%)	80 (100.0%)
University of above	50 (72.5%)	19 (27.5%)	69 (100.0%)

Occupation

General profile

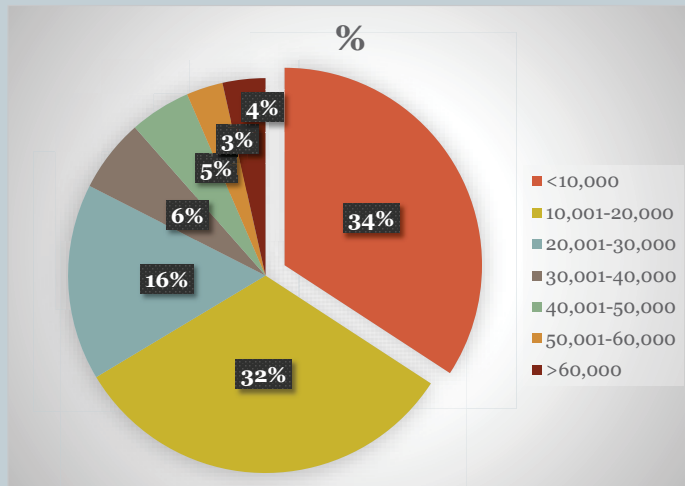


By subvention scheme

	Non-FC	FC	Total
Full-time housework	23 (67.6%)	11 (32.4%)	34 (100.0%)
Full-time work	87 (66.9%)	43 (33.1%)	130 (100.0%)
Part-time work, unemployed, retired	18 (45.0%)	22 (55.0%)	40 (100.0%)

Monthly income per person (HK\$)

General profile

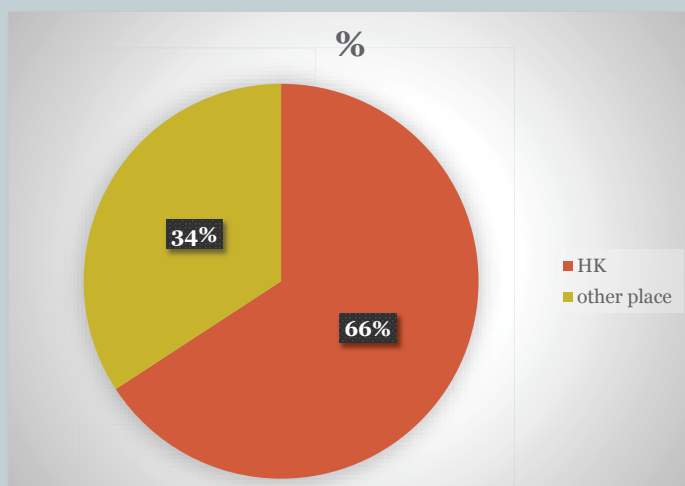


By subvention scheme

	Non-FC	FC	Total
Below \$10,000	36 (52.9%)	32 (47.1%)	68 (100.0%)
\$10,001-20,000	36 (52.9%)	28 (43.8%)	64 (100.0%)
Above \$20,001	54 (80.6%)	13 (19.4%)	67 (100.0%)

Birthplace

General profile



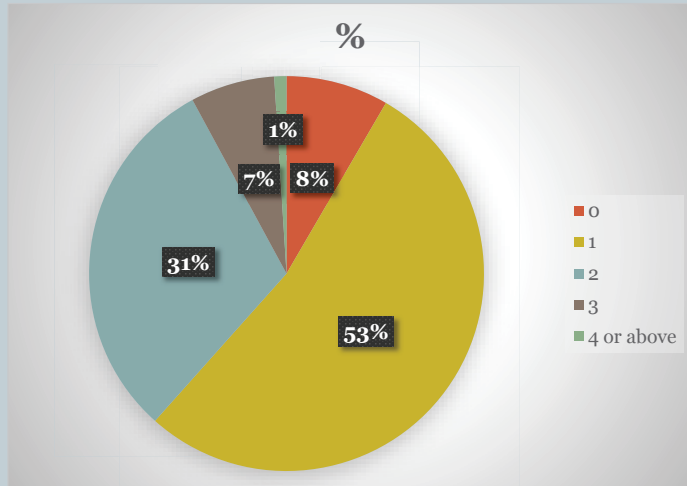
By subvention scheme

	Non-FC	FC	Total
Hong Kong	95 (71.4%)	38 (28.6%)	133 (100.0%)
Not Hong Kong	32 (46.4%)	37 (53.6%)	69 (100.0%)

