

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

**Written Response to Views and Suggestions raised by the  
Deputations and Members at the Meeting on 28 January 2008**

- 3(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.**

The Administration provides a wide range of vocational training and rehabilitation programmes under the Social Welfare Department (SWD), the Skills Centre of the Vocational Training Centre (VTC) and the Employees Retraining Board (ERB) to enhance the employability of Persons with disabilities (PWDs). In addition to job skills development, counseling and training on communication, social and interviewing skills are also provided as part of the above mentioned vocational training as well as the placement programmes under the Labour Department (LD) to assist trainees in securing and retaining suitable employment in the open job market.

PWDs who are interested in pursuing continuing

education and training may enroll on the registered courses of the Continuing Education Fund (CEF) and apply for reimbursement upon successful completion of the courses.

**3(b) The courses offered by the three Skill Centres of the Vocational Training Council (VTC) should match with the need of the job market.**

The Skills Centres of VTC offer a range of market-driven training courses / programmes for PWDs aged 15 or above to enhance their employment prospects and equip them for open employment. These include courses in commercial and retailing services, catering, computer and network, design and desktop publishing, printing, packaging, office practice, general services, logistics service, massage service etc.

Apart from full-time courses, the VTC Skills Centres also offer part-time evening courses with the duration of one year and special tailor-made short courses of flexible attendance mode to meet the specific needs of PWDs.

These programmes are reviewed every year for updating and changes where appropriate, with input from relevant government departments, non-governmental organizations, special schools and experts from industries on VTC's Committee on Vocational Training for People with Disabilities, in order to meet the employment market demand and the aspirations of the PWDs.

- 3(c) The types of jobs available under the placement service provided by the Labour Department 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.**

In order to increase the diversity of job types, the Selective Placement Division (SPD) of LD regularly conducts promotional visits to employers of various trades. Amongst the vacancies received, a number of professional, administrative and clerical posts in various trades and industries are available for PWDs. To further assist PWDs with high academic qualifications to find jobs in the open market, the placement officers of the SPD would closely monitor the employment market and take a proactive approach to contact potential employers to canvass vacancies suitable for PWDs. The placement officers would also seek to identify suitable vacancies for this group of PWDs from the LD's Interactive Employment Service website those managerial, administrative and professional posts which are open for all applicants.

- 3(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.**

Please refer to responses for 5(d), 5(e) and 5(h) below.

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

VTC and SPD of LD provide regular training to their frontline staff to equip them with the necessary skills in taking care of the needs of PWDs. The VTC Skills Centres provides specialist training for all their teaching staff in teaching methods for students with disabilities. As an ongoing staff development programme, teaching staff are given the opportunities to join specific training programmes such as sign language and Braille communication and the exposure to overseas experience through overseas attachment. SPD also provides a series of training programmes for its officers to enhance their competency for continuous professional growth. These programmes include training courses, workshop and seminar on sign language, communication and counselling skills, customer services and change management.

The VTC Skills Centres and SPD of LD collaborate closely in assisting the graduates in seeking employment. All graduates of Skills Centres are encouraged to register with SPD of

LD for employment assistance. The VTC Skills Centres and SPD of LD also make joint efforts in organizing group-counselling sessions on job opportunities and hunting skills for these graduates on a regular basis. Besides, representatives from SPD of LD also participate in the committees of VTC such as Committee on Vocational Training for People with Disabilities and its courses Subcommittee, Skills Centre Academic Board, Vocational Assessment Service Sub-committee and the Assessment Board of the Multi-disciplinary Vocational Assessment Service of Kwun Tong Skills Centre for the Disabled to exchange views and information and enhance collaboration.

**3(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.**

The Youth Ambassador (YA) Scheme was only a temporary measure to help unemployed youth in 2003. With the marked economic improvement as well as the improving job market in recent years, the Administration announced the discontinuation of the provision for YAs effective from 31 March 2008.

Notwithstanding this, to enhance the job-related skills for the unemployed youth, the Administration has earmarked a provision of about \$1 billion for the creation of 3 000 temporary Programme Worker (PW) posts for a period of three years from

2008-09 to 2010-11. Allocation for the purpose has been provided to subvented non-governmental organisations (NGOs) rendering elderly, family, rehabilitation and young people services effective from April 2008. The minimum education requirement of the PWs is set at Form 3 level, which is comparable to that of YAs. The operating NGOs are given full flexibility in engaging suitable incumbents and interested YAs can apply for the PW posts accordingly.

**3(g) The duration of funding support for Government Subvented Organizations or Statutory Bodies 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.**

Under the "Enhancing Employment of People with Disabilities through Small Enterprise" project (3 Es' Project) of SWD, funding support is given in the form of a non-recurrent grant to the successful NGOs to assist them on the initial capital expenditure on equipment, fitting-out works, etc. and the initial operating expenses during the first two years of operation. The business is expected to become self-sustaining after those first two years. As for rent concession, SWD would give support and assist NGOs to negotiate with leasing bodies for better leasing terms where appropriate. For example, with the support of SWD, the Leisure and Cultural Services Department (LCSD) has set aside refreshment/catering outlets in some venues for restricted tendering

among a pre-determined list of rehabilitation NGOs drawn up and maintained by SWD. Under this arrangement, the rent payable will be proportional to and represents only a small fraction of the gross sales volume.

In addition, the Enhancing Self Reliance Through District Partnership Programme of the Home Affairs Department (HAD), which is open for application by all eligible social enterprises including those set up for PWDs, provides seed money for NGOs to start social enterprises projects. The funding ceiling for each project is \$3 million and the maximum funding period is two years. After the funding period, the social enterprises have to maintain sustainability and operate on a self-financing basis.

Given that the development of social enterprises in Hong Kong is still at an evolving stage, the Administration will continue to listen to the views of social enterprises operators, stakeholders and the community on the existing measures and the need for additional measures to facilitate social enterprises development such as preferential treatment in terms of land and venue, having regard to other relevant factors including the need to avoid unfair competition to the business community, in particular small and medium enterprises.

