



**Labour Department (Headquarters)**

勞工處 (總處)

Your reference 來函編號 :

Our reference 本處檔案編號 :

Tel. number 電話號碼 : 2852 3630

Fax number 傳真機號碼 : 3101 1018

20 July 2004

Clerk to the Panel on Manpower  
Legislative Council Secretariat  
Legislative Council Building  
8 Jackson Road  
Central  
Hong Kong  
(Attn : Mrs Sharon TONG)

Dear Mrs TONG,

**Panel on Manpower  
Meeting on 17 June 2004**

At the meeting of the Panel on Manpower held on 17 June 2004, Members discussed under Agenda Item V the subject of "Measures to promote employment opportunities for people with disabilities". During the discussion, the Hon LI Fung-ying requested the Administration to provide further information on the employment of the disabled (vide paragraph 42 of the draft minutes of meeting).

I am pleased to enclose, for Members' information, the employment statistics on people with disabilities under various measures taken by the Administration.

Yours sincerely,

( Miss Carrie CHANG )

for Permanent Secretary for Economic  
Development and Labour (Labour)

Encl.

c.c. HWFB (Attn: Miss Susie HO)  
SWD (Attn: Miss Ophelia CHAN)

Table 1

**Placements of Registrants by the Selective Placement Division  
of the Labour Department in 2003**

**A. Placements classified by occupational group and disability group**

Occupational group	Hearing impaired	Visually impaired	Physically handicapped	Chronically ill	Ex-mentally ill	Mentally handicapped	Total
Professional, technical and design workers	7	3	4	13	7	3	37 (1.5%)
Administrative and managerial workers	1	1	1	4	2	0	9 (0.4%)
Clerical and related workers	110	22	55	104	91	44	426 (17.4%)
Sales workers	103	28	61	81	151	472	896 (36.7%)
Service workers	135	15	35	62	72	196	515 (21.1%)
Agricultural, forestry workers & fishermen	0	0	0	0	0	0	0 (0%)
Production workers, transport equipment operators, labourers	184	18	52	88	68	149	559 (22.9%)
Total	540 (22.1%)	87 (3.6%)	208 (8.5%)	352 (14.4%)	391 (16.0%)	864 (35.4%)	2 442 (100%)

**B. Placements classified by disability group and wages**

Disability group	Under \$3000**	\$3000-\$3999	\$4000-\$4999	\$5000-\$5999	\$6000-\$6999	\$7000-\$7999	\$8000-\$8999	\$9000 or above	Total
Hearing impaired	207	91	95	83	31	19	9	5	540
Visually impaired	33	13	19	9	6	2	3	2	87
Physically handicapped	90	16	33	30	20	9	9	1	208
Chronically ill	158	31	54	49	18	22	16	4	352
Ex-mentally ill	222	33	50	40	23	15	7	1	391
Mentally handicapped	591	138	111	18	4	1	1	0	864
Total	1 301 (53.3%)	322 (13.2%)	362 (14.8%)	229 (9.4%)	102 (4.2%)	68 (2.8%)	45 (1.8%)	13 (0.5%)	2 442 (100%)

\*\* Majority of the placements were part-time or half-day jobs.

Table 2

**Placements of Registrants by the Selective Placement Division  
of the Labour Department in 2004 (Jan-May)**

**A. Placements classified by occupational group and disability group**

Occupational group	Hearing impaired	Visually impaired	Physically handicapped	Chronically ill	Ex-mentally ill	Mentally handicapped	Total
Professional, technical and design workers	3	0	2	9	6	0	20 (2.3%)
Administrative and managerial workers	0	0	1	0	0	0	1 (0.1%)
Clerical and related workers	36	7	30	36	37	7	153 (17.5%)
Sales workers	29	9	16	18	56	161	289 (33.1%)
Service workers	42	2	14	21	29	55	163 (18.7%)
Agricultural, forestry workers & fishermen	0	0	0	0	0	0	0 (0%)
Production workers, transport equipment operators, labourers	104	5	23	37	23	56	248 (28.4%)
<b>Total</b>	<b>214 (24.5%)</b>	<b>23 (2.6%)</b>	<b>86 (9.8%)</b>	<b>121 (13.8%)</b>	<b>151 (17.3%)</b>	<b>279 (31.9%)</b>	<b>874 (100.0%)</b>

**B. Placements classified by disability group and wages**

Disability group	Under \$3000**	\$3000-\$3999	\$4000-\$4999	\$5000-\$5999	\$6000-\$6999	\$7000-\$7999	\$8000-\$8999	\$9000 or above	Total
Hearing impaired	74	34	45	35	14	5	6	1	214
Visually impaired	10	0	3	1	6	3	0	0	23
Physically handicapped	26	13	14	8	13	8	4	0	86
Chronically ill	46	19	15	20	9	7	3	2	121
Ex-mentally ill	78	21	19	11	14	6	2	0	151
Mentally handicapped	173	57	33	16	0	0	0	0	279
<b>Total</b>	<b>407 (46.6%)</b>	<b>144 (16.5%)</b>	<b>129 (14.8%)</b>	<b>91 (10.4%)</b>	<b>56 (6.4%)</b>	<b>29 (3.3%)</b>	<b>15 (1.7%)</b>	<b>3 (0.3%)</b>	<b>874 (100%)</b>

\*\* Majority of the placements were part-time or half-day jobs.

