

立法會
Legislative Council

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(These minutes have been
seen by the Administration)

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**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, 26 March 2007, 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, 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
Mrs Fanny LAM FAN Kit-fong
Principal Assistant Secretary (School Administration
and Support), Education and Manpower Bureau

Mrs Florence AU WONG Wai-yin
Senior Education Officer (Special Education Support 1),
Education and Manpower Bureau

Mrs Mary MA
Commissioner for Rehabilitation, Health, Welfare and
Food Bureau

Mr SIT Tung
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 Patrick CHOW
Senior Labour Officer (Selective Placement), Labour
Department

**Attendance by
invitation** : Item II

The Hong Kong Down Syndrome Association

Mr Christopher SO
Director

EVI Service Ltd

Mr LAU Wai-shu
Chief Operating Officer

Miss NG Cheuk-wun
Office Assistant

Ms LAU Man-kwan

Hong Kong Association for Parents of Persons with
Physical Disabilities

Ms Anita NAM Shuk-yee
Chairman

Ms Debby FUNG Yuk-ping
Executive Committee

Hong Kong Association for Specific Learning
Disabilities

Mrs LAU LI Man-ying
Vice-Chairman

The Parents' Association of Autistic Children
Mainstream Education

Ms LO Kit-choi
Vice-Chairperson

The Parents' Association of Pre-School Handicapped
Children

Ms LEE Mei-yee
Executive Member

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

Action

I. Confirmation of minutes
[LC Paper No. CB(2)1359/06-07]

The minutes of the meeting held on 26 February 2007 were confirmed.

II. Employment opportunities for students with special educational needs
[LC Paper No. CB(2)1361/06-07(01)]

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

Views of deputations

3. The Subcommittee received seven deputations to present views on the provision of employment opportunities for persons with disabilities (PWDs). The major views are as follows -

- (a) PWDs, including persons with special learning disabilities or autism, had encountered great difficulties in getting employments. PWDs should be given employment opportunities to earn a living

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so that they could live with dignity and be integrated into the community. PWDs needed caring employers who would exercise flexibility and make adjustments to the work requirements, provide support for PWDs in the workplace and give recognition for their work;

- (b) Government should take the lead in formulating recruitment policies and employment indicators for PWDs in the civil service, and provide more support for the development of social enterprises;
- (c) Co-ordination of efforts among bureaux, departments, non-governmental organizations (NGOs) and private sector enterprises for the provision of more employment opportunities for PWDs and support services for PWDs seeking employment was essential;
- (d) Government should provide information and regular updates on the employment situation of PWDs which should be made available for public access; and
- (e) The provision of concessionary fares for public transport was one of the means to assist PWDs in seeking employment.

Views of members

4. Members considered the present employment situation for PWDs unsatisfactory. They were generally disappointed with the current low employment of PWDs in the civil service, NGOs and major public organizations such as the Airport Authority and the Hospital Authority. Members made the following suggestions:

- (a) the Administration and organizations receiving Government subvention or subsidies should take the lead in formulating policies and indicators for recruitment and employment of PWDs. The employment indicators could initially be set at 2% of the total workforce of the organizations concerned, and the target be achieved on a progressive basis;
- (b) Government bureaux/departments and public sector schools should invite social enterprises to bid for the provision of services through restricted tenders. In particular, the Education and Manpower Bureau should approach major school sponsoring bodies and work through them to encourage schools to commission social enterprises to run school tuck shops and canteens to increase employment opportunities for PWDs; and

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- (c) the Administration should provide incentives to employers to employ PWDs, such as tax exemptions. The Social Welfare Department (SWD) should provide on its homepage information on employers/organizations awarded for their contributions in enhancing the employment opportunities for PWDs. SWD should also compile a register of employers and organizations who/which had employed PWDs and the register should be published on its homepage.
5. The Subcommittee requested the Administration to provide -
- (a) a breakdown of the types of disabilities of the 3 256 PWDs employed in the civil service;
 - (b) detailed information on the offers of service contracts to social enterprises by Government departments; and
 - (c) the number of job opportunities offered and the types of disabilities of PWDs employed through the Marketing Consultancy Office (Rehabilitation) of SWD and the Selective Placement Division of the Labour Department over the past few years.
6. The Administration agreed to follow up the views and suggestions of members and provide a written response after consultation with the Subcommittee on Employment under the Rehabilitation Advisory Committee in two months' time.

