

「變遷世代中的家庭：社會工作的想像」研討會

# 開拓社會工作的可能性： 政策和服務新構想

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# Service-implementation and policy-making: Fund Driven Service Delivery ???

Reactive

Proactive

Short-term

Long-term / Sustainable

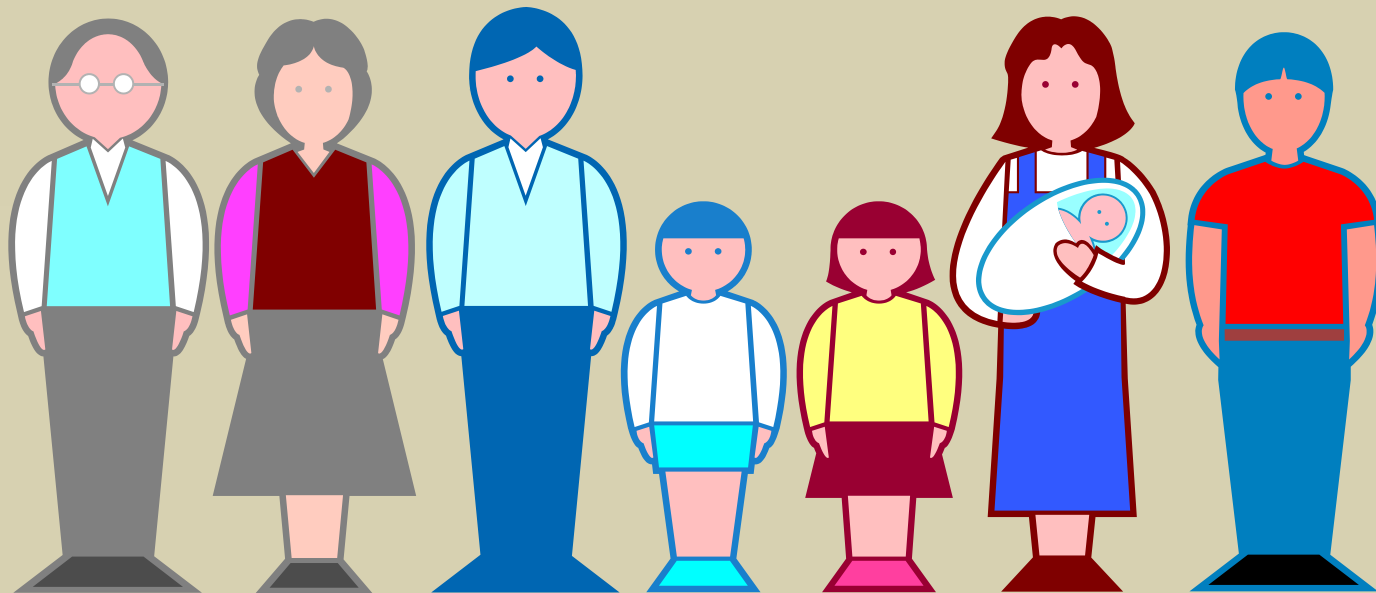
Outcome-oriented

Outcome & Process  
Oriented

Fragmented

Integrative / Holistic

# Traditional family structure in the Y Generation of Web 2.0 ???



**The post-modern world** is shaped by pluralism, democracy, religious freedom, consumerism, mobility, and increasing access to news and entertainment.

...multiple realities, and an exhilarating but daunting profusion of world views - a society that has lost its faith in absolute truth and in which people have to choose what to believe (O'Hare and Anderson 1991).

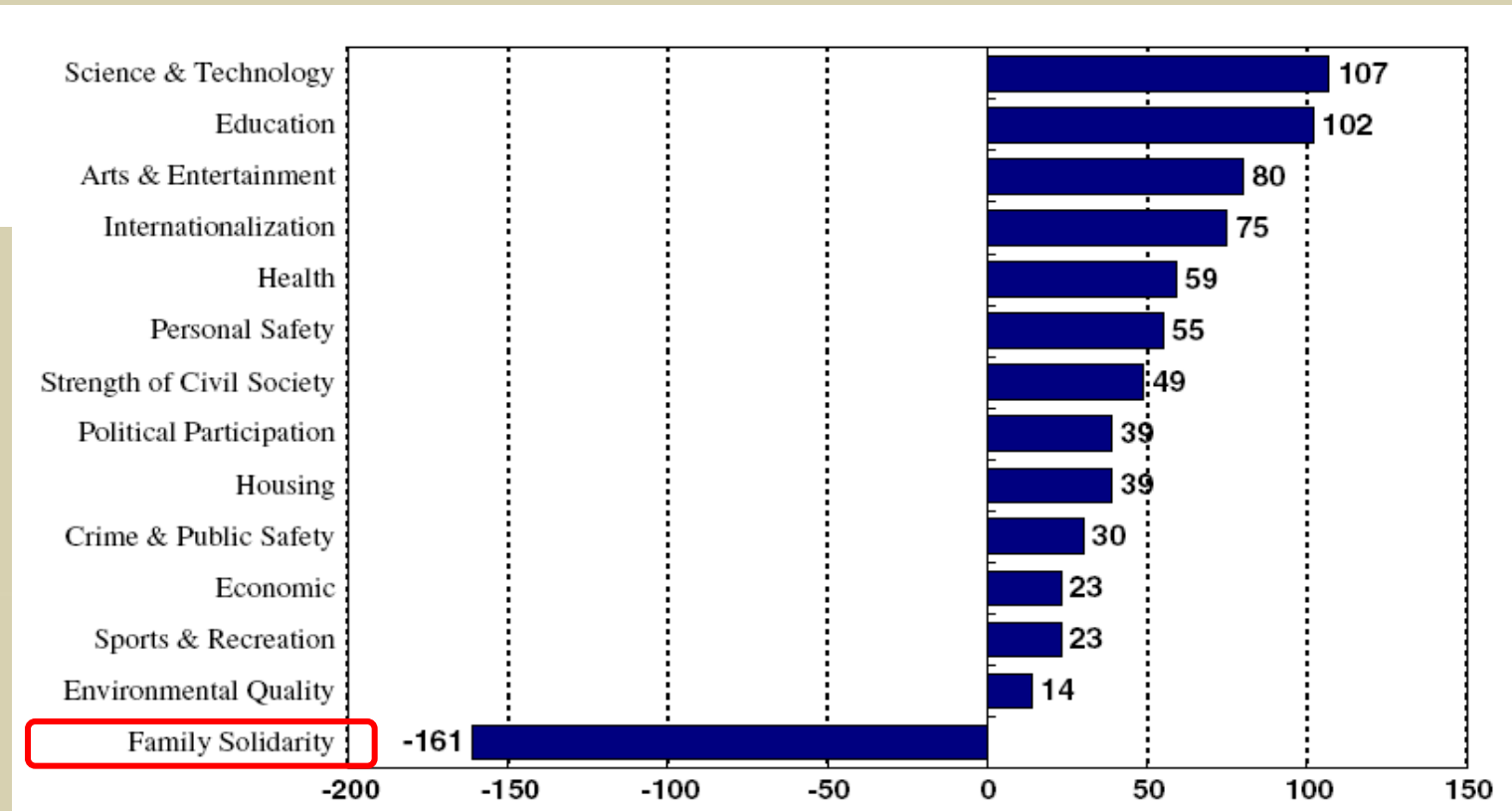
# Emerging post-modern families...