- 3(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 GSO, SBs and the private enterprises. For example, every company or organization with every 50 employees should employ two PWDs.**

The Administration has reservation on the introduction of a quota system given that –

- (a) such quota system has not been proven successful overseas in helping PWDs find jobs (e.g. the United Kingdom abolished its quota system after reviewing its effectiveness);
- (b) under a mandatory employment system, PWDs will be perceived as a liability, making them difficult to be accepted by their peers at work;
- (c) we should help PWDs to find appropriate jobs on the basis of their abilities rather than disabilities; and
- (d) a large majority of our companies in the private sector are small and medium-sized enterprises. Imposing an employment quota on them will adversely affect their operation. If they were to be exempted, then a quota system could hardly achieve the desired outcome.

As the largest employer in Hong Kong, the Government fully recognises the importance of taking a lead in ensuring that PWDs enjoy equal opportunities for employment in the civil



service. The civil service has already put in place a system to ensure that candidates with disabilities are given an appropriate degree of preference for appointment if they are found suitable for employment. Over the years, the civil servants with disabilities have been maintained at over 2% of the total civil service force.

To encourage subvented organizations to employ more PWDs, the then Secretary for Health, Welfare and Food issued a letter in May 2003 to all concerned bureaux and departments requesting them to encourage public bodies and subvented organizations under their purview to implement the following measures-

- (a) to set up an indicator for employment of PWDs on a voluntary basis;
- (b) to formulate policies and procedures regarding employment of PWDs by drawing reference from the Civil Service; and
- (c) to announce the numbers of PWDs employed in annual reports.

The Labour and Welfare Bureau (LWB) conducts tracking survey at regular intervals to keep track of the implementation of relevant measures by government subvented organizations (GSOs) and Statutory Bodies (SBs). The last round of survey was conducted in December 2007.

To further promote the employment of PWDs to the community at large, the Sub-committee on Public Education on Rehabilitation of the Rehabilitation Advisory Committee has identified “Promotion of Employment for PWDs” as one of the major themes for its public education efforts in 2008-09. A series of publicity programmes would be rolled out to encourage institutions, including government subvented bodies and private enterprises, to make collective efforts in promoting the employment for PWDs.

**3(i) The Administration should specify a certain percentage of PWDs be employed in the outsourcing services procured by Government bureaux and departments.**

It is Government’s rehabilitation policy to facilitate the full integration of PWDs into society through participation in gainful and productive employment in the open market. The Administration strives to achieve this policy objective through the provision of a wide range of employment and rehabilitation services to equip them with the job skills that meet market demand and to secure suitable employment commensurate with their abilities. In relation to Government service contracts, a more effective way of facilitating employment of PWDs is to target the employment initiatives on the basis of the abilities of PWDs. On this premise, selected Government service contracts with job types

suitable for taking up by PWDs are let out to Rehabilitation NGOs through restricted tenders.

In response to a request made by the Director of Social Welfare in 2002, LCSD has set aside refreshment/catering outlets in some venues for restricted tendering among a predetermined list of Rehabilitation NGOs drawn up and maintained by SWD. Currently, LCSD has reserved refreshment/catering outlets in nine venues for this purpose and there are 36 Rehabilitation NGOs on SWD's predetermined list. Following the same procedure, HAD and the Education Bureau have each offered a similar venue for restricted tendering by those 36 Rehabilitation NGOs. Besides, HAD and other Government departments, including the Hong Kong Police Force and the Civil Service Training and Development Institute, have also invited bids exclusively from Rehabilitation NGOs for some service contracts which are identified as suitable for PWDs.

SWD will continue to encourage and assist individual bureaux/departments in selecting contracts suitable for PWDs.

- 3(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.**

Response on tax incentives will be covered in 5(c).

On technical aid for PWDs at work, the Employaid Fund, funded by the Community Chest and administered by the Hong Kong Society for Rehabilitation, provides dedicated services in offering technical advice, lending of supportive equipments and adaptation of premises/machines for employers who intend to employ PWDs. With the provision of professional training and suitable equipment, such as screen reader, CCTV magnifiers, mobility aids, etc., PWDs are given the necessary technical support and aids to stay employed in different industries and positions.

The Technical Aids and Resource Centre (TARC) of VTC also provides advisory and support services for PWDs and employers on special aids and resources to facilitate PWDs in performing duties in the workplace. Technical/employment aids are designed, developed and manufactured by TARC in order to help PWDs improve their job prospects, productivity or their learning ability. A range of technical aids is also available for loan to trainees and graduates.

The Central Fund for Personal Computer, funded by the Lotteries Fund and managed by SWD, provides financial assistance to PWDs to acquire computer facilities for the purpose of starting their self-employment.

In addition, the Jockey Club IT Scheme for People with Disabilities, funded by the Hong Kong Jockey Club Charities Trust and managed by SWD, also provides financial assistance to persons with visual impairment to acquire computer aids, such as screen readers and Braille display, to meet their employment needs.

For government employees with disabilities, the Government has established a central fund since April 1996 to finance purchase of technical aids such as computer with Braille display, scanner and hearing aids etc. to facilitate their performance of duties.

- 3(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 SBs concerned. A similar 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 SBs concerned. A similar apprentice scheme should also be implemented in the 50 largest public listed**

**companies.**

The Administration has been proactively approaching the top management of GSOs and SBs to encourage them to provide job opportunities for PWDs through regular and ad hoc meetings with these organizations. The Rehabilitation Advisory Committee will also conduct visits to and organize publicity programmes targeting at large NGOs and private enterprises to promote the employment of PWDs in the coming year. LWB will continue to allocate resources for organizing a wide range of promotional activities to increase public acceptance and understanding of PWDs, especially among those organizations which have greater flexibility in staff deployment and a larger capacity in employing more PWDs.

Job attachment and trial arrangements for PWDs are provided under the “On-the-job Training Programme” and the “Sunnyway” programme of SWD. As part of the training, trainees are arranged for job attachment for a period of three months at private companies/NGOs/government bureaux and departments, and a training allowance is provided by the NGO operators. On completion of the training, the trainees may also be arranged for job trial for a period of three months. An allowance will be paid by the NGO operators to the private sector employers providing the job trials at a rate of half of the wage given to a trainee or \$3,000 per month, whichever is the lower, for a maximum of three months.