III. Any other business

7. The meeting ended at 12:43 pm.

**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, 26 March 2007, at 10:45 am
in Conference Room A of the Legislative Council Building**

Time marker	Speaker	Subjects	Action required
000000 - 000522	Chairman	Confirmation of minutes	
000523 - 001052	The Hong Kong Down Syndrome Association	Presentation of views [LC Paper No. CB(2)1409/06-07(01)]	
001053 - 001514	EVI Service Ltd	Presentation of views	
001515 - 001946	Ms LAW Man-kwan	Presentation of views	
001947 - 002206	Hong Kong Association for Parents of Persons with Physical Disabilities	Presentation of views [LC Paper No. CB(2)1437/06-07(01)]	
002207 - 002854	Hong Kong Association for Specific Learning Disabilities	Presentation of views [LC Paper No. CB(2)1437/06-07(02)]	
002855 - 003710	The Parents' Association of Autistic Children Mainstream Education	Presentation of views [LC Paper No. CB(2)1437/06-07(03)]	
003711 - 004329	The Parents' Association of Pre-School Handicapped Children	Presentation of views [LC Paper No. CB(2)1437/06-07(03)]	
004330 - 005244	Chairman Admin	<p>Chairman's expression of disappointment with the scanty information in the Admin's paper on the practical difficulties experienced by persons with special educational needs to seek employment.</p> <p>Admin's response to views of the deputations, highlighting that -</p> <ul style="list-style-type: none"> - the objective of the rehabilitation policy was to provide vocational training and supported employment services to help people with disabilities (PWDs) to find employment and integrate into the community; - the implementation of a quota system for employment of PWDs in some European countries had been proved unsuccessful; and 	

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		<p>- the three skills centres for PWDs aged 15 and above who were able to work in the open market offered a wide range of programmes at the operative and pre-craft levels in technical, commercial and service-related streams covering different occupations which aimed to enhance PWDs' employability and prepare them for eventual open employment. Currently, about 75% of PWDs graduated in these skills centres were able to find a job in the open market.</p>	
005245 - 010359	Mr CHEUNG Man-kwong Admin Chairman	<p>Mr CHEUNG's view that the Admin, non-governmental organizations (NGOs) and Government subvented organizations should take the lead in formulating policies and targets for employment of PWDs; and his request for a breakdown of the types of disabilities of the 3,256 PWDs employed in the civil service.</p> <p>Mr CHEUNG's suggestion that school sponsors should collaborate with NGOs to arrange for the operation of snack shops and canteens in schools by social enterprises.</p> <p>C for R's response that the Admin had written in 2003 to NGOs and subvented organizations to encourage them to develop recruitment policies and employment indicators for PWDs. The Admin would continue to encourage these organizations to increase employment of PWDs on an on-going basis. C for R's undertaking to coordinate for the provision of a breakdown of the types of disabilities of the disabled employees in the civil service.</p> <p>PAS(SAS)'s response that EMB had issued a circular to encourage schools to employ PWDs and use the services of social enterprises for operating snack shops and canteens in schools.</p> <p>The Chairman's view that the Admin should require organizations subvented by public funds to formulate a policy on recruitment and employment of PWDs.</p>	See para 5(a) of the minutes

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010400 - 011419	Mr LEE Cheuk-yan Admin Chairman	<p>Mr LEE's expression of disappointment with the work of the Health, Welfare and Food Bureau (HWFB) in promoting employment of PWDs in major public organizations such as Kowloon Canton Railway Corporation and the Airport Authority. His view that Government should formulate policies to promote employment of PWDs, including the establishment of employment indicators, the provision of tax relief, and the promotion of social enterprises. Government departments, schools and Government subvented organizations should, where appropriate, invite social enterprises to bid for the provision of services through restricted tenders.</p> <p>C for R's response that the implementation of a quota system for employment of PWDs in private and public sectors had been proved unsuccessful. The Chief Executive was aware of members' suggestion to provide tax exemptions for employment of PWDs.</p> <p>AD(RMSS)'s explanation of the latest development of social enterprises through the "Enhancing Employment of People with Disabilities through Small Enterprise Project (3E's Project)" and the work of the Marketing Consultancy Office (Rehabilitation) (MCO(R)).</p> <p>Chairman's view that the Admin should formulate recruitment policy and employment indicators to promote the development of social enterprises.</p> <p>Mr LEE's request for the establishment of employment indicators by Government and the provision of detailed information on the offers of service contracts by Government departments to social enterprises.</p>	See para 5(b) of the minutes
011420 - 012559	Mrs Selina CHOW Admin Chairman	<p>Mrs CHOW's view that the Admin should introduce incentives to promote employment of PWDs in both the public and private sectors, and should collaborate with NGOs to work out measures to facilitate job matching for PWDs and their prospective employers.</p> <p>Senior Labour Officer (Selective Placement)'s response that the Selective</p>	