1. **Disillusionment** : loss of faith in the previously established order.
2. The influence of the electronic media, which both reflect and **legitimize family diversity**.
3. **The uncoupling of economic forces underlying social conformity** : need for women to marry ? ability to transmit their morality and class status to the next generation? need to bear children in wedlock for them to inherit family land or other property ?

# Pluralistic Families

- Families with divorced / separated parents
- Families with cohabited, remarried parents
- Single-parent families
- Newly immigrated families
- Cross-border families
- Gay/lesbian families
- Absent parent families (work, imprisonment, sick, institutionalized, missing, irresponsible)

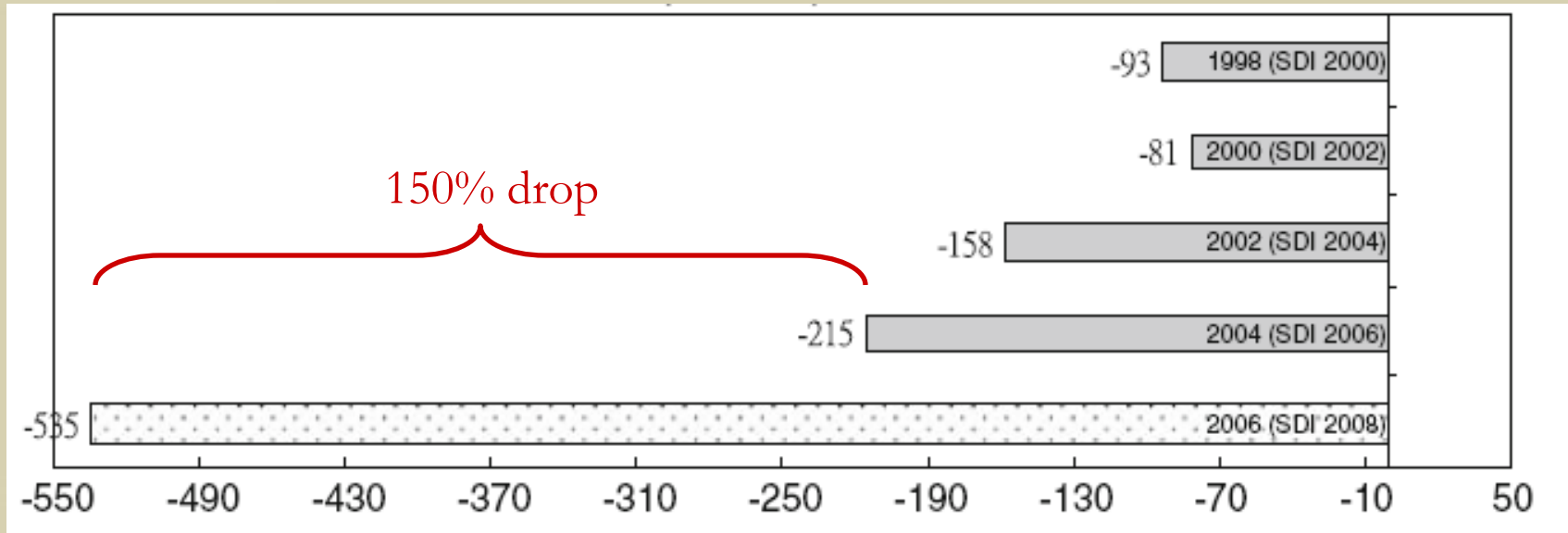
# SDI-2000: Sub-index



What happens to the families in HK?

