

**立法會**  
**Legislative Council**

LC Paper No. CB(2)1394/07-08  
(These minutes have been  
seen by the Administration)

Ref : CB2/HS/2/04

**Subcommittee to Study Issues Relating to the Provision of  
Boarding Places, Senior Secondary Education and Employment  
Opportunities for Children with Special Educational Needs**

**Minutes of meeting  
held on Monday, 28 January 2008, at 10:45 am  
in Conference Room A of the Legislative Council Building**

- Members present** : Dr Hon Fernando CHEUNG Chiu-hung (Chairman)  
Hon LEE Cheuk-yan  
Hon Mrs Selina CHOW LIANG Shuk-ye, GBS, JP  
Hon CHEUNG Man-kwong  
Hon CHAN Yuen-han, SBS, JP  
Hon Jasper TSANG Yok-sing, GBS, JP  
Hon Audrey EU Yuet-mee, SC, JP
- Member absent** : Hon LEUNG Yiu-chung
- Public Officers attending** : Item II  
Miss WU Po-ling  
Principal Assistant Secretary (School Administration  
and Support), Education Bureau  
  
Mrs Mary MA LO To-wan  
Commissioner for Rehabilitation, Labour and Welfare  
Bureau  
  
Mrs Cecilia YUEN  
Assistant Director (Rehabilitation and Medical Social  
Services), Social Welfare Department

Mrs Agnes LI CHAN Chui-ngan  
Chief Social Work Officer (Rehabilitation and Medical  
Social Services)1, Social Welfare Department

Mr Danny LAU Yan-kuen  
Senior Labour Officer (Selective Placement), Labour  
Department

Ms Candice HO  
Principal Executive Officer (Tender), Financial Services  
and the Treasury Bureau

**Attendance by  
invitation** : Item II

The Parents' Association of Pre-school Handicapped  
Children

Ms LEUNG Chuen-king  
Representative of Mainstream Education Group

Ms NG Sui-fong  
Representative of Mainstream Education Group

Hong Kong Association for Specific Learning  
Disabilities

Ms MAK Pui-sin  
Committee Member

Ms IP Tsz-ying  
Staff

Amity Mutual-support society

TUNG Lai-lam  
Committee Member

Ms LUK Lai-hing  
Committee Member

Hong Kong Blind Union

Mr CHENG Tak-wah  
Director

Rehabilitation Alliance Hong Kong

Mr Leo LEE Tsz-yu  
Committee Member

Ms LAM Fong-ting  
General Secretary

Hong Kong Federation of The Blind

Miss Inti FU  
External Secretary

Miss Vicki TSE  
Member

Alliance on Employment Quota System of Persons with Disabilities

Mr CHEUNG Kin-fai  
Convenor

Hong Kong Joint Council for People with Disabilities/Hong Kong Council of Social Service

Mr Philip YUEN  
Rehabilitation Chief Officer

The Parent Association of Autistic Children in Mainstream Education

Ms LAM Yuet-mei  
Chairperson

Mr Andy CHIU

**Clerk in attendance** : Miss Odelia LEUNG  
Chief Council Secretary (2)6

**Staff in attendance** : Mr Stanley MA  
Senior Council Secretary (2)6

Miss Carmen HO  
Legislative Assistant (2)6

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**I. Confirmation of minutes**

[LC Paper No. CB(2)755/07-08]

The minutes of the meeting held on 30 November 2007 were confirmed.

