

Family Council

“Family-friendly Workplace” Promotional Video – Hong Kong Disneyland Resort (Disneyland)

Prologue

Kandy Wong: Employers and employees nowadays highly value balancing work and family life. In particular, having ample time for child-rearing matters to many working parents. Disneyland’s family-friendly employment practices include 3 weeks of parental leave for male employees enables these working dads to spend more time with their newborns and take care of the families. Let’s check out how this practice helps employees!

Parental Leave

Thomas Kwok: In May 2024, my family got a new member – my darling daughter Yiyi. While the 5-day paternity leave is a statutory policy, Disneyland has taken the policy further, granting its father employees of newborns 3 weeks of parental leave, allowing us to select between consecutive leave or in separate weeks according to our own plans. I chose to take consecutive leave as I wanted to be my wife’s “personal post-natal carer”, who, for instance, helped feed our daughter at night, to make sure that my wife could get more rest

and be re-energised to care for our girl the next day.
Parental leave arrangement surely boosts
my sense of belonging to the company.

Interlude

Kandy Wong: Disneyland also offers 3 weeks of family leave
on top of the existing maternity or parental leave
for employees to build closer bonds with their kids.
Let's hear an employee out!

Family Leave

Mable Wong : New mums like me are granted 3 weeks of family leave.
Together with the 14-week statutory maternity leave,
we can spend 17 weeks of vacations with our newborns.
Such a great policy of Disneyland allows me to
witness special moments like my son's first roll-over
and take him to health centres for check-ups.

When I first brought my son home from hospital,
he would startle and cry at slight noises.
During the family leave, I took him outdoor every day
to help him gradually develop courage.
He's now a lively kid who loves to run around.
I witnessed how he grew from a timid toddler
to a brave little boy.

I've never imagined a company that cares so much
about its employees, not to mention their kids.

This boosts my sense of belonging to my company.

I was eager to give my son a taste of joy
that is abundant in where I work,
so I took him to the Park once he turned 100 days old.
We need not buy any extra tickets
as our Main Entrance Passes would do
for our families' admission
to experience the overflowing joy of the Park.

Company Policies that Benefit All

Jerry Yan :

Hong Kong Disneyland was opened in 2005
and is celebrating its 20th anniversary this year.
Within Hong Kong and the Greater Bay Area,
we in the tourism and family entertainment industry
are one of the largest employers
and aim to put our employees' happiness first.

Why are family and parental leave put in place?
First, we advocate "cast first" – make our cast a priority.
Second, we believe in "happy me, happy guest" –
we hope to radiate our employees' joy
to our Park's visitors from all over the world.

We gather views from our cast through various channels
such as listening to departmental representatives
to help enhance our family-friendly practices.

As at April 2025,
over 250 cast members benefited from the practices.

Family-friendly practices indeed benefit us a lot,
for we find employees who have enjoyed such benefits
more energetic and cheerful at work,
and the policies are also a big help to our recruitment.

Epilogue

Kandy Wong: Parental and family leave are family-friendly practices
that help employees better balance work and family life.
With the parental stress alleviated,
employees can be more focused at work
and have a stronger sense of belonging to the company.
For more family-friendly employment practices,
please visit the Family Council website.