The rise of **divorce & domestic violence**

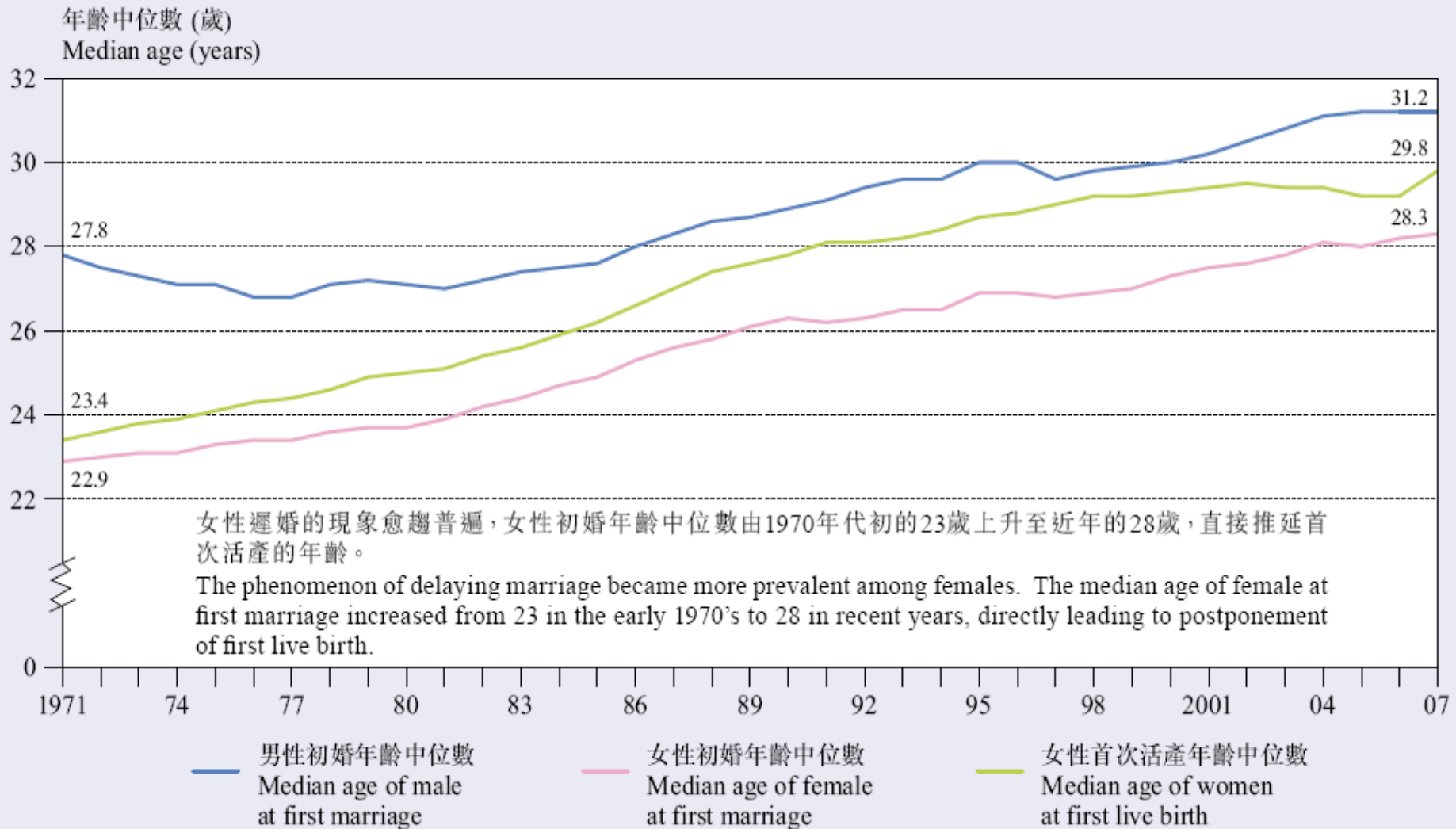
# Family Solidarity Index 2008



Family Solidarity Sub-index has dropped very rapidly in SDI-2008, where we observed -535, which is around 150% drop as compared to the previous release in 2006 (Chua, Wong, Shek, 2009).



# Median age at first marriage and median age of women at first live birth



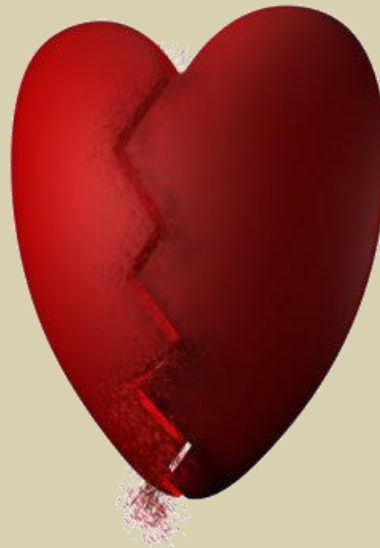
# The change in social norms

## Emphasized on Marital satisfaction

Companionate marriage / Individualized marriage

*“...In which the husband and wife are best friends, social and emotional intimates, close companions...”*

→ Wedlock is more relaxed, divorce becomes more prevalent



# Current global statistics

## Marital separation

- The American / Western European divorce rate has increased dramatically since the mid 19th century (peak in early '80s).
- Between 50-67% of first marriages end in divorce -- and the failure rate for second marriages is 10% higher. Median duration is 7.2 years.

**More marriages now end in divorce than death!**  
**(true since 1974)**

# Current global statistics

## Aging population

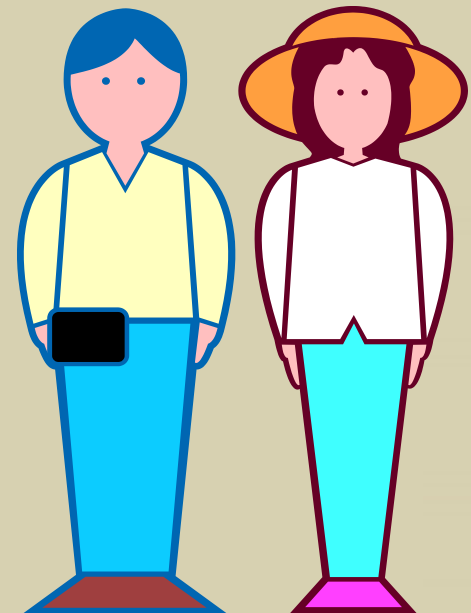
- Aging population
  - Aging couples / singletons
  - Extended family life cycle
- Sufficient intergenerational family support ???
- Mentally competent and physically frail elders
- Physically competent and cognitively challenged elders



# 'DINK' increasing

- 'DINK' increasing
  - The post-2000 economic crises have made this social pattern more permanent (Van Gils and Kraaykamp, 2008)
- Childfree living
  - Involuntary childless
  - Childless by choice
- Below population replacement ratio