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		<p>Placement Division (SPD) of the Labour Department provided a personalized employment service to help place people with disabilities in open employment and students aged 15 or above with special educational needs seek employment after graduation. SPD provided employment counseling, job matching, job interview and follow-up services for disabled job-seekers.</p> <p>C for R's response that the Admin maintained regular dialogues with NGOs and employers federations and associations for identifying prospective employers to enhance employment opportunities for PWDs.</p> <p>Mrs CHOW's suggestion that the Government should proactively identify employers for providing job opportunities for PWDs and compile a list of such prospective employers.</p> <p>AD(RMSS)'s response that the MCO(R) of SWD adopted innovative, effective and efficient business development and marketing approaches to enhance employment and training opportunities for PWDs. Organizations employing PWDs would be recognized by various means such as presentation of awards in open ceremonies.</p> <p>Chairman's request for information on the number of jobs offered through MCO(R) and SPD, and the types of disabilities of the PWDs taking up these jobs.</p>	<p>See para 5(c) of the minutes</p>
012600 - 013434	Mr CHEUNG Man-kwong Admin Chairman	<p>Mr CHEUNG's view that the cultivation of correct values and beliefs towards PWDs was vital to the acceptance of PWDs in the workplace. His request for NGOs and subvented organizations to take the lead in developing a policy for recruitment and employment of PWDs on a progressive basis</p> <p>C for R's agreement to follow up with the Rehabilitation Advisory Committee (RAC) to encourage NGOs and subvented organizations to develop a policy for recruitment and employment of more PWDs.</p>	<p>See para 6 of the minutes</p>

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		<p>PAS(SAS) response that EMB would continue to collaborate with major school councils and sponsors to encourage schools to employ more PWDs. Her remark that schools were now far more receptive in employing PWDs than before.</p> <p>Mr CHEUNG's suggestion that EMB should take the lead in collaborating with large school sponsoring bodies, such as those with religious background, to employ PWDs or use the service of social enterprises. PAS(SAS) agreed to approach large school sponsoring bodies regarding employing PWDs.</p>	<p>See para 4(b) of the minutes</p>
013435 - 014342	<p>Mr LEE Cheuk-yan Admin Chairman Mr CHEUNG Man-kwong</p>	<p>Mr LEE's suggestion that all organizations receiving Government subsidies should be required to set employment indicators with an implementation timetable. The Admin should monitor their plans and implementation in achieving the employment indicators.</p> <p>C for R's agreement to relay the views and suggestions of members to RAC Subcommittee on Employment for consideration.</p> <p>Chairman's view that the Government should formulate a policy in recruitment and employment of PWDs for all public sector organizations.</p> <p>C for R's response that, and some social welfare organizations had indicated having technical problems in employing PWDs. HWFB would follow up with members' views and suggestions</p> <p>Mr CHEUNG's remark that the social welfare organizations concerned should explain their difficulties in employing PWDs.</p>	
014343 - 015014	<p>Mrs Selina CHOW Admin Chairman Mr LEE Cheuk-yan</p>	<p>Mrs CHOW's suggestion that the Admin should compile and publish a register of employers employing PWDs; and encourage the media to feature characters with a disability in their broadcasting programmes in order to educate the public and foster an inclusive culture in the workplace.</p>	

Time marker	Speaker	Subjects	Action required
		<p>C for R's response that the Admin would convey Mrs CHOW's suggestion to the media for consideration.</p> <p>AD(RMSS)'s response that SWD had previously launched an award ceremony to recognize the contributions of employers/organizations on enhancing the employment opportunities of PWDs, and could provide the list of awardees to the Subcommittee for reference.</p> <p>Chairman's suggestion that SWD should publish the list of awardees on its homepage and update the information on an on-going basis. AD(RMSS) noted his request.</p> <p>Mr LEE's request that a register of employers should be updated to reflect the latest development in employment of PWDs by major employers such as the Kowloon Motor Bus Company Ltd.</p>	
015015 - 015504	Chairman Admin	<p>The Chairman's summary of the main issues of concern and suggestions of members and the deputations.</p> <p>C for R's response that the Admin would follow up the views and suggestions and revert to the Subcommittee in two months' time.</p>	See para 6 of the minutes
015505 - 015740	Chairman	The Chairman's explanation of the Subcommittee's updated work plan [LC Paper No. CB(2)1361/06-07(02)]. Agreement of members to the updated work plan.	