

Family Council

“Family-friendly Workplace” Promotional Video – Hang Lung Properties Limited (Hang Lung)

Prologue

Kandy Wong: To witness the growth of their children,
many mothers would give up their career
and devote themselves to child care-taking.
Hang Lung sees eye to eye with parents
and so offers jobs with flexible working hours
to help these mothers rejoin the workforce.
Let's hear a working mum out!

Flexible Working Hours

Wong Yik Ping: My child was born in 2018.
As my husband has to work full-time,
he can only take care of our child at night.
I used to work as a site clerk,
yet resigned due to the severity of the epidemic.

My child grows up
and is now attending a full-day kindergarten.
As compared with her infancy,
I now have more free time.
Being a full-time mum for such a long time
had made me feel lost,

so I started looking for a part-time job.

Yet most companies don't allow short working hours,
and very few of them offer flexible working hours.

I'm very grateful to Hang Lung
for offering flexible working hours.

It gives full-time mums like me a great opportunity
to bring home the bacon and contribute to my family
while connecting with society.

I joined Hang Lung and found my colleagues very friendly.
They are patient in coaching and encouraging me,
enabling me to easily get back to the work routine.

My husband supports my return to the workforce
as I can work during our child's school time.

It doesn't affect our parent-child relationship
and we can earn more family income,
which in turn alleviates his burden.

Our marriage is now more harmonious,
and our child is more affectionate to us.

When we return home from work,
we all treasure our time together,
having fun in playing toys, watching TV or telling stories.

Interlude

Kandy Wong: Communication is a key to good relationships,
and effective communication is vital
for building close family relationships.
On that front, Hang Lung organises workshops on
good family communication for its staff.
Let's hear a Hang Lung employee out!

Diverse Activities on Family Wellness

Cheung Yuen Ting: Hang Lung offers an array of family activities
such as seminars and interactive programmes.
I once joined a seminar on family communication.
Previously, whenever my kids made mistakes
I got emotional easily during our conversations.
Having attended the seminar, I've learnt to calm down
and remind myself to "pause and think twice"
before handling issues with my kids.
This way, in our later interactions,
my kids aren't reluctant to talk to me,
instead, they're more willing to tell me how they feel.

Hang Lung also hosts many child-friendly activities.
An example is the Christmas party
with prize games and face painting for children,
making them smile from ear to ear.

Our company's volunteer team also encourages us to bring along our kids for their volunteer work. For example, on last Mid-Autumn Festival, my kids and I joined their soft-meal cooking activity, during which we learnt about soft meals and made soft mooncakes for delivery to an elderly home, where we spent a festive afternoon with the elderly there.

Company Policies that Benefit All

Poon Shun Ngar: Companies of all industries and scales should value and genuinely consider imposing family-friendly policies as employees are a company's most valuable asset. Employees feeling cared for by their company and having a sense of belonging to the company will have their work devotion and efficiency greatly enhanced. Family-friendly policies getting with the times also help a company attract talent and stay competitive.

I'd say, to implement measures effectively, listen and communicate with all one's heart are crucial. Communication is a two-way street. Apart from providing our staff with channels to express views, we also need to help them understand clearly the details and benefits of every new measure.

Only measures supported by employees
can make positive impacts.

When implementing these measures,
we also need to consider their sustainability,
keep them under regular review and listen to employees' feedback,
with a view to further improving such measures.

On employing parents who return to the workforce,
we should have more flexible arrangements
in respect of both work allocation and working hours.

For work allocation, assign these employees with
tasks that can be completed within specific timeframes
and provide corresponding training to enable them
to gradually adapt to their work and enhance their job skills.

Epilogue

Kandy Wong: Family-friendly employment practices help employees
strike a balance between work and family commitments
while enhancing their loyalty to the company,
thereby achieving a win-win situation for both parties.
For more family-friendly employment practices,
please visit the Family Council's website!