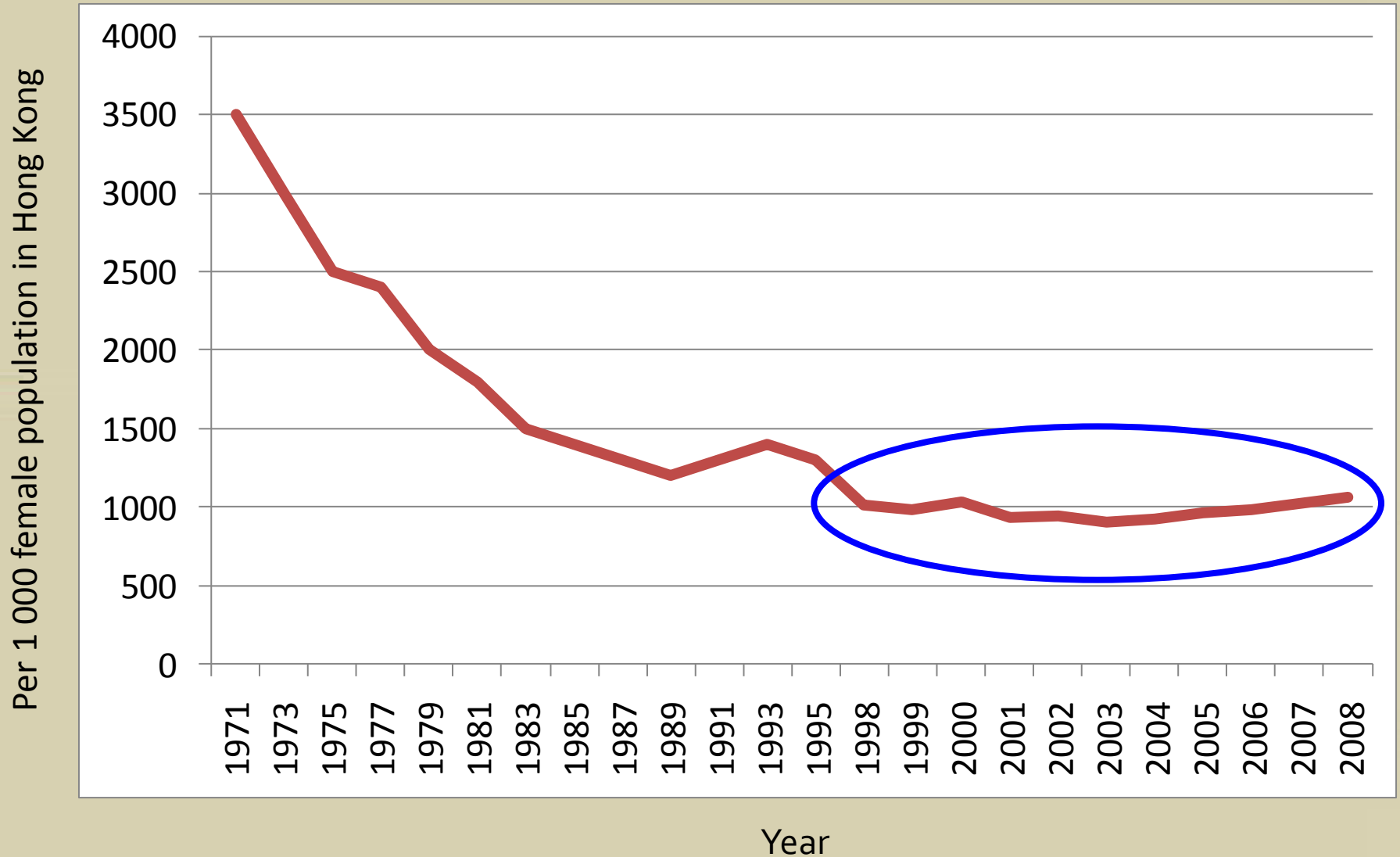
Any Family Friendly Policy ???



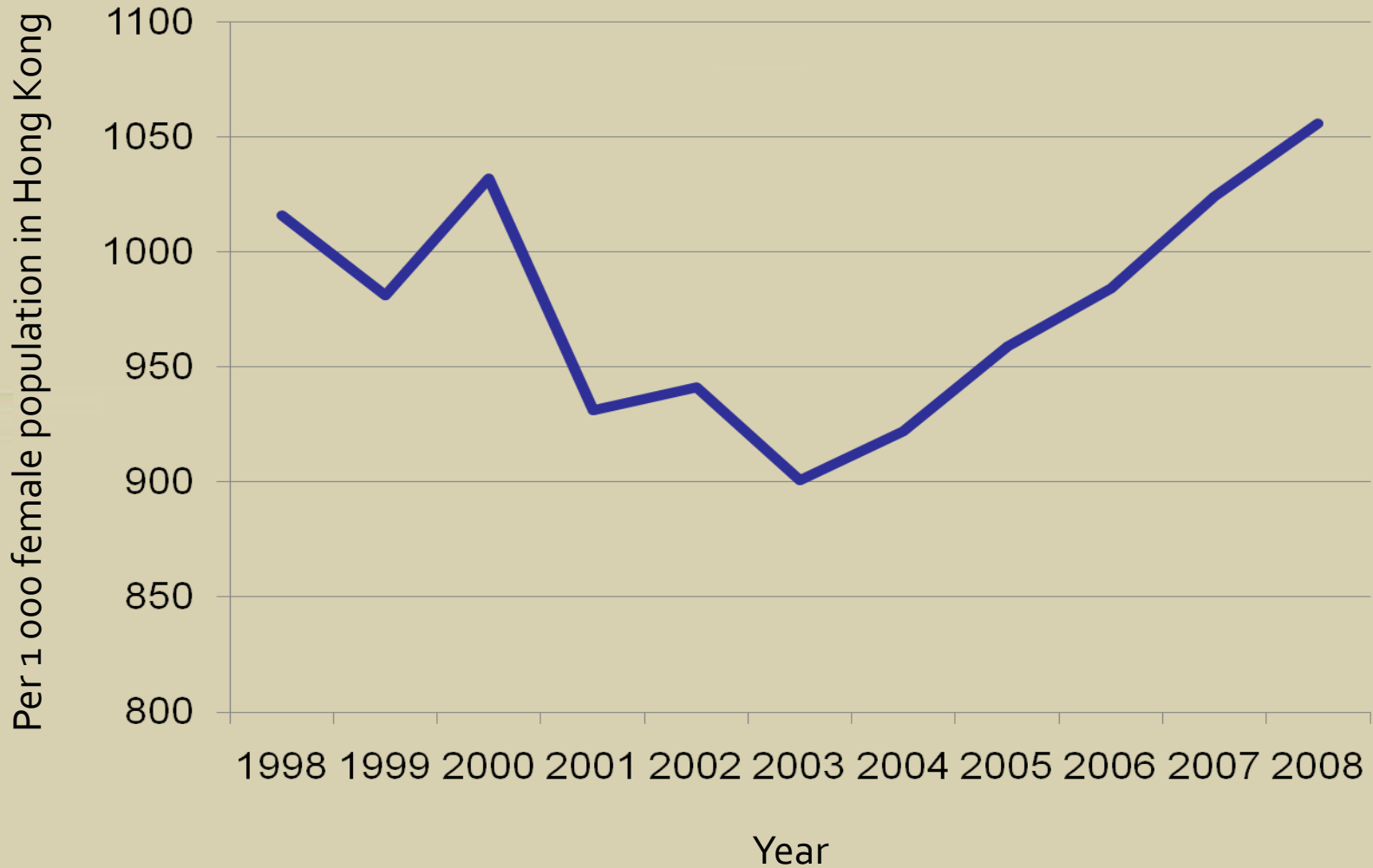


How about the next generation?

# Fertility in Hong Kong (1971-2008)



# Fertility in Hong Kong (1998-2008)





# Fertility Issues

Average no. of living children per currently married women

Year	Average no. of living children
1972	3.3
1992	1.9
2001	0.9

(International standard of fertility rate is 2.1 so as to balance the population)

(The no. in Singapore is 1.48 in 1999 and the government has launched out Baby Bonus Scheme in 2001.)