In addition, trainees at VTC Skills Centres with sufficient

work and social skills would be nominated to attend a Trial Work Programme with prospective employment organizations towards the end of their training. This will give trainees opportunities to acquire work experience in an actual work setting, thereby developing their good work habits and nurturing their social and interpersonal skills. Throughout the programme, vocational counsellors would provide follow-up services to the trainees. The duration of the placement ranges from one to three months depending on placement opportunities.

ERB also provides full time placement-tied vocational training courses for PWDs and industrial accident victims. In the past 5 years, close to 1,000 trainees enrolled on these courses each year. Examples of the courses include Call Sales Technique, Digital Typeset and Design, Web Page Design and Production, Digital Photography and Video Production, Retail Operation and Clerical Support. Thorough assessment on trainees' abilities, induction of workplace adaptation and mentality shaping, as well as employment assistance would be provided as part of the training. In order to assist the trainees to acquire suitable jobs and be continuously employed, employment follow up services of a duration of six months, including adaptation training, in service mentoring and personal counseling and visits are offered. Special employment assistance is also available for those who have particular difficulty in seeking employment.

**3(l) The Administration should reinforce public education to**

**promote understanding of the needs and abilities of different types of PWDs including persons with intellectual disability, visual impairment, autism and SpLD.**

The Administration will continue its efforts in public education to promote understanding of the needs and abilities of different types of PWDs. With the collective efforts of NGOs, the District Councils and government bureaux and departments, public education activities are organized annually both to foster and to reinforce our efforts in social integration of the PWDs.

**5(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.**

This suggestion was discussed at the meeting of the Sub-committee on Employment of the Rehabilitation Advisory Committee on 18 April 2008. In general, members were of the views that retaining 2% of the annual subvention on the GSOs and SBs was not a positive and appropriate measure for achieving the purpose of promoting the employment of PWDs. Under such an arrangement, PWDs would be perceived as a liability, making them difficult to be accepted by their peers at work. Members considered that positive encouragement measures, such as giving



recognition to good employers and sharing of good practices would be more effective in promoting employment of PWDs in GSOs and SBs.

- 5(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 1000 public sector schools which were covered for the first time in the survey.**

The required information in respect of GSOs and SBs and public sector schools is set out in Appendices A, B and C respectively.

- 5(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.**

Under the existing provisions of the Inland Revenue Ordinance, all costs related to the employment of staff (for both persons with disabilities and able-bodied people) are already deductible in ascertaining the employer's assessable profits. The Government considers that any enhanced tax deduction for the

employment of PWDs would be against basic taxation principle. Given Hong Kong's low-tax regime, the tax savings provided by such tax concessions are unlikely to be significant. We do not have information on other countries' detailed taxation arrangement in this regard.

**5(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.**

The Census and Statistics Department (C&SD) plans to conduct a Special Topic Enquiry on "Persons with disabilities and chronic diseases" via the General Household Survey around once every five years.

Fieldwork for the last survey conducted in 2007 has been successfully completed, and data processing work is underway. According to C&SD's work plan, a round of consultation on the draft survey findings with relevant parties will be conducted in May-June 2008, and the survey report is expected to be released around November 2008 after consolidating relevant users' comments.

The next round of survey would be conducted around 2012.

**5(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.**

VTC conducts a survey in January every year to gather information on the employment situation of graduates who completed full-time courses in the preceding year at its Skills Centres, namely the Kwun Tong Skills Centre, the Pokfulam Skills Centre and the Tuen Mun Skills Centre.

According to the *VTC Skills Centres 2006 Graduates Employment Survey Report*, of the 306 graduates in 2006, 284 of them returned their completed questionnaires for analysis. 73% (206) of them were found economically active at the time of the survey, i.e. they were already in employment, or seeking employment or waiting to report for duty. 82% (168) of this group was in employment, which was higher than the rates for graduates in 2005 and 2004, at 77% and 79% respectively.

On the other hand, 27 of the 78 economically inactive graduates were either pursuing further full-time study (19) or planning to do so (8). The remaining 51 were not seeking employment due either to their health or other personal reasons.

**5(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.**

Under SWD, a wide range of vocational rehabilitation programmes are provided to PWDs, including sheltered workshops, supported employment, Integrated Vocational Rehabilitation Services Centre, Integrated Vocational Training Centre, On the Job Training Programme for People with Disabilities, and Sunnyway – On the Job Training Programme for Young People with Disabilities. Resources allocated for these programmes in 2008-09 amount to \$397.3 million.

In addition to the above training programmes, the Skills Centres of VTC also offers a range of market-driven training courses / programmes for PWDs aged 15 or above to enhance their employment prospects and equip them for open employment. These include courses in commercial and retailing services, catering, computer and network, design and desktop publishing, printing, packaging, office practice, general services, logistics service, massage service etc. Part-time evening courses with duration of one year and special tailor-made short courses of flexible attendance mode to meet the specific needs of PWDs are also provided. Relevant funding provided by LWB in this regard in 2008-09 is estimated to be \$9.07 million.

Besides, ERB offers two major types of retraining courses for PWDs and industrial accident victims: full time placement-tied vocational training courses e.g. Call Sales Technique, Digital Typeset and Design, Web Page Design and

Production, Digital Photography and Video Production, Retail Operation, Clerical Support, etc; and part-time generic skill courses e.g. Computer Software Application, Workplace English and Workplace Putonghua. There are also specialized courses for those who recovered from mental illness. The estimated budget is approximately \$20 million in 2008-09, making available about 2,000 training places.

**5(g) Consider establishing an inter-departmental team coordinating and overseeing training for PWDs.**

Within the Administration, the Commissioner for Rehabilitation (C for R) is responsible for coordinating efforts of different government bodies in the provision of training to PWDs, and he works closely with ERB, LD, SWD and VTC on employment related issues and training needs of PWDs. C for R will continue to meet with these bodies and other relevant parties regularly to co-ordinate various efforts relating to the training and employment of PWDs and a recent inter-departmental meeting was held on 22 April 2008.