**II. Employment opportunities for persons with disabilities**

[LC Paper No. CB(2)912/07-08]

2. The Subcommittee deliberated (proceedings of meeting at **Annex**).

Views of the deputations

3. Representatives of the deputations urged the Administration to collaborate with Government subvented organizations (GSOs), statutory bodies (SOs), and the private sector to improve the provision of employment opportunities for persons with disabilities (PWDs). Their major views and suggestions were summarized below -

*Vocational training and employment services*

- (a) More support should be provided to PWDs to enhance their employability. For example, the provision of training on communication, social and interviewing skills, and the setting up of a fund to support PWDs in pursuit of continuing education and vocational training.
- (b) The courses offered by the three Skill Centres of the Vocational Training Council (VTC) should match with the need of the job market.
- (c) The types of jobs available under the placement service provided by the Labour Department (LD) were low-skilled and labour intensive. Diversity of job types should be increased to cater for the interests of PWDs with different abilities, in particular those with high academic qualifications.
- (d) The unemployment rate of PWDs should be published at regular intervals to reflect the effectiveness of the measures taken to support PWDs in seeking employment. The employment rate of special school leavers and student who had completed full-time courses offered by the Skills Centres of VTC should also be released. LD should maintain a lifelong employment record for each PWD.
- (e) Training on frontline workers including teachers and instructors of VTC and officers of the Selective Placement Division of LD should be strengthened to enhance their understanding of different types of disabilities which would improve the successful rate of job matching. LD

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should collaborate with the Skills Centres in the provision of job placement and support services for their students.

- (f) The Youth Ambassador Scheme should continue as it provided opportunities for participants including youths with specific learning difficulties (SpLD) to learn the necessary skills for open employment.
- (g) The duration of funding support for GSOs or SBs to develop social enterprises should be extended. To enhance the competitiveness of social enterprises, rent concession should be offered to social enterprises to enable their operation in convenient locations.

*Employment quota and tax incentives*

- (h) Legislation should be enacted to implement an employment quota system for PWDs. The system should be implemented on progressive basis with the Government taking the lead in the formulation of recruitment policies and employment indicators for PWDs for bureaux and departments, to be followed by GSOs, SBs and the private enterprises. For example, every company or organization with every 50 employees should employ two PWDs.
- (i) The Administration should specify a certain percentage of PWDs be employed in the outsourcing services procured by Government bureaux and departments.
- (j) Tax incentives should be provided to encourage the employment of PWDs by the private sector. Employment aid should also be established to assist employers to purchase the necessary equipment to facilitate PWDs in performing duties in the workplace.

*Apprentice scheme*

- (k) The Administration should proactively approach the top management of GSOs and SBs to encourage them to provide job opportunities for PWDs. The 50 GSOs and SBs in receipt of the largest amount of subvention should be required to operate a trial apprentice scheme for PWDs under which participants would be provided with training and work for around six months. PWDs who had successfully completed the scheme should be given priority consideration in filling the suitable vacancies in the GSOs or SOs concerned. A similar apprentice scheme should also be implemented in the 50 largest public listed companies.

*Public education*

- (l) The Administration should reinforce public education to promote understanding of the needs and abilities of different types of PWDs

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including persons with intellectual disability, visual impairment, autism and SpLD.

Follow-up

4. Members expressed great disappointment with the outcome of the tracking survey conducted by the Labour and Welfare Bureau (LWB) on the employment of PWDs in GSOs and SBs in December 2007. Members considered that the ultimate purpose of providing vocational training for PWDs was to facilitate their employment. To achieve this purpose, members considered it necessary to introduce a quota system for the employment of PWDs. As a start, an employment indicator of 2% of PWDs should be set for GSOs and SBs.

5. Members requested the Administration to -

- (a) examine the possibility of retaining 2% of the annual subvention for each GSO and SB and releasing the money to them when they had reached the employment target for PWDs. For GSOs and SBs with less than 50 employees, they should be required to use 2% of the subvention for employing PWDs on a part-time basis and for procuring services provided by them;
- (b) provide information on the tracking survey on GSOs and SBs conducted by LWB in December 2007, including the names of respondents and their responses, and the names of GSOs and SBs who had not responded. The Administration should provide a summary data of the responses from about 1 000 public sector schools which were covered for the first time in the survey;
- (c) explore the feasible options for providing tax incentives to encourage employment of PWDs in the private sector, and provide information on overseas practices in this regard;
- (d) compile and release unemployment statistics for PWDs on an on-going basis. Members noted that an integrated report on the employment of PWDs as shown in the survey conducted by the Census and Statistics Department would be released in mid 2008;
- (e) provide information on the employment situation of students who had completed full-time courses in the three Skills Centres in the past three years;
- (f) provide comprehensive information on the plan for training and retraining of PWDs and the resources allocated for such purpose. Information about the services provided or to be provided by the Employee Retraining Board should be included;