# Fertility Issues

## Median age of women at first childbirth

2004	2005	2002	2007	2008
29.4	29.2	29.2	29.8	29.8

## Median age at first marriage by sex

Sex	04	05	06	07	08
Male	32.7	33.3	31.1	33.2	33.0
Female	29.0	29.4	29.4	29.4	29.4

Behind the numbers...



# Normal family life cycle is no longer normal?!

Stage	Family developmental tasks
Independence	Change from the reliance on the family to acceptance of emotional and financial responsibility Develop intimate peer relationships on a deeper level
Coupling or marriage	Establishing a mutually satisfying marriage Adjusting to pregnancy and the promise of parenthood Fitting into the kin network
Parenting: Babies through adolescents	Having, adjusting to, and encouraging development of infants to adolescents Establishing a satisfying home for both parents and children
Empty nest: Launching adult children	Releasing young adults into work, marriage, and friendship Maintaining ties with older and younger generations
Families in later life	Coping with bereavement and living alone Closing the family home Adjusting to retirement

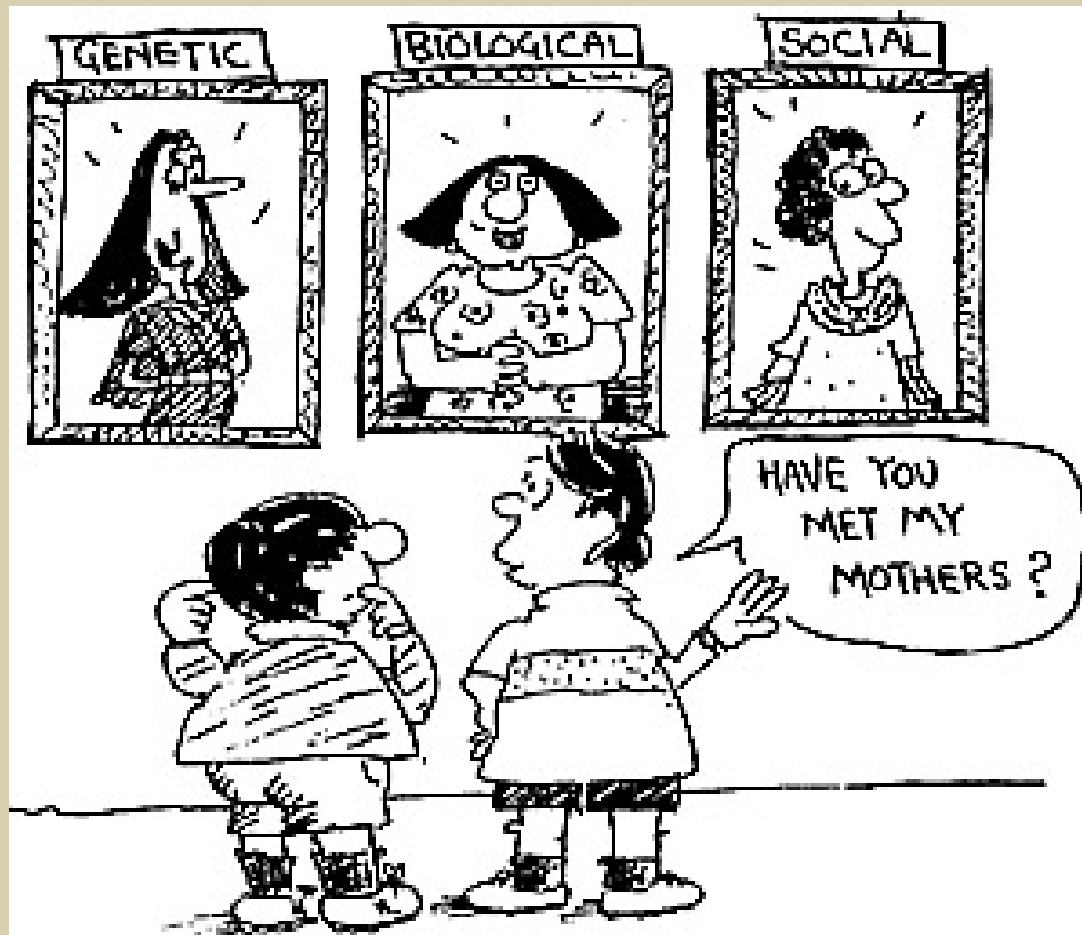
# Current global statistics

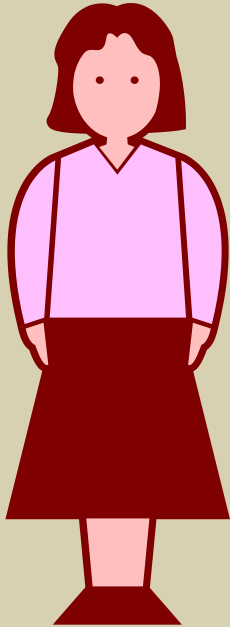
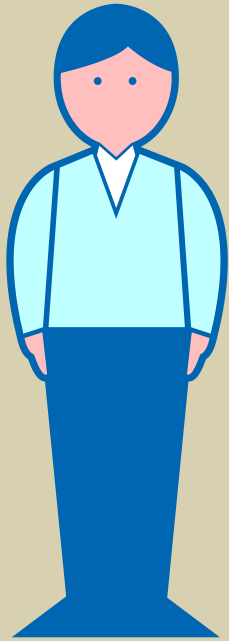
## Biological subfertility

- Delayed marriage, delayed childbearing
  - Biological subfertility
  - Increased usage of assisted reproduction technologies
  - Increased maternity risk
  - Delayed motherhood



# Is it possible?



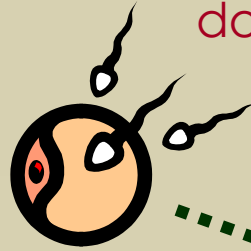


**Genetic Parent**

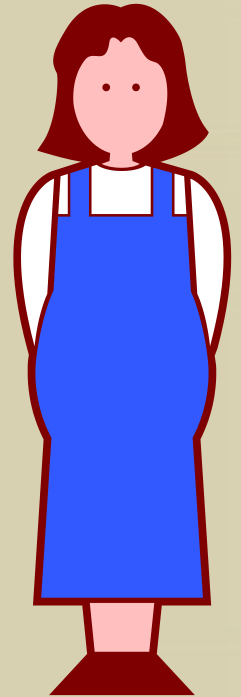


IVF

Embryo donation

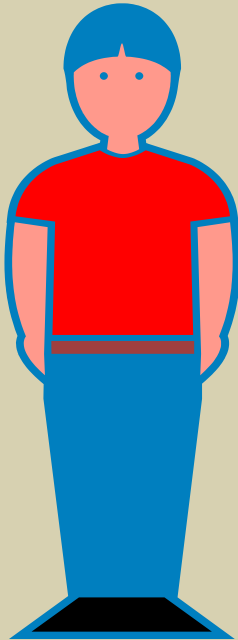


Embryo transfer



**Surrogate Mother  
(Biological Mother)**

Adoption



**Commissioning Parent  
(Social Parent)**

# Taiwan: Population Policy (Lee, 2009)

- Building up comprehensive public childcare system
- Provision of financial support with dependent children
- Construct friendly occupational environment for childbearing workers
- Further improve the reproductive health care system