The Rehabilitation Advisory Committee and its Sub-committee on Employment comprising representatives of all relevant government bureaux and departments as well as relevant parties from the business and rehabilitation sectors also conduct regular meetings to discuss issues related to the employment and training of PWDs.

**5(h) Review the period for retaining the personal files for PWDs registered with the Selective Placement Division.**

Key information, including personal particulars, disability/medical information, education/skill information, job preference, employment history, job referrals record and placements record of registrants, is stored in the computer system of SPD of LD permanently.

**5(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.**

SPD of LD has arranged for the broadcast of an Announcement for Public Interest (API) on radio to promote the employment of PWDs since 17 March 2007. SPD is also exploring the possibility of producing an API on employment of PWDs on television. To further promote the employment of PWDs, SPD has broadcasted five short videos of success stories of employment of PWDs which are co-produced with RTHK on the website of “Interactive Selective Placement Service (iSPS) since mid-April 2008.

In parallel, a set of TV cum Radio APIs was launched by SWD on 19 January 2008 to promote the brand name of “SEPD” (Support the Employment of People with Disabilities) that represents the goods and services provided by the PWDs. These

APIs aim to promote the abilities of the PWDs and encourage the public to offer work opportunities to the PWDs.

Civil Service Bureau  
Education Bureau  
Financial Services and the Treasury Bureau  
Home Affairs Bureau  
Labour and Welfare Bureau  
Census and Statistics Department  
Labour Department  
Social Welfare Department

May 2008

**Survey on Employment of Persons with Disabilities (PWDs) (Welfare Sector)  
December 2007**

	Organisation	Indicator for employment of PWDs		Keeping of record on no. of PWDs employed		Publishing information on employment of PWDs in its publication		Policies and procedures for employment of PWDs by drawing reference from the Civil Service practice		Other information		
		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
1	Aberdeen Kai-fong Welfare Association Social Service Centre	No	(No reason provided)	8		No	(No reason provided)	No	(No reason provided)	240	Welfare	
2	Asian Outreach Hong Kong Limited	No	Recruitment based on the qualifications of applicants	0		No	1. Agency does not reject PWDs for employment 2. Some of their service centres are not accessible to PWDs	No	Agency needs to consider the accessibility of their premises	20	Welfare	
3	Association for Engineering & Medical Volunteer Services	No	Small-sized organization	7		No	(No reason provided)	No	(No reason provided)	70	Welfare	
4	Lok Chi Association Limited	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	Yes		12	Welfare	
5	Association for the Rights of Industrial Accident Victims Limited	No	(No reason provided)	1		No	(No reason provided)	No	(No reason provided)	12	Welfare	
6	Against Child Abuse Ltd	No	The staff number is too small to have an indicator	0		No	PWDs are treated equally as other staff	Yes		22	Welfare	
7	Agency for Volunteer Service	No	PWDs are treated equally as other staff	No record	PWDs are treated equally as other staff	No	PWDs are treated equally as other staff	No	To be considered	43	Welfare	Will consider other measures
8	Alice Lan and Vera Shen Education Fund Limited	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	31	Welfare	
9	Asia Women's League Limited	No	Applicants from PWDs are welcome and suitable candidates will be invited to attend the selection interviews	1		No	Not necessary, all applications are given equal opportunities	No	Applications are welcome and are given equal opportunities	200	Welfare	
10	Association of Baptists for World Evangelism (HK) Limited	No	No such policy	No record	No such policy	No	No such policy	No	(No reason provided)	108	Welfare, Education	
11	Baptist Convention of Hong Kong (The)	No	The organization never labels PWDs. All suitable applicants will be considered.	No record	The organization never labels PWDs.	No	The organization never labels PWDs.	No	The organization never labels PWDs.	(no statistics)	Welfare, Education, Health	
12	Baptist Mid-Missions	No	No resources	No record	No resources	No	No resources	No	No resources	35	Welfare, Education	
13	Baptist Oi Kwan Social Service	No	(No reason provided)	20		No	(No reason provided)	No	(No reason provided)	270	Welfare	



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14	Barnabas Charitable Service Association Limited (The)	2.00%		0		No	No PWD staff currently and therefore it does not publish such information	No	Will draw reference from the Civil Service practice in the future	27	Welfare	
15	Boys' and Girls' Clubs Association of Hong Kong (The)	No	(No reason provided)	10		No	Will arrange to publish such information in its annual report next year	Yes		845	Welfare	
16	Hong Kong Buddhist Association (The)	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	2000	Welfare, Education	
17	Hong Kong Bodhi Siksa Society Limited (The)	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	74	Welfare	
18	Caritas - Hong Kong	No	(No reason provided)	36		No	(No reason provided)	No	(No reason provided)	2800	Welfare	
19	Cheung Sha Wan Kai Fong Welfare Association Lam Tam Yin Wah Day Nursery	No	Not suitable	No record	Not suitable	No	Not applicable	No	(No reason provided)	7	Education	
20	Cheung Chau Rural Committee Integrated Youth Centre	No	(No reason provided)	0	No suitable posts for PWDs and no PWDs applicants	No	No PWD staff	Yes		12	Welfare	
21	Free Methodist Church of Hong Kong (The)	No	(No reason provided)	1		No	(No reason provided)	No	(No reason provided)	55	Welfare	
22	Chi Lin Nunnery	No	Limited no. of staff	2		No	All staff are treated equally & no need to pinpoint employment of PWDs.	No	Equal Opportunity employer & all job applicants are treated equally regardless of disability, sex & family status	250	Welfare, Health	Procurement of service involving employment of PWDs.
23	Chinese Rhenish Church Hong Kong Synod (The)	No	Agency does not consider it necessary	0		No	No PWD staff	No	It is not a matter of priority for the agency	222	Welfare	
24	Chinese Young Men's Christian Association of Hong Kong	No	PWDs may be restricted to some ranks / job functions due to disabilities	10		No	(No reason provided)	Yes		1060	Welfare	
25	Ching Chung Taoist Association of Hong Kong Limited	No	Considering the measure currently	0		No	No PWD staff currently	Yes		96	Welfare	