Length of residence in HK: 23.33 years on average

Children

No. of children



By subvention scheme

	Non-FC	FC	Total
None	11 (64.7%)	6 (35.3%)	17 (100.0%)
1	72 (66.7%)	36 (33.3%)	108 (100.0%)
2	35 (56.5%)	27 (43.5%)	62 (100.0%)
3	9 (64.3%)	5 (35.7%)	14 (100.0%)
4 or above	1 (50.0%)	1 (50.0%)	2 (100.0%)

Children (con't): by age range

number



Satisfaction Level



Key domains

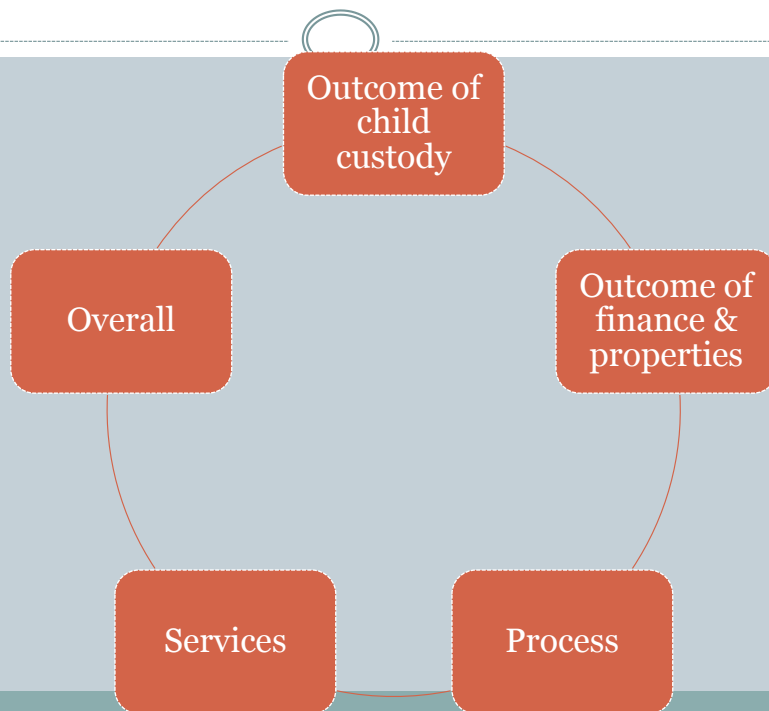
Outcome of
child
custody

Overall

Outcome of
finance &
properties

Services

Process



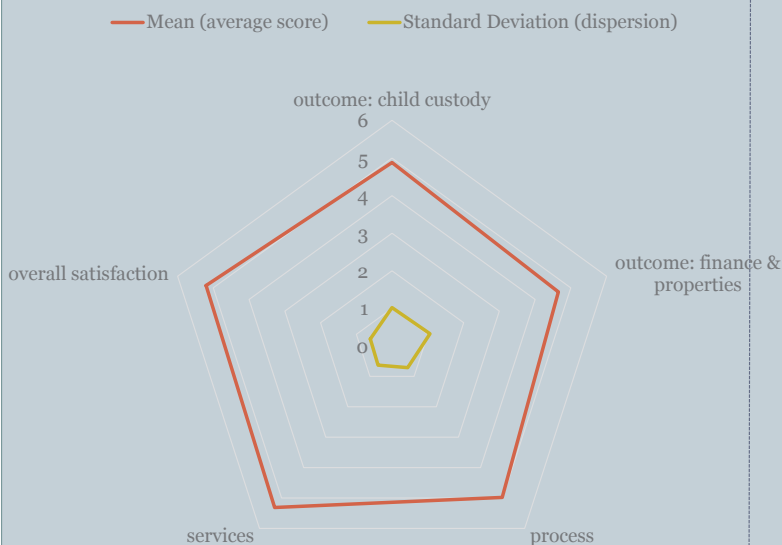
Scales used are all highly reliable.