*How about HK?*

中華民國九十九年九月六日 農曆庚寅年七月二十八日 星期一

## 第3胎2歲前月補助3000

搶救生育率 不設定排富 想要生老三 保母費一律有補助 最遲明年上路



【本報專訊】行政院日前核定，自明年起，凡符合條件的第三胎，其2歲前每月可獲政府補助3000元。這項政策旨在鼓勵生育，減輕家庭負擔。補助對象包括：第一胎出生於民國八十二年八月三十一日以前，且第二胎出生於民國八十二年八月三十一日以後，或第一胎出生於民國八十二年八月三十一日以後，且第二胎出生於民國八十二年八月三十一日以後。補助金額為每月3000元，不設排富限制。此項補助將由中央撥款，地方配合執行。預計明年即可上路實施。

外配生育率也下滑

新

### 鼓勵生育措施



0-2歲保母托育補助	▶ 年收入150萬元以下每月補助3000元，中低收入戶每月補助5000元
3-5歲幼兒托育照顧	▶ 中低收入戶每年補助12000元
5-6歲托育照顧	▶ 年收入110萬元以下家戶，5歲以下免學費
父母留職停薪一年托育照顧	▶ 一年給予6個月薪資補貼
第三胎送托保母補助費用	▶ 每月補助3000元（不排富）

資料來源/內政部 製表/李順德

聯合報



Service Implication

Enhancing Family Resilience





## Service Implications: Supporting families in distress

- Assess and address couple and family distress
- Supporting **divorcing/high conflict families**
- Effective reorganization for single-parent households and co-parenting
- Reconstructed families such as stepfamily, step parenthood, step in-law, step siblings
- Support for bereaved/broken families
- Families with physical and mental challenges, especially cognitive & emotional impairments



## Service Implications: Supporting other families

- Gay and lesbian couples and parents
- Step parenthood and reconstituted families
- Families with members with addictions (gambling, alcohol, drugs, sex, internet)
- Never-married parents, single parent families
- Grand-parent headed households
- Parents in prison or addicts or mentally ill
- Families of lesbian, gay, bisexual, and transgender



# Service Implications: Social, Legal and Moral Support ?

- Application of a family resilience lens can normalize and contextualize their struggles, affirm their desires for loving relationships, and applaud their courage and perseverance in forging new models of human connectedness despite the barriers they face.



Tolstoy's adage:  
"All happy families are alike,  
but unhappy marriages are  
unhappy in their own way."