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26	Christian & Missionary Alliance Church Union Hong Kong Limited	No	Agency is comparatively small and will flexibly evaluate the issue	0		No	Agency is comparatively small and will flexibly evaluate the issue	No	Agency is comparatively small and will flexibly evaluate the issue	124	Welfare, Education	
27	Christian Family Service Centre	No	No such practice	8		No	No such practice	No	No such practice	680	Welfare	
28	Christian Nationals' Evangelism Commission Aged People Centre	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	5	Welfare	
29	Chuk Lam Ming Tong Limited	No	Flexible arrangement based on manpower need	1		No	Would not clarify on purpose	No	No practical need	82	Welfare	Trying to liaise with other organizations for suitable persons
30	Hop Yat Church, the Church of Christ in China	No	Appointment only based on the requirements of vacancies	No record	No record of PWD staff	No	No record of PWD staff	Yes		5	Welfare	
31	Hong Kong Sheng Kung Hui Welfare Council	2.00%		10			Supervisor's Guideline	Yes		1800	Welfare	Employed persons with disabilities in their café fusion project
32	Endeavourers Hong Kong (The)	No	Organization is of small scale with only 5 staff	1		No	Organization is of small scale with only 5 staff	No	Organization is of small scale with only 5 staff	5	Welfare	
33	Emmanuel Church	No	(No reason provided)	No record	Teachers have to lead activities for infant children	No	(No reason provided)	No	(No reason provided)	20	Education	
34	Evangelical Free Church of China - Evangel Children's Home	No	No vacancy suitable for PWDs currently. Suitable PWDs will be considered when vacancy arises in the future.	0		No	Have not employed PWD staff	No	No vacancy suitable for PWDs currently. Suitable PWDs will be considered when vacancy arises in the future.	18.5	Welfare	
35	Association of Evangelical Free Churches of Hong Kong (The)	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	120	Welfare	
36	Fung Kai Public School	No	No such indicator set before	1		No	No such arrangement before	No	No information on Civil Service experience	132	Welfare	
37	Fung Ying Seen Koon	No	(No reason provided)	1		No	The organization has internal record only and no annual report	No	(No reason provided)	141	Welfare	

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	Organisation	Indicator for employment of PWDs		Keeping of record on no. of PWDs employed		Publishing information on employment of PWDs in its publication		Policies and procedures for employment of PWDs by drawing reference from the Civil Service practice		Other information		
		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
38	Heung Hoi Ching Kok Lin Association	No	Has not evaluated the practical operation and impacts of the concerned indicator	6		No	Has not set any indicator and work procedures	No	May make reference of the Civil Service practice later	1300	Welfare, education	
39	Hong Kong and Macau Lutheran Church	No	Although there is no PWD staff for the time being, PWDs with suitable abilities will be considered. No application from PWDs has been received so far.	0		No	No PWD staff currently	No	Small-scaled of organization with low turnover rate of staff	48	Welfare	
40	Hong Chi Association	3.00%		59		No	(No reason provided)	Yes		1300	Welfare, Education	
41	Hong Kong Catholic Marriage Advisory Council (The)	No	Agency does not have such an indicator	0		No	Agency does not have any PWDs	No	Agency rarely receives job applications from PWDs	47	Welfare	
42	Hong Kong Children and Youth Services	No	Working on it	4		No	Consideration of privacy issues	Yes		311	Welfare	Procurement of service involving employment of PWDs
43	Hong Kong Chinese Women's Club	No	Agency does not see the need as they employ staff on his/her own merits	0		No	(No reason provided)	No	(No reason provided)	270	Welfare, Education	
44	Hong Kong Christian Mutual Improvement Society	No	Over 90% of the staff are frontline staff	0		No	The policy is not suitable for the organization	No	The policy is not suitable for the organization	12	Welfare	
45	Hong Kong Federation of Handicapped Youth	No	By common practice	11		Annual Report		No	By common practice	44	Welfare	
46	Hong Kong Juvenile Care Centre	No	Have not formulated concerned policy and procedure	No record	Do not understand the purpose and reason for collecting such information	No	Do not understand the purpose and reason for publishing such information	No	No resources for coordination	67	Welfare, education	

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
47	Hong Kong Lutheran Social Service, the Lutheran Church - Hong Kong Synod Limited	No	Difficult to set an employment indicator in view of the versatile services provided by the organization	No record	No requirement for report of disabilities. However, the organization has staff of hearing impaired, speech impaired, physically handicapped and mental problem.	No	Information published will not be accurate as there is no requirement for staff to report disabilities	No	There are a series of policy documents on service quality. Open and equal principles are adopted in recruitment.	729	Welfare	The organization provides in-depth employment support services for people in need, including PWDs, to carry out job matching. In December 2007, one person with mental problem was successfully employed.
48	Hong Kong PHAB Association	No	Applicants with disabilities will be given priority whenever deemed appropriate	6		No	No appropriate section in their publications	Yes		135	Welfare	
49	Hong Kong Playground Association	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	345	Welfare	
50	Hong Kong Red Cross	No	The organization has laid down guidelines on "Equal Opportunities Code of Practice" to comply with the Disability Discrimination Ordinance	7		Agency Manual		Yes		633	Welfare	
51	Hong Kong Rehabilitation Power	No	Appointment according to work abilities and market levels	29		No	The organization employs PWD staff but considers it unnecessary to specify or publish such information.	Yes		41	Welfare	Out-sourcing goods and services provided by PWDs.
52	Hong Kong Society for the Aged (The)	No	(No reason provided)	2		No	(No reason provided)	Yes		951	Welfare	Open and equal recruitment principles and procedures
53	Hong Kong Student Aid Society	No	Very limited no. of posts suitable for PWDs	0		No	No PWD staff	No	No such need currently	126	Welfare	