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- (g) consider establishing an inter-departmental team coordinating and overseeing training for PWDs;
- (h) review the period for retaining the personal files for PWDs registered with the Selective Placement Division; and
- (i) explore the feasibility of broadcasting relevant programmes on employment of PWDs through Announcements for Public Interests in television, on radio and via the relevant website.

**III. Any other business**

Date of next meeting

6. Members agreed to discuss the subject of education for non-Chinese speaking ethnic minority children with special educational needs and the impact of the Pre-primary Education Voucher Scheme on Special Child Care Centres at the next meeting scheduled for 25 February 2008.

*[Post-meeting note : On the advice of Chairman, the meeting was rescheduled for 3 April 2008 at 10:45 am.]*

7. There being no other business, the meeting ended at 12:50 pm.

Council Business Division 2  
Legislative Council Secretariat  
19 March 2008

**Proceedings of the meeting of  
Subcommittee to Study Issues Relating to the Provision of  
Boarding Places, Senior Secondary Education and Employment  
Opportunities for Children with Special Educational Needs  
on Monday, 28 January 2008, at 10:45 am  
in Conference Room A of the Legislative Council Building**

<b>Time marker</b>	<b>Speaker</b>	<b>Subject</b>	<b>Action required</b>
000000 - 000944	Chairman	Welcome to deputations and recapitulation of the issues raised at previous meetings.	
000945 - 001538	The Parent Association of Autistic Children in Mainstream Education	Presentation of views [LC Paper No. CB(2)964/07-08(08)]	
001539 - 002003	The Parents' Association of Pre-school Handicapped Children	Presentation of views [LC Paper No. CB(2)964/07-08(01)(revised)]	
002004 - 002439	Hong Kong Association for Specific Learning Disabilities	Presentation of views [LC Paper No. CB(2)964/07-08(02)]	
002440 - 002923	Amity Mutual-support Society	Presentation of views [LC Paper No. CB(2)964/07-08(03)]	
002924 - 003304	Hong Kong Blind Union Ms CHAN Yuen-han Chairman	Presentation of views	
003305 - 003559	Rehabilitation Alliance Hong Kong	Presentation of views	
003600 - 004020	Hong Kong Federation of The Blind	Presentation of views [LC Paper No. CB(2)964/07-08(04)]	
004021 - 004403	Alliance on Employment Quota System of Persons with Disabilities	Presentation of views [LC Paper No. CB(2)964/07-08(05)]	
004404 - 004810	Hong Kong Joint Council for People with Disabilities / Hong Kong Council of Social Service	Presentation of views [LC Paper No. CB(2)964/07-08(06)]	
004811 - 005031	Mr Andy CHIU	Presentation of views [LC Paper No. CB(2)912/07-08(02)]	