Scales	No. of items	Sample items	Cronbach's α
Outcome: child custody	7	調解服務幫助我和對方達成子女照顧及生活安排的協議。	.966
Outcome: finance & properties	6	調解服務幫助我和對方就著生活費用安排達成協議。	.867
Process	7	我認為調解過程中，我能夠清楚表達自己關切的議題和立場。	.935
Services	8	我感到調解員能夠清楚地解釋調解的程序。	.954
Overall satisfaction	8	使用調解服務時，我對各方面安排感到滿意（如：資訊、手續等）。	.930

>.70

Satisfaction level on 5 domains



Variables	Range	N	Mean	SD
Outcome: child custody	0-6	176	4.88	1.02
Outcome: finance & properties	1-6	196	4.65	1.06
Process	1-6	204	4.98	.71
Services	1-6	203	5.31	.63
Overall satisfaction	1-6	203	5.20	.61

FC-sponsored cases vs non-FC-sponsored cases



Satisfaction Level

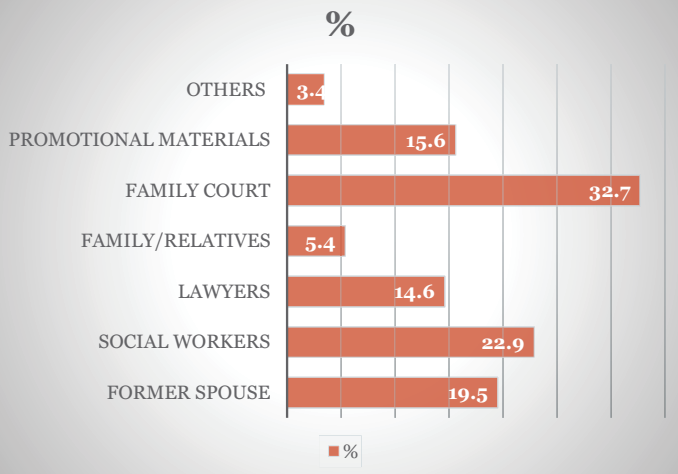