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
54	Hong Kong Young Women's Christian Association	No	The indicator is yet to be determined	2		Newsletters		Yes		884	Elderly, Education, Sports	To promote the employment of PWDs, Agency provided the venue at the YWCA Garden View Hotel on the 6/F of the Headquarters for trainees of Hong Chi Association to operate with favourable terms.
55	Wai Ji Christian Service	No	(No reason provided)	10		Annual Report		Yes		397	Welfare	
56	Mental Health Association of Hong Kong (The)	No	(No reason provided)	14		Annual Report		No	(No reason provided)	471	Welfare	Set up of social enterprise subsidiary
57	Child Development Centre (The)	No	(No reason provided)	0		No	Agency has none	No	(No reason provided)	25	Welfare	
58	Mongkok Kai-Fong Association Limited (The)	No	No related policy	No record	No related policy	No	No related policy	No	No related policy	100	Welfare	
59	Neighbourhood Advice-Action Council (The)	60% (for part of the units only)		20		No	No such arrangement before	No	The organization has established procedures on it.	782	Welfare	
60	New Life Psychiatric Rehabilitation Association	4% for New Life Psychiatric Rehabilitation Association and 40% for the Newlife Support Enterprise Limited		81		Annual Report		Yes		761	Welfare	Established subsidiary company for social enterprise for employment of PWDs
61	New Territories Women and Juveniles Welfare Association Limited (The)	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	16	Welfare	
62	Pentecostal Church of Hong Kong	No	No suitable posts for PWDs	0		No	No PWD staff	No	(No reason provided)	97	Welfare	
63	Pok Oi Hospital	No	Fair competition	No record	Privacy of personal data	No	Privacy of personal data	No	Fair competition	713	Welfare, medical, education	
64	Superiress of the Sisters of the Precious Blood (The)	No	The organization is of small size, with limited no. of staff and situated in remote district	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	25	Welfare	
65	Project Care	No	Relatively small size of organization	0		No	No employment of PWD	No	Relatively small size of manpower	27	Welfare	

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No' record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
66	Richmond Fellowship of Hong Kong	No	Indicator is not set as equal and non-discrimination principles are already taken into account in formulating recruitment procedures.	No record	The organization notes the disabilities of some of the staff. As privacy of personal data is involved, information of disabilities is recorded in personal files only if reported by the staff voluntarily	No	For internal reference only	No	Relevant recruitment procedures have been formulated	110	Welfare	Priority will be given to concerned organizations for contracting out some of the services
67	Sai Kung District Community Centre	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	31	Welfare	
68	Shamshuipo Kai Fong Welfare Advancement Association	No	Limited no. of staff	0		No	No PWD staff	No	Limited no. of staff	3	Welfare	
69	Society of Rehabilitation and Crime Prevention, Hong Kong (The)	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	247	Welfare	
70	Society of Boys' Centres	No	Applications from PWDs had never been received. PWD applicants will be employed as far as possible if applied.	0	Applications from PWDs have never been received. PWD applicants will be employed as far as possible if applied.	No	Applications from PWDs have never been received. PWD applicants will be employed as far as possible if applied.	Yes		112	Welfare	Has procured services from those organizations providing services by PWDs and will continue to do so in the future

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No' record)	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
71	Fu Hong Society	No	(No reason provided)	No record	PWDs are employed but no records are made	No	(No reason provided)	Yes		955	Welfare	A non-profit making social enterprise was set up by the organization in 2004 to provide job opportunities and training for PWDs. In 2006-07, 37 posts and 45 training places were provided for PWDs. As at 31.3.2007, there were 22 PWD staff.
72	Society of St. Vincent de Paul	No	(No reason provided)	0	No PWD job applicants	No	No PWD staff	No	No such information	20	Education	
73	Spastics Association of Hong Kong (The)	2.00%		20		Annual Report		Yes		around 1000	Welfare	Adopted services from integrated vocational rehabilitation service centres and sheltered workshops as far as possible
74	St. Matthias' Church Nursery School	No	Difficult to arrange suitable posts as the main service is to look after infant children	0		No	No PWD staff	Yes		5	Welfare	
75	Stewards Limited	No	Being evaluated	50		No	Such measure has not been considered before. It may be considered now	Yes		700	Welfare, medical, education	Employ PWDs under possible circumstances (e.g. social enterprises, social service) and sufficient support
76	Tai Hang Residents' Welfare Association	No	No indicator was set and the established practice is used up to now.	0	No PWDs applied for jobs and no PWDs have been employed in the past years	No	No PWD staff	No	Not clear about the procedures and policy	14	Welfare	
77	Church of United Brethren in Christ Hong Kong Limited (The)	No	(No reason provided)	1		No	(No reason provided)	No	(No reason provided)	52	Welfare	
78	Methodist Centre	No	No discussion by the board	0		No	(No reason provided)	No	Not sure	210	Welfare	

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
79	Samaritan Befrienders Hong Kong (The)	No	Will be handled	No record	No specific record is created	No	No PWD staff	No	No related information	26	Welfare	
80	Society for the Aid and Rehabilitation of Drug Abusers (The)	No	Agency employs staff based on his/her suitability for the post	0		No	Recruitment based on skills, knowledge, experience, etc. of candidates	Yes		190	Health	Procurement of service provided by PWDs
81	Tsung Tsin Mission of Hong Kong Social Service Company Ltd (The)	No	Agency has not formulated any policy/procedure for the employment of PWDs but managerial staff are given a free hand to employ PWDs	0	No application from PWDs	No	No such employment	No	Policy has not been formulated as yet	186	Welfare	
82	Tung Lum Nien Fah Tong Limited	No	Recruitment based on suitability of applicants to the posts	0	Has not employed PWD staff, but had one PWD on work trial for half a day	No	No information	No	No need for the time being	37	Welfare	
83	Tung Sin Tan Home for the Aged	No	The hostel is situated in the mid levels in a sub-urban district where transportation is inconvenient. Moreover, it is difficult for PWDs to take care of the disabled residents.	No record	(No reason provided)	No	(No reason provided)	No		17	Welfare	