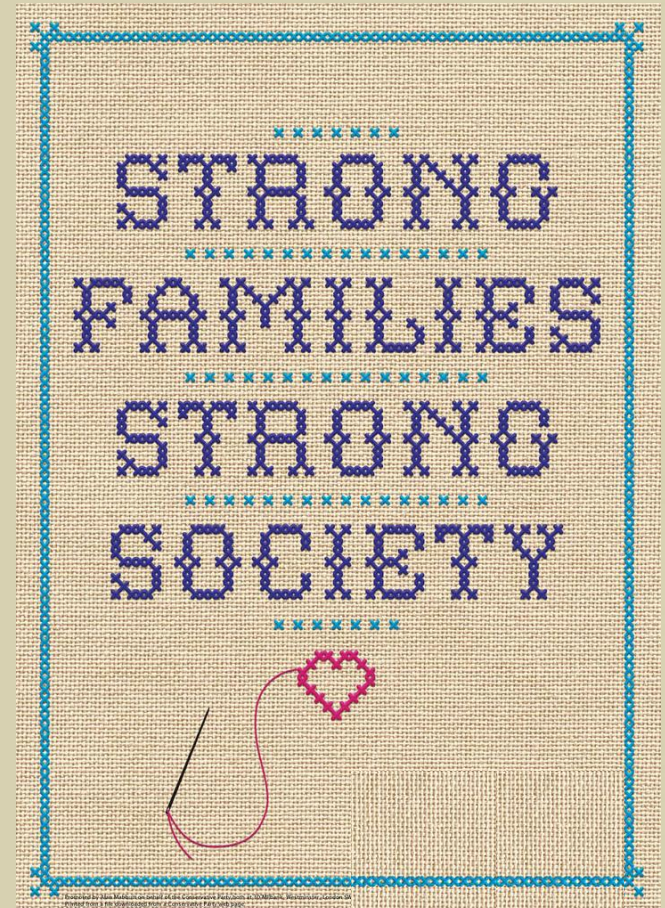




# Enhancing quality of family life

- Paradigm shift: Strength-based counseling directions
- Long lasting marriages

**Strong marriage**  
→ **Strong family**  
→ **Strong society**



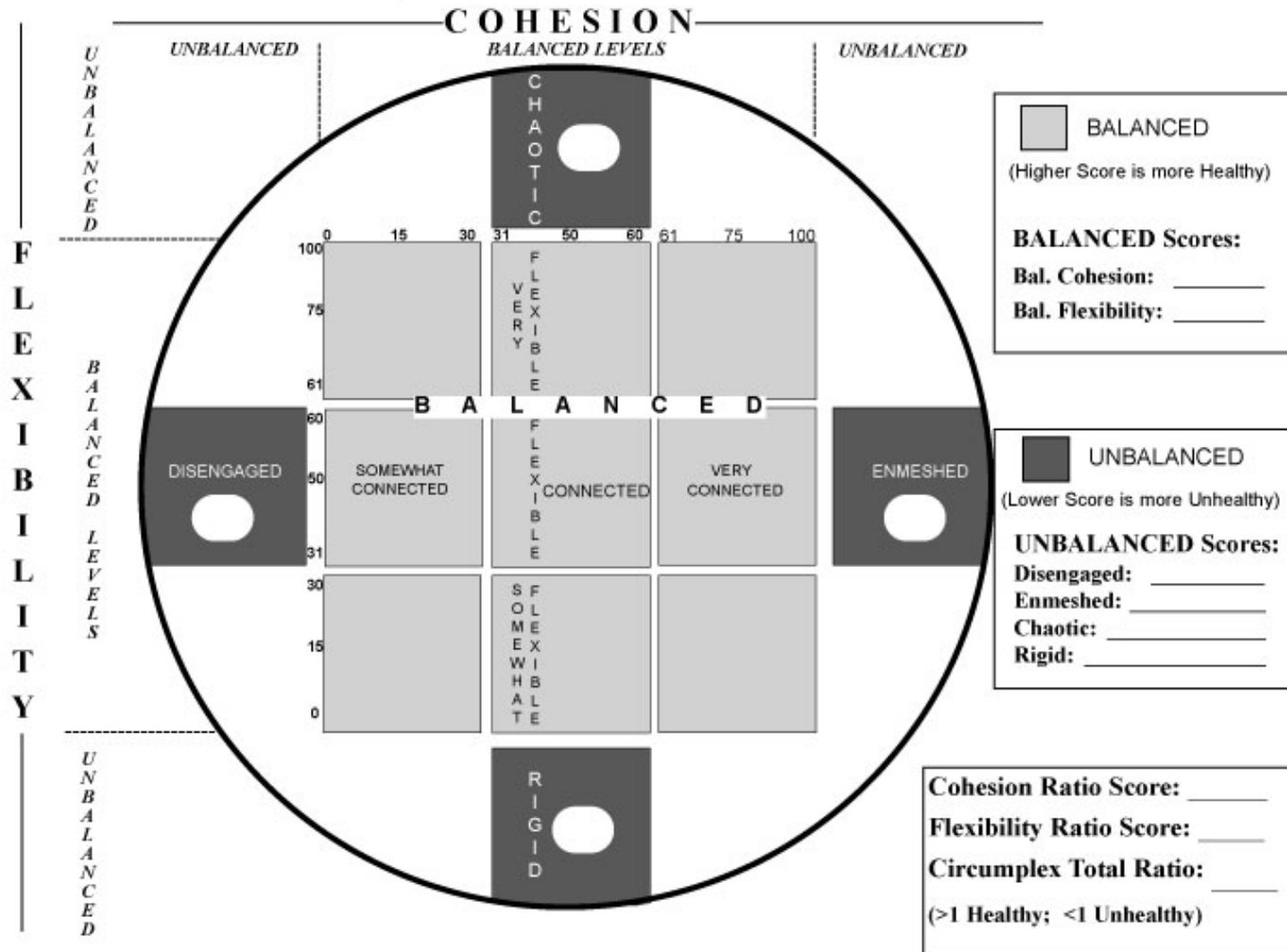


# Characteristics of “Happy” Couples (Gottman, 1999)

- Characteristics
  - Foundation of affection and friendship
  - “Validation sequences”
  - Ability to resolve disagreements
  - “Positive sentiment override”
    - A 5 to 1(or better) compliment-criticism ratio is optimal
    - As the ratio decreases, marriage satisfaction decreases
  - Amount of conflict relatively unimportant (all relationships have conflict)