Experiences of Using Mediation Services



Background information

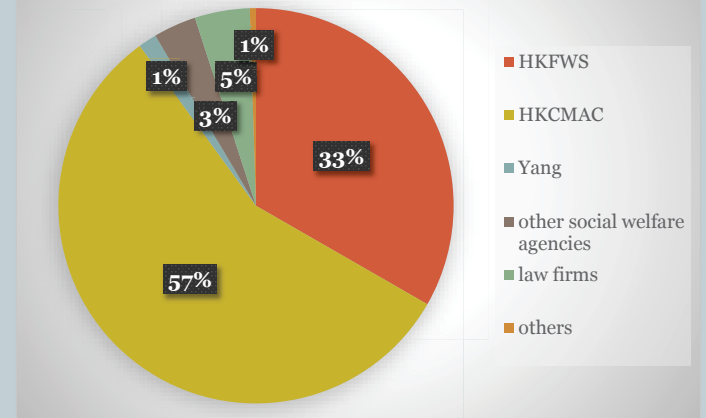
Source of information



Mediator

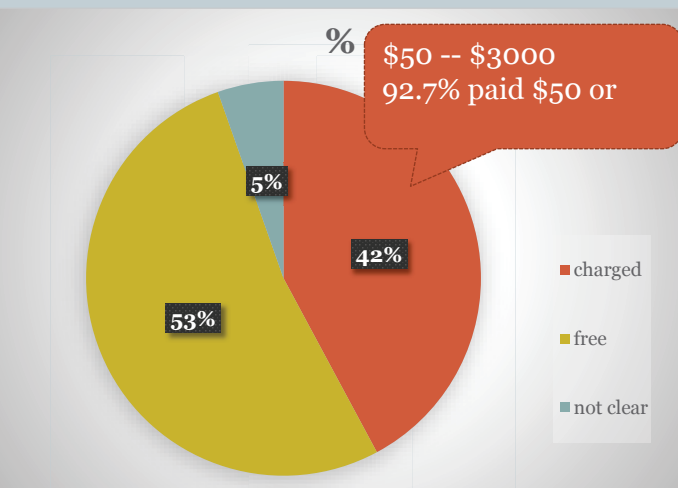
- Gender: 83.7% are female.
- Background: 77.6% are social workers.

Agency of the mediator (%)

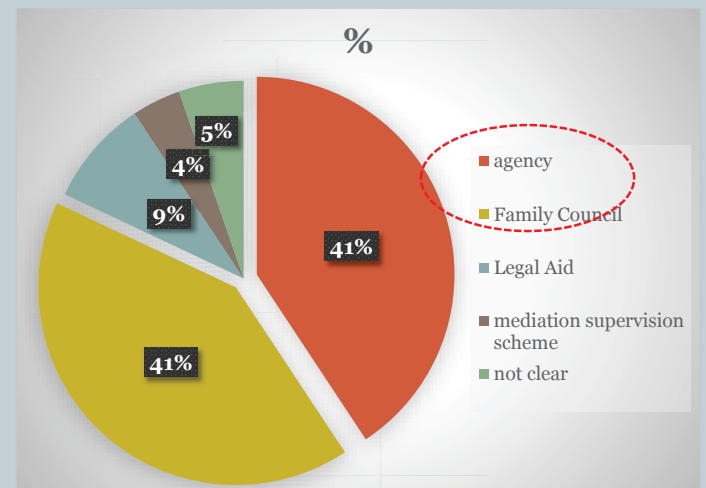


Charges

Registration fee

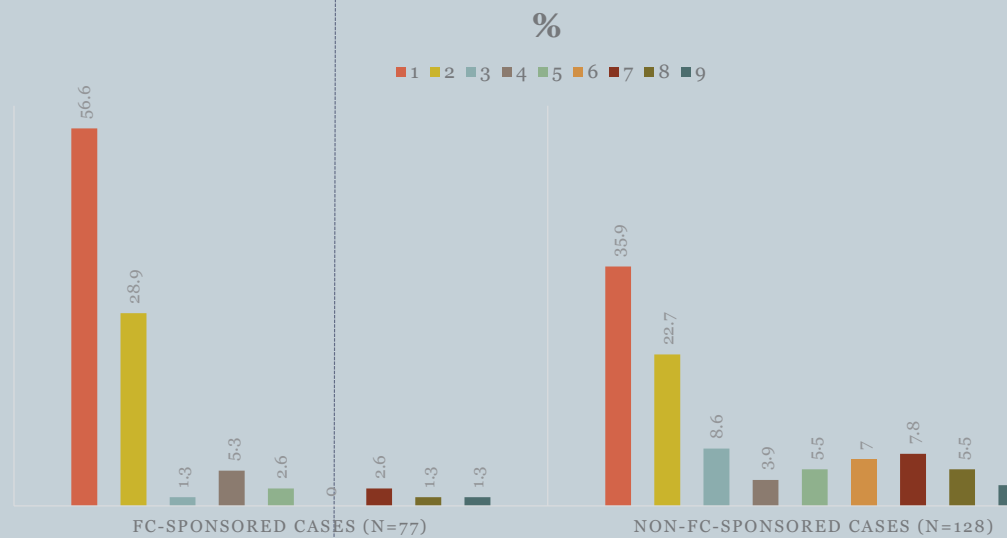


Sponsorship: 74.6% were sponsored



Charges: FC-sponsored cases vs non-FC-sponsored cases

- 1. free of charge
- 2. < \$100
- 3. \$101-\$200
- 4. \$201-\$300
- 5. \$301-\$400
- 6. \$401-\$500
- 7. %501-\$600
- 8. >\$601