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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No' record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
84	Tung Wah Group of Hospitals	No	Agency is an equal opportunity employer and it is a discriminatory practice in differentiating able and disabled persons in personnel administration	No record	Agency is an equal opportunity employer and it is a discriminatory practice in differentiating able and disabled persons in personnel administration	No	Agency is an equal opportunity employer and it is a discriminatory practice in differentiating able and disabled persons in personnel administration	No	Currently reviewing the related policy and considering issuing a guideline on employing PWDs	6113	Welfare	
85	United Christian Nethersole Community Health Service	No	Depends on whether the PWD is suitable for the job	2		No	Not necessary	Yes		207	Health	
86	Watchdog Limited	No	First time to employ people with disabilities	1		No	(No reason provided)	No	Agency does not know where they could get the references/ documents	16	Welfare	
87	Yan Chai Hospital	No	Agency provides general guidelines on the employment of PWDs and is reviewing this employment policy with a view to setting an indicator.	No record	Agency has experience in hiring PWDs as relief worker or providing service in cleaning/ publishing for their service units.	No	Reviewing its policy for the employment of PWDs	Yes		852	Welfare	1. always use service providers who employ PWDs for cleaning/publishing job in their service units. 2. encourage their service units to hire PWDs by job matching with other social service organizations.
88	Yang Memorial Methodist Social Service	No	(No reason provided)	14		No	(No reason provided)	No	(No reason provided)	400	Welfare, medical	
89	Yuen Long Town Hall Management Committee Limited	No	PWDs are welcomed to apply for vacancies as long as they meet the requirements of the posts	0		No	No PWD staff	Yes		90	Welfare	
90	Yuen Yuen Institute (The)	No	At the executive meeting of the organization, most members support not setting employment indicator for PWDs and agree to take its course.	0	No suitable persons	No	(No reason provided)	No	At the executive meeting of the organization, most members support not setting employment indicator for PWDs and agree to take its course.	124	Welfare	Since July 2007, the organization out-sourced cleaning services provided by PWDs from a newly set-up women's centre.

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
91	The Hong Kong Council of The Church of Christ in China	No	(No reason provided)	1		No	(No reason provided)	No	(No reason provided)	34	Church, education agency, welfare	
92	Alice Ho Miu Ling Nethersole Hospital	No	Agency employs staff by their merits	0		No	Agency does not have the policy/practice	No	(No reason provided)	342	Welfare, Education	
93	Christian Concern for the Homeless Association	No	(No reason provided)	0		No	No PWD staff	No	(No reason provided)	18	Welfare	
94	Hong Kong Society for Rehabilitation (The)	No	(No reason provided)	34		No	(No reason provided)	No	(No reason provided)	452	Welfare	
95	Operation Dawn Limited (The)	No	There are related guidelines but no concrete indicator	1		No	Publications mainly publish news of staff	No	(No reason provided)	30	Welfare	
96	Sheng Kung Hui St. Christopher's Home Limited	No	No policy has been discussed so far	0		No	No PWD has been employed	No	To be further discussed and studied	145	Welfare	
97	Tuen Mun Yuk Chi Resource Centre Limited	No	Very limited no. of staff	No record	(No reason provided)	No	Very limited no. of staff	No	Very limited no. of staff	12	Welfare	
98	Women's Welfare Club (Eastern District) Hong Kong (The)	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	115	Welfare	
99	Chung Sing Benevolent Society	No	Undergoing staff redeployment	2		No	Avoid labelling effect	No	Undergoing staff redeployment	184	Welfare and education	
100	Chung Shak Hei (Cheung Chau) Home for the Aged Limited	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	about 120	Welfare	
101	HK & Kowloon Kaifong Women's Association	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	about 500	Non-profit making	
102	HK Sports Association for the Mentally Handicapped	No	(No reason provided)	2		No	(No reason provided)	No	(No reason provided)	16	Sports	
103	Kowloon Women's Welfare Club	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	1	Welfare	
104	International Church of the Foursquare Gospel Hong Kong District Ltd	No	Depends on suitable appointment conditions	2		No	Did not publish such information	No	Not clear about the procedures	about 140	Church, education, social service	
105	HK Federation of the Blind	No	Limited establishment in the organization	1		No	Avoid labelling effect as there is only one PWD staff	No	(No reason provided)	11	Welfare	Contracting out cassette recording work to organization of the visually impaired
106	The Hong Kong Society for the Deaf	No	(No reason provided)	13		No	(No reason provided)	No	(No reason provided)	101	Social service	
107	Hong Kong Federation of Youth Groups	No	PWDs are treated the same as others and are given equal employment opportunities	0		No	No PWD staff	No	No PWD staff	914	NGO, social welfare organization	
108	Newlife Church of Christ	No	No PWD staff	0		No	No PWD staff	No	No PWD staff	12	Welfare	
109	Hong Kong Blind Union	No	(No reason provided)	9		No	(No reason provided)	No	(No reason provided)	20	Welfare	
110	Hans Andersen Club	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	30	Welfare	