# David Olson's Circumplex Model: Couple and Family Map

**Circumplex Model & FACES IV Scores**







# Service Implications

## Enhancing family cohesion, strengths and resilience

Family Stress



Balancing Family Life

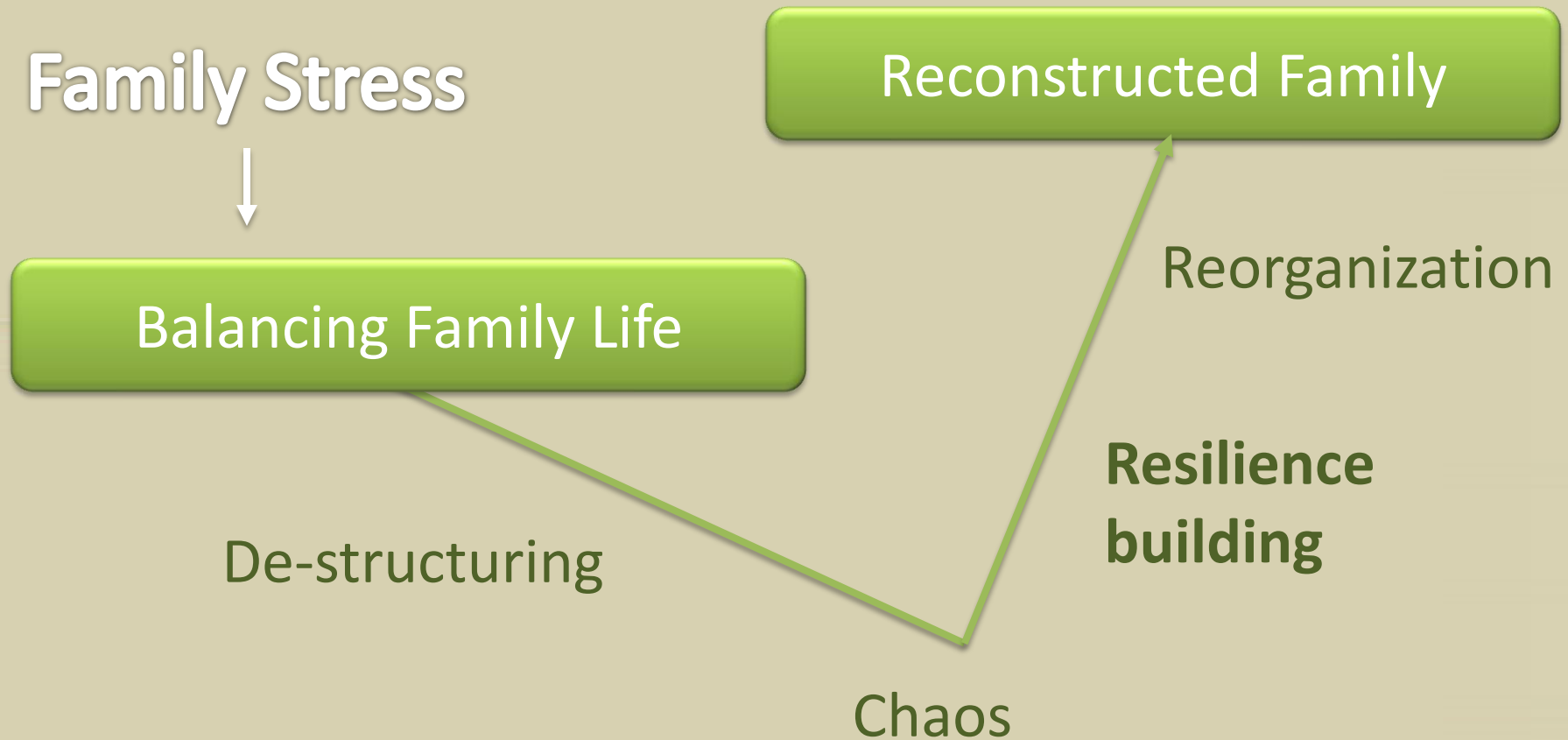
Reconstructed Family

Reorganization

Resilience  
building

De-structuring

Chaos



# Policy Implication

## Work-life Balance





# Work-life Balance: Advocating Family-friendly Policies

- Parental / maternity / paternity leave
- Scheme of time off for emergencies in the family
- Job sharing
- Working at or from home during normal working hours
- Family friendly environment, outdoor space, children friendly community
- Friendly home-school engagement

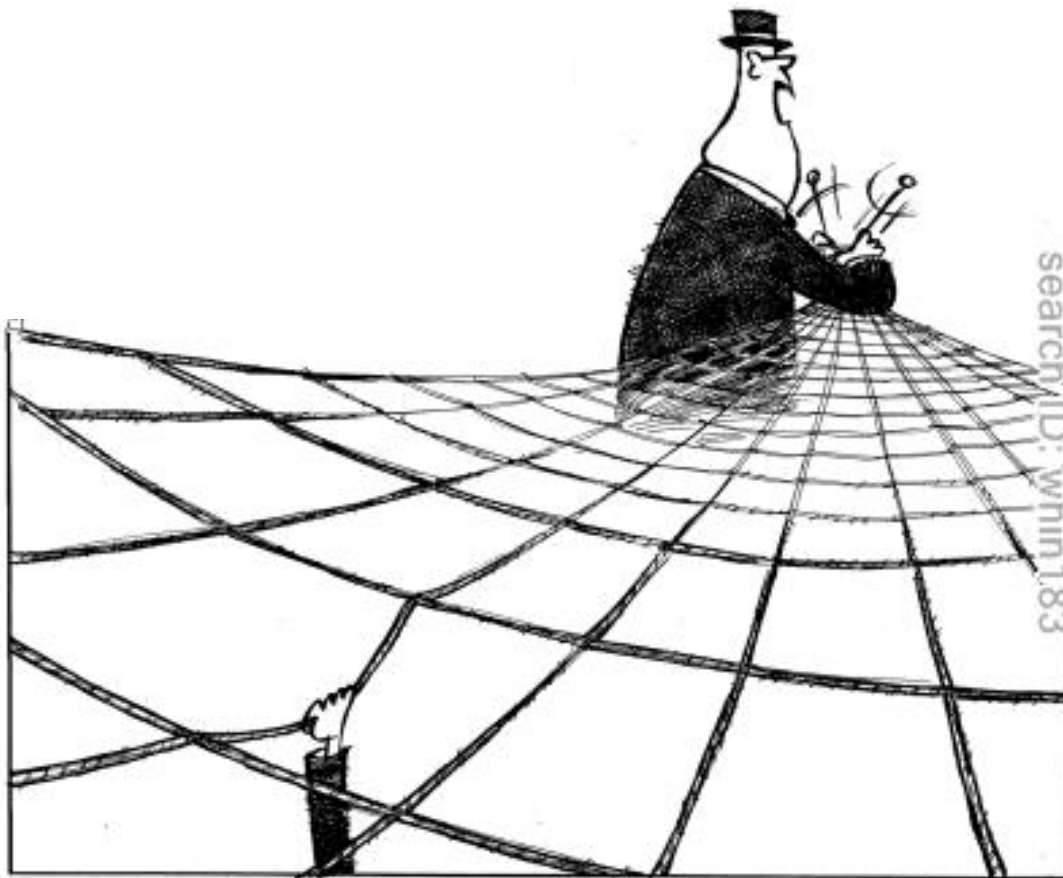


# Work-life Balance: Advocating Family-friendly Policies

- Workplace or other nursery provision
- Help with child-care costs
- Flexi-time
- Insurance against income fluctuations?
- Anti-discrimination due to family roles
- Put limits on work hours and compulsory rest days
- Reasonable pay for work
- Home office
- Family resort and healthy holiday sites ...

# Policy Implication

## Social Security Net vs Social Protection Floor





# Service-implementation and Policy-making: Building Cornerstones

Medical

Economy

Education

Employment

Housing

Social Welfare



# Social Protection Floor

(WHO, 2009)



- The term Social Protection Floor is a **global and coherent social policy concept** that promotes nationally defined strategies that protect a minimum level of access to essential services and income security for all in the present economic and financial crisis and beyond.
- A national Social Protection Floor is a **basic set of rights and transfers** that enables and empowers all members of a society to access a minimum of goods and services and that should be defended by any decent society at any time.

# The Social Protection Floor: secure effective access to quality goods and services to all

Means to ensure the supply of an essential level of:  Rights and transfers to ensure effective demand* from:	Health services	Water and sanitation Housing	Education	Food	Other social services as defined by national priorities (including life and asset saving)
Children	[Yellow triangle]	[Yellow triangle]	[Yellow triangle]	[Yellow triangle]	[Yellow triangle]
People in active age groups with insufficient income from work	[Yellow triangle]	[Yellow triangle]	[White]	[Yellow triangle]	[Yellow triangle]
Older persons	[Yellow triangle]	[Yellow triangle]	[White]	[Yellow triangle]	[Yellow triangle]





## To remain sustainable, Social Protection Floor entitlements should

- Build on existing social protection measures / schemes / systems and national development strategies
- Avoid creating long-term dependencies (at household and at macro level) and moral hazards
- Encourage and facilitate market and social inclusion (be demand-driven and user-oriented)
- Be based on a clear definition of rights and duties, that govern the relationship between the citizens and the state
- Ensure continued and predictable (preferably domestic) funding.



# Conclusion

## Capacity building, Training, Education

- Capacity building in a holistic institutional and organizational sense, is important because social protection systems are weak in terms of policy, mandates, coordination, human resources, administration and financing.
- Capacities of societal social protection planners should be built as soon as possible and education and training should continue also in the medium and long run.

Thank you for promoting  
innovative and creative family  
support for all !

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