Duration of the mediation

Number of sessions	N	%
Individual session	203	100.0
None	5	2.5
1-2	105	51.7
3-4	62	30.5
5-6	19	9.4
7 or above	9	4.4
Not clear	3	1.5
Joint sessions	205	100.0
None	5	2.4
1-2	64	31.2
3-4	88	42.9
5-6	29	14.1
7 or above	18	8.8
Not clear	1	.6

Outcome of Mediation



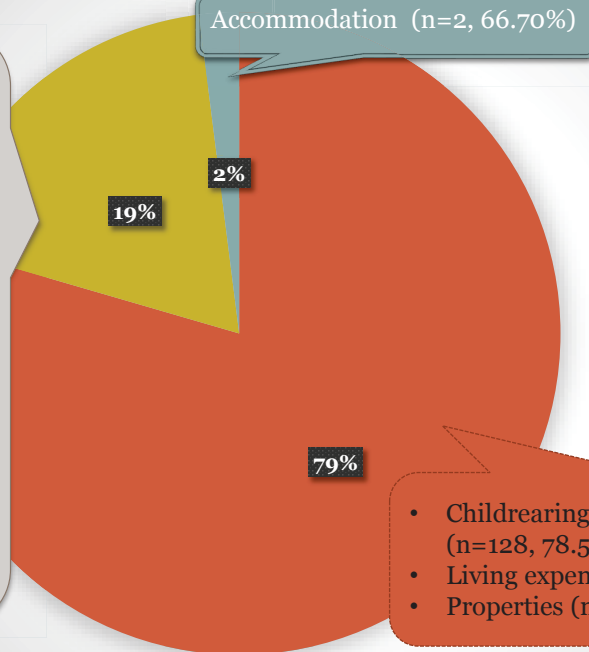
Agreement reached

Full / Partial Agreement

- Living expenses for child(ren) (n=30, 78.9%)
- Childrearing & childcare arrangement (n=28, 73.7%)
- Parent-child gathering (n=25, 65.8%)

No agreement

- Properties (n=13, 38.2%)
- Accommodation (n=11, 32.4%)
- Parent-child gathering (n=8, 23.5%)



Accommodation (n=2, 66.70%)

- full agreement
- partial agreement
- no agreement

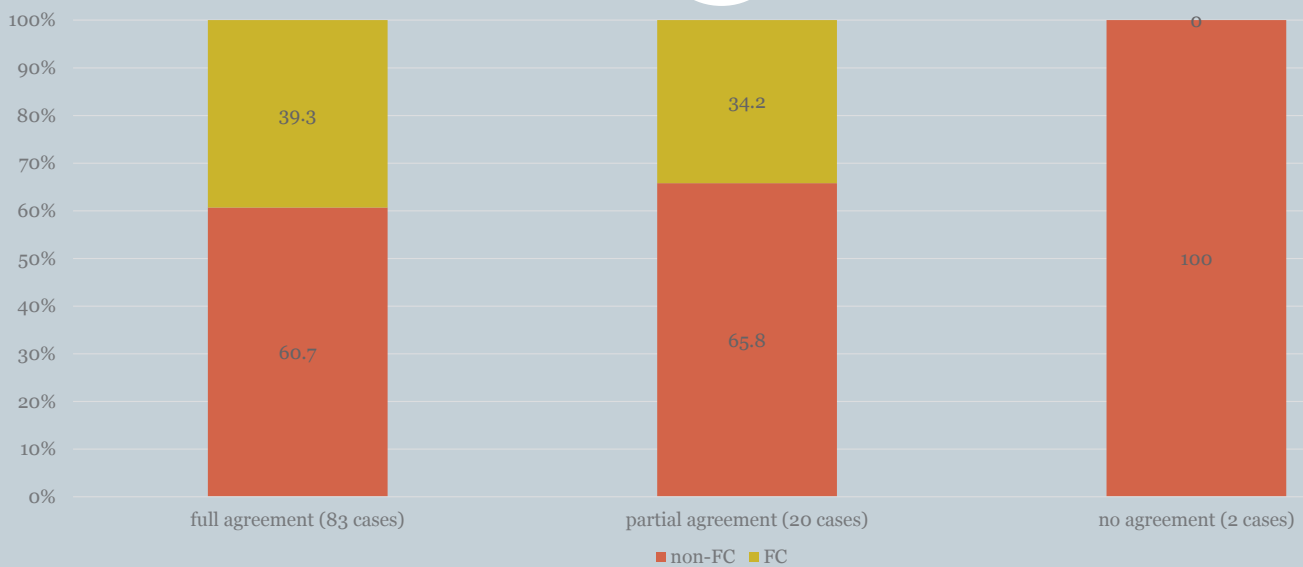
- Childrearing & childcare arrangement (n=128, 78.5%)
- Living expenses for child(ren) (n=122, 74.8%)
- Properties (n=120, 73.6%)