Time marker	Speaker	Subject	Action required
005032 - 005824	Mrs Selina CHOW Chairman Hong Kong Joint Council for People with Disabilities / Hong Kong Council of Social Service Admin	<p>Mrs CHOW's concern about the need to provide different support measures for persons with different types of disabilities and the development of social enterprises (SEs) for employment of persons with disabilities (PWDs).</p> <p>Mr YUEN Chi-hoi's response that Government subvented organizations (GSOs) and statutory bodies (SOs) had all along liaised with employers and would continue to organize a variety of seminars and activities to promote the employment of PWDs according to their varied abilities.</p> <p>C for R's response that the rehabilitation policy was to provide appropriate vocational rehabilitation training to persons with different types of disabilities; and the Administration had allocated resources for the development of social enterprises by rehabilitation NGOs in providing job opportunities for PWDs since 2003. Various award presentation ceremonies were organized to give recognition to enlightened employers and outstanding disabled employees.</p>	
005825 - 011054	Chairman Admin	<p>C for R's response to the views of deputations -</p> <ul style="list-style-type: none"> <li>- the implementation of a quota system for employment of PWDs in some European countries had proved unsuccessful, and the current international trend was to reinforce vocational training and employment services for PWDs as well as public education on acceptance of PWDs in the community;</li> <li>- Specific Learning Difficulties (SpLD) had been included as one of the categories of disabilities in the 2007 Rehabilitation Programme Plan. The Admin would reinforce public education and publicity programmes to promote awareness of SpLD in the community, including teachers, instructors and professionals engaged in the provision of vocational training for SpLD students.</li> <li>- about 70-80% of students who had completed full-time courses in the three Skills Centres and were ready to seek employment were able to find a job. The training programmes of the Skills Centres were reviewed regularly to ensure that the courses offered could match with the needs of the employment market. The Admin would provide information on the employment situation of students of the Skill Centres in the past three years.</li> </ul>	

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		<p>SLO(SP)'s response that the Selective Placement Division (SPD) of the Labour Department (LD) was collaborating with the Radio Television Hong Kong (RTHK) to produce five episodes on successful employment cases of PWDs. The programme would be ready for broadcasting in RTHK and LD's "Interactive Selective Placement Service" web-site in March 2008. At Chairman's request, SLO(SP) undertook to explore the feasibility of broadcasting the programme in the Announcements of Public Interest (API) in television and on radio.</p> <p>PEO(T)'s response that the Government procurement policy premised on the principles of fair and open competition, and bureaux and departments were given flexibility in the procurement of services from non-governmental organizations (NGOs) and SEs employing PWDs through restricted tenders. A pilot scheme was introduced to give eligible SEs priority in bidding 38 Government cleansing service contracts, involving a total value of about \$17 million. In addition, SWD also maintained a list of Rehabilitation NGOs and collaborated with bureaux and departments to identify suitable service contracts for NGOs through restricted tenders.</p> <p>AD(RMSS)'s response that the Marketing Consultancy Office (Rehabilitation) together with the Government Logistics Department organized briefings for bureaux and departments to enhance their understanding of the abilities of PWDs for procurement of services from SEs through restricted tenders.</p>	
011055 - 011851	Chairman Mr CHEUNG Man-kwong Mr LEE Cheuk-yan Admin	<p>Mr CHEUNG's expression of disappointment that only 17 of the 201 GSOs and SBs responded to the tracking survey in December 2007 had announced the number of PWDs employed. His suggestion that the Admin should retain 2% of the annual subvention for GSOs and SBs which would be released to them when they had reached the employment target for PWDs.</p> <p>C for R's response that the Rehabilitation Advisory Committee (RAC) was of the view that reducing subvention for GSOs or SBs not achieving a 2% target in employment of PWDs was not an appropriate measure. Nevertheless, she agreed to relay Mr CHEUNG's suggestion to RAC for consideration.</p>	

