

Table 1: Background of respondents

	Percentage %
Age	
20-29	39.0
30-39	61.0
Sample size	(733)
Education level	
Below tertiary education	66.9
Tertiary education and above	43.1
Sample size	(731)
Occupations	
Senior executive/professional/associate professional	37.5
Clerk/ Service industry/Salesperson	57.6
Worker	4.8
Sample size	(495)
Individual Income	
Below HK\$10,000	31.9
HK\$10,000-20,000	37.8
Above HK\$20,000	30.2
Sample size	(473)
Marital Status	
Single	39.2
Married	59.6
Co-habited/ divorced or separated/ widowed	1.2
Sample size	(733)
No. of children	
None	50.9
Have children	49.1
Sample size	(733)
No. of children under age 13	
None	9.4
One	62.5
Two	25.6
Three	2.5
Sample size	(360)

Table 2: Birth plan and balance between work and family life (%)

	Percentage (%)
<u>Birth plan</u>	
None	63.6
Planned	32.7
Do not know/difficult to tell	3.7
Sample size	(733)
<u>Always feel stressful in balancing work and family life</u>	
Never/Seldom	25.0
Sometimes	44.6
Always	30.0
Do not know/difficult to tell	0.4
Sample size	(504)

Table 3: Degree of support of Hong Kong young women in the implementation of family-friendly measures

	Agree/ Strongly agree	Average	Sample size
<u>Working Arrangement</u>			
Fully launch five-day work week	87.7	3.11	(733)
Fully launch flexible working hours	82.8	3.00	(733)
Fully launch voluntary work or job swaps, or reduction in working hours	79.7	2.95	(733)
<u>Child care</u>			
Fully launch child care services for children younger than 3 years old	87.0	3.06	(733)
Fully launch child care or after school care services for children between 3 to 12 years old	86.1	2.98	(733)
<u>Holiday</u>			
Establish paternity leave	87.0	3.03	(733)
Increase current statutory maternity leave	80.6	2.98	(733)
<u>Tax concessions</u>			
Encourage birth by tax reduction or subsidies	74.6	2.87	(733)
Implement the above family-friendly measures urgently/ very urgently	73.3	2.95	(733)

Table 4: Importance of the implementation of various family-friendly measures in the employment/ re-employment decision of Hong Kong young women

	Important/ Very important	Average	Sample size
<u>Working Arrangement</u>			
Fully launch five-day work week	61.2	2.74	(732)
Fully launch flexible working hours	63.3	2.78	(733)
Fully launch voluntary shift or job swaps, or reduction in working hours	57.6	2.65	(733)
<u>Child care</u>			
Fully launch child care services for children younger than 3 years old	67.0	2.84	(733)
Fully launch child care or after school care services for children between 3 to 12 years old	62.4	2.73	(733)
<u>Holiday</u>			
Establish paternity leave	29.6	2.25	(733)
Increase current statutory maternity leave	47.7	2.51	(733)
<u>Tax concessions</u>			
Encourage birth by tax reduction or subsidies	47.0	2.49	(731)

Table 5: The importance of various family friendly measures in making birth decision

	Important/ Very important	Average	Sample size
<u>Working Arrangement</u>			
Fully launch five-day work week	39.2	2.37	(732)
Fully launch flexible working hours	43.6	2.45	(733)
Fully launch voluntary shift or job swaps, or reduction in working hours	40.8	2.42	(732)
<u>Child care</u>			
Fully launch child care services for children younger than 3 years old	46.1	2.46	(733)
Fully launch child care or after school care services for children between 3 to 12 years old	42.3	2.42	(733)
<u>Holiday</u>			
Establish paternity leave	30.3	2.26	(733)
Increase current statutory maternity leave	42.5	2.43	(733)
<u>Tax concessions</u>			
Encourage birth by tax reduction or subsidies	47.2	2.50	(731)

Appendix 1

Table showing the relationship between age and birth plan

	Age	
	20-29	30-39
Birth Plan		
None	43.8	80.0
Planned	56.3	20.0
No. of sample	(272)	(434)
χ^2	97.674***	

*p<.05 **p<.01 ***p<.001

Table showing the relationship between education level and birth plan

	Education Level	
	Below Tertiary Education	Tertiary Education or above
Birth Plan		
None	77.3	50.3
Planned	22.7	49.7
No. of sample	(406)	(298)
χ^2	55.777***	

*p<.05 **p<.01 ***p<.001

Table showing the relationship between marital status and birth plan

	Marital Status	
	Not married	Married
Birth Plan		
None	47.8	77.3
Planned	52.2	22.7
No. of sample	(270)	(436)
χ^2	64.739***	

*p<.05 **p<.01 ***p<.001

Table showing the relationship between no. of children under age 13 and birth plan

	No. of children under age 13		
	None	One	Two or above
Birth Plan			
None	97.1	78.1	96.0
Planned	2.9	21.9	4.0
No. of sample	(34)	(219)	(101)
χ^2	21.786***		

*p<.05 **p<.01 ***p<.001

Table showing the relationship between age and stress in balancing work and family life

	Age	
	20-29	30-39
Stress in balancing work and family life		
Never/seldom	34.8	18.8
Sometimes	43.9	45.4
Always	21.2	35.9
No. of sample	(198)	(304)
χ^2	20.984***	

*p<.05 **p<.01 ***p<.001

Table showing the relationship between marital status and stress in balancing work and family life

	Marital Statue	
	Not Married	Married
Stress in balancing work and family life		
Never/seldom	34.7	17.5
Sometimes	50.0	40.7
Always	15.3	41.8
No. of sample	(222)	(280)
χ^2	45.795***	

*p<.05 **p<.01 ***p<.001