Cases with partial agreement (n=20)

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Items	Full or partial agreement		No agreement	
	N	%	N	%
Childrearing and life arrangement	28	73.7	4	11.8
Parent-child gathering	25	65.8	8	23.5
Living expenses for child(ren)	30	78.9	4	11.8
Living expenses for former spouse	17	44.7	5	14.7
Accommodation	10	26.3	11	32.4
Properties	16	42.1	13	38.2
Others	6	15.8	6	17.6

FC-sponsored cases vs non-FC-sponsored cases



Summary

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Overall Satisfaction:

- Respondents generally had a high level of satisfaction in the five dimensions.

Comparison of the user profile for FC-sponsored cases and non-FC-sponsored cases:

- Fee charging mechanism: charges for FC-sponsored cases were significantly lower than for the non-FC sponsored cases.
- Satisfaction level: no significant differences were found in terms of the five dimensions of the level of satisfaction.
 - But FC-sponsored cases had higher satisfaction level (higher average scores) on dimensions including *child custody, process, services, and overall satisfaction*.

Summary

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The experience of using mediation services:

- Most of respondents reported their source of information on mediation services to be the family court, social workers, and the former spouse.
- Mediators were mostly female and had a background of social work.
- More than half of respondents were users of the HKCMAC.
- Nearly half of the respondents (42%) indicated that they had to pay for the registration fee. Among them, most (92.7%) paid less than \$100.
- More than three quarters (74.6%) of the respondents reported receiving sponsorship. Among them, nearly half (41%) were sponsored by the Family Council's Pilot Scheme
- Half (51.7%) reported having 1-2 individual sessions. The number of joint sessions was generally 3-4 (42.9%).
- Nearly four fifths (79.0%) reported achieving full agreement, one fifth (19.0%) reported partial agreement reached, while the rest (1.9%) reported no agreement reached.

Summary

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Remarks:

- The findings are tentative only and should not be considered conclusive.
- Caution should be given when generalizing to the wider service user groups.
- Particular care should be paid to interpret the initial findings of this report in relation to the outcome impacts of FC and non-FC cases.

Report on Interview: Demographic Characteristics of Informants

Profiles of Service Users :

45

		FC (n=21)	Non-FC(n=19)
Sex	Male	7	7
	Female	14	12
Age	21-30	0	0
	31-40	7	4
	41-50	9	5
	>50	5	10
Education	Below junior high school	4	2
	High school	11	6
	University or above	6	11

Profiles of Service Users :

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		FC (n=21)	Non-FC(n=19)
Occupation	Full-time housework	4	3
	Full-time work	14	13
	Part-time work, unemployed, retired	3	3
Length of marriage/ co-habited	1-5 years	3	1
	6-10 years	4	6
	11-15 years	7	2
	16-20 years	2	4
	>20	5	6

