

“Balancing Commitment at Work and Family Responsibilities” Challenges and Opportunities

Dr. York Chow
Chairperson
Equal Opportunities Commission

15 May 2013



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

1. Understanding staff goals aspiration
2. Creating a desirable environment
3. Conflicts and outcomes
4. EOC experience
5. Useful HR policies
6. Challenges and opportunities



Staff Goals and Aspiration

1. Stable and fair environment
2. Pay and work hours
3. Caring supervisor and management
4. Learning and training



Employer's Objectives

1. Stable and performing staff
2. Effectiveness and efficiency
3. Customers' satisfaction
4. Staff compliance and welfare
5. Teamwork and satisfaction



Conflicts and Outcomes

1. Staff consultation and relations
2. Negotiation and union
3. Crisis and strikes
4. Dialogue and communication
5. Trust



Cases handled by EOC

1. Pregnancy
2. Childcare
3. Family crisis
4. Unfair treatment



Family-friendly Practices

1. EOC
2. Personal experience in hospitals and Hospital Authority



Challenges

1. Competitiveness
2. Motivation
3. Issues of equality and parity



Opportunity

1. HR market mobility
2. Stable economy
3. Public expectation
4. International trend



Thank You

