

LCQ20: Disabled staff members of Hong Kong Disneyland

\*\*\*\*\*

Following is a written reply by the Secretary for Commerce and Economic Development, Mrs Rita Lau, to a question by the Hon Emily Lau in the Legislative Council today (March 10):

Question:

It has been learnt that the Hong Kong Disneyland (HKD) currently employs about 300 persons with disabilities. Regarding the employment of such persons by HKD at present, will the Executive Authorities inform this Council whether it knows:

- (a) the percentage of employees with disabilities in the total number of HKD's employees;
- (b) the respective numbers of employees with different types of disabilities;
- (c) the respective numbers of full-time, part-time and temporary employees with disabilities;
- (d) the breakdown of the employees with disabilities by post, as well as the percentages of such figures in the total numbers of employees holding the relevant posts; and
- (e) how the remuneration packages and work arrangements of employees with disabilities compare with those of able-bodied employees holding the same posts?

Reply:

President,

My reply to the question is set out below.

Hong Kong Disneyland (HKD) maintains a policy of providing equal employment opportunities for all employees and applicants. Depending on the job characteristics and requirements of individual posts, and after taking into account the safety of performing the job by disabled persons, HKD would offer appropriate employment opportunities. Since its opening, HKD has employed about 300 disabled staff members.

For non-discriminatory reasons, HKD does not require disclosure of disabilities by their staff members. Also, different kinds of work require different employment timetables and there are changes in number of staff members from time to time. Therefore, HKD cannot provide detailed information on disabled staff members in the park. HKD's policy of equal treatment of disabled employees is applicable to promotion, demotion, transfer, layoff, termination, rate of pay and other forms of compensation, education, and training. The current estimation is that the park employs more than 60 disabled persons (including 24 participants of the Disability Apprenticeship Programme to be employed this month, as well as other declared or known cases). They are responsible for different kinds of work including catering, guests services, hotel, sales of goods, etc. and most of them are part-time staff members. According to HKD's experience, most of the job candidates under the Disability Apprenticeship Programme and their family members prefer part-time employment.

Ends/Wednesday, March 10, 2010

Issued at HKT 15:25