Profiles of Non-Service Users :

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		Non-Service Users(n=8)
Sex	Male	1
	Female	7
Age	21-30	0
	31-40	6
	41-50	2
	>50	0
Education	Below junior high school	4
	High school	3
	University or above	1

Profiles of Non-Service Users :

48

		Non-Service Users(n=8)
Occupation	Full-time housework	5
	Full-time work	1
	Part-time work, unemployed, retired	2
Length of marriage/ co-habited	1-5 years	1
	6-10 years	5
	11-15 years	0
	16-20 years	1
	>20	1

Profiles of Children:

49

		FC(n=5)	Non-FC(n=5)
Sex	Male	1	2
	Female	4	3
Age	6-10	3	2
	11-15	2	1
	16-20	0	2
Education	Primary school	4	2
	High school	1	2
	University or College	0	1

Profiles of Children:

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		FC(n=5)	Non-FC(n=5)
No. of Siblings	0	1	2
	1	4	2
	2	0	1
Birth Order	Only Child	1	2
	Eldest	2	1
	Middle	0	1
	Youngest	2	1

Profiles of Mediators and Supervisors:

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		FC(n=12)		Non-FC(n=17)	
		Mediators (n=3)	Supervisors (n=9)	Mediators (n=9)	Supervisors (n=8)
Sex	Male	1	2	4	3
	Female	2	7	5	5
No. of Years (Accredited)	1-5	2	1	7	1
	6-10	0	4	2	3
	11-15	1	2	0	3
	16-20	0	2	0	1

Profiles of Mediators and Supervisors:

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		FC(n=12)		Non-FC(n=17)	
		Mediators (n=3)	Supervisors (n=9)	Mediators (n=9)	Supervisors (n=8)
No. of Mediation Case	1-5	2	0	5	2
	6-10	0	1	2	2
	11-20	1	0	2	3
	21-30	0	2	0	1
	31-40	0	0	0	0
	41-50	0	4	0	0
	>50	0	2	0	0
Supervised (last 12 months)	0	NA	0	NA	2
	1-5	NA	8	NA	5
	6-10	NA	1	NA	1

Profiles of Mediators and Supervisors:

53

		FC(n=12)		Non-FC(n=17)	
		Mediators (n=3)	Supervisors (n=9)	Mediators (n=9)	Supervisors (n=8)
No. of Mediation Sessions (for 3 hrs) /month	1-5	2	1	5	6
	6-10	1	1	4	1
	11-20	0	5	0	1
	21-30	0	2	0	0
No. of Supervision Sessions (for 3 hrs) /month	0	NA	0	NA	2
	1-5	NA	8	NA	5
	6-10	NA	1	NA	1

Tentative Framework of Final Report

The Final Report



- Executive Summary (English and Chinese)
- Introduction – Background of the Study
- Review on the Literature on Family Mediation Practice and Development (Hong Kong, Australia, New Zealand, England and Wales, Canada, U.S.A and Singapore)
- Overview of Family Council's Pilot Scheme
- Research Methodology
- Findings on the Users' Satisfaction Survey (FC and Non-FC service users)
- Findings on Interviews (Thematic analysis of different categories of informants)
- Discussion
- Recommendations
- Limitations

Recommendations



1. Whether or not family mediation should be made mandatory in Hong Kong, and the reasons involved ;
2. Whether or not financial subsidies should be provided by the Government and how to subsidize family mediation services;
3. Roles and responsibilities of concerned bureaus / departments when dealing with divorce and family disputes through mediation;
4. Ways to improve the efficiency and positive outcomes of family mediation.

Timeline



- The last interview will be finished on 17th May 2016
- Data analysis of the survey, the secondary data analysis and the interviews will be conducted in May to June 2016
- First draft of the final report will be submitted by mid-July 2016
- Report of the final report at the Family Council's Sub-committee dated 8th September 2016

Q & A Thank You