**Employment Programmes offered by Social Welfare Department**

**Number of People with Disabilities Employed under On the Job Training Programme for People with Disabilities and "Enhancing Employment of People with Disabilities through Small Enterprise" Project**

Job Nature	Posts	Range of Monthly Salary	Number of Disabled Persons Employed under OJT <sup>1</sup> (as at 31.3.2004)	Number of Disabled Persons Employed under 3E's Project <sup>2</sup> (as at 30.6.2004)	Total Number of Disabled Persons Employed
Clerical work	Clerk, Computer Operator, Data Collection Executive, Executive Trainee, Receptionist, Telephone Operator, Typist, Warehouse Assistant, etc.	\$800 (Part-time job) - \$10,000 (Full-time job)	106	3	109
Craft and Machine Operation	Repairer, Construction Work Appentice, Driver, Machine Operator, Printing Worker, Sewing Worker, etc.	\$1,500 - \$11,000	10	5	15
Managers and Administrators	Assistant Manager, Assistant Officer, Work Supervisor, etc.	\$7,000 - \$15,000	3	5	8
Professionals	Application Designer, System Analyst	\$6,500 - \$16,000 (Full-time job)	2	0	2
Sales work	Assistant Merchandiser, Cashier, Marketing Promoter, Sales, Shop Assistant, Telemarketer, etc.	\$700 (Part-time job) - \$10,000 (Full-time job)	63	26	89
Service work	Cake Maker, Hair Dressing Junior, Housekeeping Assistant, Kitchen Assistant, Massage Assistant, Personal Care Worker, Pest Controller, Programme Assistant, Teaching Assistant, Tourist Assistant, Tutor, Waiter, Welfare Worker, Massage Worker, etc.	\$1,000 (Part-time job) - \$12,000 (Full-time job)	91	34	125
Unskilled work	Car Washer, Cleaning Worker, Construction Worker, Delivery Worker, Dish Washer, Domestic Helper, Laundry Worker, Leaflet Distributor, Packaging Worker, Security Guard, etc.	\$400 (Part-time job) - \$13,000 (Full-time job)	289	195	484
<b>Total</b>			<b>564</b>	<b>268</b> <sup>3</sup>	<b>832</b>

**Note**

1) On the Job Training Programme for People with Disabilities (since October 2001)

2) "Enhancing Employment of People with Disabilities through Small Enterprise" (3E's Project) (since May 2002)

3) As stated in the Paper of LegCo Panel on Manpower of 17.6.2004, the total number of posts created by 3E's Project is 235. Owing to staff turnover, the actual number of people with disabilities employed is 268, which is greater than the expected 235 posts created.

**Supported Employment  
Profile of Employment (for the financial year 2003 - 2004)**

(A) Profile by Disability Type

<b>Disability Type</b>	<b>Average Monthly Salary \$</b>	<b>Average Workdays in a Month</b>
ExMI	\$2,101	15
MH	\$1,986	18
PH	\$3,041	16
Hearing Impairment	\$4,153	23
Visually Impaired	\$6,350	18
Visceral Disability	\$3,264	15
<b>Total</b>	<b>\$2,259</b>	<b>16</b>

(B) Profile by Supported Employment Mode

<b>Supported Employment Mode</b>	<b>Average Monthly Salary \$</b>	<b>Average Workdays in a Month</b>
Individual Placement	\$2,521	17
Home-base Employment	\$1,800	8
Mobile Crew	\$1,395	14
Enclaved	\$2,301	16
Benched Model	\$3,500	26
Simulated Business	\$1,244	14
<b>Total</b>	<b>\$2,259</b>	<b>16</b>

**Employment Statistics on the Graduates of VTC Skills Centres (as at 31.1.2004)**

- Based on the employment survey of skills centres graduates conducted by VTC in January 2004, of the 405 graduates of the 2002/03 school year, 393 responded to the survey. Of the respondents, 291 graduates were economically active (i.e. either being employed or seeking employment); 56 were pursuing further full-time study and 46 were not seeking employment at the time of the survey. Out of the 291 economically active graduates, 219 (75%) were employed.
- The sectors in which the 219 graduates were employed are as follows –

<b>Sectors</b>	<b>Percentage of graduates employed</b>
Community, social and personal services	45%
Restaurants and hotels	19%
Wholesale, retail & import/export trades	9%
Commerce and business services	9%
Manufacturing	8%
Government	5%
Real estate and construction	3%
Transport, storage and communications	2%
Finance and insurance	1%

*Note: Percentages are rounded to the nearest %.*

- The distribution of the monthly salary of the 219 employed graduates are as follows –

Salary Range (\$)	Percentage of employed graduates
1,000 or below	18%
1,001 – 2,000	22%
2,001 – 3,000	14%
3,001 – 4,000	25%
4,001 – 5,000	16%
5,001 – 6,000	3%
6,001 or above	2%

The overall average monthly salary was **\$2,914**.

#### **Employment Statistics on the Graduates of NGO Skills Centres (as at 31.3.2004)**

- According to the statistics provided by the two NGO skills centres, there were 68 graduates in the financial year 2003/04. Of them 66 were employed on a regular basis with an average wage level of **\$2,909**. The remaining 2 graduates were employed on an irregular basis.
- The sectors in which the 68 graduates were employed are as follows –

<b>Sectors</b>	<b>Percentage of graduates employed</b>
Community, social and personal services	50%
Restaurants and hotels	15%
Wholesale, retail & import/export trades	0%
Commerce and business services	24%
Manufacturing	3%
Government	0%
Real estate and construction	3%
Transport, storage and communications	6%
Finance and insurance	0%

*Note: Percentages are rounded to the nearest %.*

- The distribution of the monthly salary of the 66 graduates employed on a regular basis are as follows –

<b>Salary Range (\$)</b>	<b>Percentage of employed graduates</b>
1,000 or below	6%
1,001 – 2,000	5%
2,001 – 3,000	36%
3,001 – 4,000	48%
4,001 – 5,000	5%
5,001 – 6,000	0%
6,001 or above	0%

The overall average monthly salary was **\$2,909**.