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011852 - 012520	Mr LEE Cheuk-yan Chairman Admin	<p>Mr LEE's expression of disappointment with RAC's view that reduction of 2% subvention for GSOs and SBs not achieving the 2% target would affect their quality and quantity of service for PWDs. His suggestions that the Administration should implement an employment quota system for PWDs by legislation and compile and release unemployment rate of PWDs to reveal the actual situation.</p> <p>C for R's response that the Census and Statistics Department had considered the Chairman's suggestion on the matter and had sought information in this respect in the survey conducted in 2007. The outcome of the survey would be available in mid-2008.</p> <p>C for R's response that the Admin was very disappointed with the current employment of PWDs in GSOs and SBs. The Admin would continue to discuss with the top management of GSOs and SOs to improve the situation.</p>	
012521 - 013156	Ms Audrey EU Alliance on Employment Quota System of Persons with Disabilities Chairmen Admin	<p>Ms EU's enquiry about the operational arrangements for the provision of tax incentives to encourage employment of PWDs in the private sector. Mr CHEUNG Kin-fai's response that in overseas jurisdictions a quota system would always go with the provision of tax incentives in the form of a reduction in profit tax for private organizations reaching the target employment of PWDs. Ms EU's request for the Admin's consideration of feasible options and provision of information on overseas practices in this respect.</p> <p>C for R's and PEO(T)'s agreement to relay Ms EU's suggestion to the relevant bureaux and departments for consideration and response.</p>	
013157 - 013720	Mr CHEUNG Man-kwong Chairman Admin	<p>Mr CHEUNG's suggestion that the Admin should disclose the names of GSOs and SBs which had not responded to the tracking survey; formulate recruitment policies and procedures for employment of PWDs by drawing reference to the civil service practice; set up an indicator for employment of PWDs; and announce the number of PWDs employed in annual reports. His remark that the Legislative Council Secretariat had achieved the 2% target recently.</p> <p>C for R's response that when carrying out the tracking survey in December 2007, the Labour and Welfare Bureau (LWB) had emphasized the concern of Members on employment of PWDs</p>	

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		<p>and indicated possible disclosure of the information collected from GSOs and SBs. Her undertaking to follow up on the matter.</p> <p>C for R's response to the Chairman that a comprehensive report on the tracking survey including the public sector schools would be submitted to the Subcommittee in March 2008.</p>	
013721 - 014312	Mr LEE Cheuk-yan Admin	<p>Mr LEE's enquiry about the measures that would be taken against the GSOs and SBs failing to employ the target number of PWDs; and his suggestion that an employment indicator of 2% for PWDs should be set for all GSOs and SBs</p> <p>C for R's response that LWB would consult RAC on Mr CHEUNG's suggestion concerning the retention of 2% of subvention.</p> <p>Mr LEE's enquiry about the resources allocated for employment-related training for PWDs and call for the establishment of an inter-departmental team coordinating and overseeing training for PWDs. C for R's undertaking to provide a written response.</p> <p>SLO(SP)'s response on the support measures provided under the selective placement services for PWDs.</p>	
014313 - 014524	Mr CHEUNG Man-kwong Admin	Mr CHEUNG's suggestion that GSOs and SBs with less than 50 employees should also be required to use 2% of their subvention to employ part-time PWDs or procure services provided by them. C for R agreed to consider the suggestion.	
014525 - 015852	The Parents' Association of Pre-school Handicapped Children Mr Andy CHIU	<p>Ms NG Sui-fong's view that a quota system for employment of PWDs was necessary and the provision of tax incentives would promote employment of PWDs. Her emphasis on the need to improve training and retraining for PWDs; the maintenance of a lifelong employment record for each PWD; the need for providing concessionary rents to facilitate the development of SEs; and the provision of suitable jobs for PWDs with higher qualifications or abilities.</p> <p>Mr CHIU's views and suggestions on promoting employment of PWDs through broadcasting programmes in media and the Internet.</p> <p>C for R's response that the Employees Retraining Board all along provided retraining courses for PWDs including those with higher qualifications</p>	

<b>Time marker</b>	<b>Speaker</b>	<b>Subject</b>	<b>Action required</b>
		and abilities. At Chairman's request, C for R agreed to provide information in this regard.  SLO(SP)'s response that LD would keep individual PWDs' job placement files in accordance with the stipulated procedures. The Chairman's remark that LD should review the period for retaining the files of PWDs registered with SPD.	
015853 - 020057	Chairman	Chairman's recapitulation of members' suggestions and request for written response from the Admin.	<b>See para 5 of the minutes</b>
020058 - 020203	Chairman	Chairman's briefing on the way forward and the date of the next meeting.	

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19 March 2008