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111	Kiangsu and Chekiang Residents (HK) Association Kwai Tsing Hostel for the Elderly	No	(No reason provided)	0		No	No PWD employed	No	Have not considered as no suitable jobs currently	40	Home for elderly	
112	Ebenezer School & Home for the Visually Impaired	No	Recruitment based on job requirements	10		No	PWDs are treated the same as other staff	No	No such policy now	255	Education, welfare	If there is suitable vacancy, PWDs will be considered as far as possible.
113	Hong Kong Evangelical Church Social Service	No	No specific indicator is set, as under the principle of equal opportunity people should be employed as long as they meet the job requirements.	0		No	No PWD staff and considered this measure not necessary	No	Will take reference if needed	70	Welfare	
114	Absbury Methodist Social Service	No	(No reason provided)	0		No	(No reason provided)	No	(No reason provided)	45	Social service	
115	Yan Tin Baptist Church	No	No adequate facilities in the organization	No record	No adequate facilities in the organization	No	No adequate facilities in the organization	No	No adequate facilities in the organization	5	Religious, non-profit making	
116	Hong Kong Council of Social Service	2%		3		No	No such policy currently	No	(No reason provided)	123	Social service	
117	Finnish Evangelical Lutheran Mission	No	Special nature of service	No record	Special nature of service	No	(No reason provided)	No	Special nature of service	18	Social welfare (rehabilitation of drug abusers)	
118	HK Paralympic Committee and Sports Association for the Physically Disabled	No	(No reason provided)	1	1 full time staff and a number of part time tutors	No	(No reason provided)	No	(No reason provided)	10	Sports	Qualified retired disabled sportsmen will be employed as tutors with priority
119	HK Society for the Protection of Children	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	around 500	Non-profit making	
120	Heep Hong Society	No	(No reason provided)	1		No	(No reason provided)	No	(No reason provided)	626	Welfare (child rehabilitation)	Will consider contracting out services to PWDs
121	HK Family Welfare Society	No	It takes time for individual services to review the job nature for employment of PWDs.	0		No	As no indicator is set so far	No	It takes time for individual services to review the job nature for employment of PWDs.	around 700	Social welfare	
122	Hong Kong-Macao Conference of Seventh-day Adventists	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	Yes		43	Social welfare	
123	Hong Kong Tuberculosis, Chest & Heart Disease Association	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	over 1,000	Medical and health	
124	Jordan Valley Kaifong Welfare Association	No	Very limited organization scale and no. of staff	No record	No such policy	No	No such policy	No	No central administrative support and no resources to make reference and formulate concerned policy and procedures	5	Social service	
125	Light and Love Home	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	Yes		40-50	Welfare	

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126	HK & Macau Regional Centre of the World Fellowship of Buddhists Ltd	No	No need	No record	No need	No	No need	No	No need	45	Education	
127	The Lok Sin Tong, Benevolent Society, Kowloon	No	Applicants are considered according to their abilities. There was PWD employed in the past.	No record	No record kept but PWD was employed in the past	No	Applicants are considered according to their abilities. There was PWD employed in the past.	No	Applicants are considered according to their abilities. There was PWD employed in the past.	around 1,520	Welfare, medical and education	Applicants will be considered on equal basis according to their abilities
128	St. James' Settlement	No	PWDs are treated the same as others and no labels will be made on them. There is a large number of PWD staff in the organization.	No record	No label will be made on PWDs. However, there are disabled employees including mentally handicapped, physically handicapped and persons with chronic illness	No	Half of the services of the organization are for PWDs and it aims to assist them to integrate into society. No label will therefore be made on the PWDs.	No	Equal and open community spirit is one of the agency's key values and is applied on recruitment matters.	around 1,000	Social service	Cleaning services for the public areas of the building have been contracted out to a cleaning company that employs PWDs
129	Mother's Choice Ltd.	No	There are no positions for PWDs currently	No record	There are no full time positions	No	It does not employ full time PWDs currently	No	It has not been able to identify full time positions for PWDs	97	Social welfare	It works with other organizations to take PWDs on placement. This works better for both parties.
130	International Buddhist Progress Society (HK) Ltd	No	(No reason provided)	0		No	No PWD staff currently	Yes		10	Social welfare	
131	Sik Sik Yuen	No	(No reason provided)	No record	No record of PWD staff	No	No record of PWD staff	No	(No reason provided)	495	Welfare	
132	Kowloon City Baptist Church Neighbourhood Elderly Centre	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	17	Welfare	
133	Kwun Tong Methodist Social Service	No	It adopts a fair and non-discrimination employment policy	4		No	(No reason provided)	No	(No reason provided)	68	Welfare	
134	Helping Hands	No	Will employ PWDs as appropriate	0		No	No PWD employed currently	No	(No reason provided)	260	Welfare	
135	The Hong Kong Down Syndrome Association	No	Considering the measure currently	24		Annual Report		No	Considering the measure currently	76	Social	Set up social enterprises to employ PWDs with priority
136	Guardianship Board	No	The Board was following the policies and procedures for employment of PWDs of Civil Services practice.	0		Yes		Yes		5	Legal	

**Survey on Employment of Persons with Disabilities (PWDs) (Welfare Sector)  
December 2007**

	Organisation	Indicator for employment of PWDs		Keeping of record on no. of PWDs employed		Publishing information on employment of PWDs in its publication		Policies and procedures for employment of PWDs by drawing reference from the Civil Service practice		Other information		
		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs

**Note**

\* Late responses received after submission of the survey report to the LegCo Secretariat are included in the list.

**Organizations which did not respond to the survey (welfare sector)**

1	China Peniel Missionary Society Incorporation
2	Christian New Being Fellowship Limited (The)
3	ELCHK, Social Service Head Office
4	Mother Superior of the Congregation of Our Lady of Charity of the Good Shepherd of Angers at Hong Kong (The)
5	Harmony House Limited
6	Hong Kong Chiu Chow Po Hing Buddhism Association Limited
7	Hong Kong Christian Service
8	Hong Kong Council of Early Childhood Education and Services Limited
9	Hong Kong Women Foundation Limited
10	Hong Kong Mutual Encouragement Association Limited
11	Hong Kong Society for the Blind (The)
12	International Social Service Hong Kong Branch
13	International Women's League
14	Haven of Hope Christian Service
15	Lam Tin Estate Kai Fong Welfare Association Limited (The)
16	Lutheran Philip House Limited
17	Methodist Epworth Village Community Centre
18	New Kowloon Women Association Limited
19	S.K.H. St. Simon's Social Services
20	Po Leung Kuk
21	Salvation Army (The)
22	Sisters of the Immaculate Heart of Mary
23	Society for Community Organization
24	Mission Covenant Church Limited (The)
25	Tsim Sha Tsui District Kaifong Welfare Association

26	Suen Mei Speech and Hearing Centre
27	Hong Kong West Point Baptist Church
28	Women's Welfare Club, Western District Hong Kong
29	Yan Oi Tong
30	Youth Outreach
31	Zion Social Service Limited

**Organizations which did not agree to release the information provided in their replies in response to the survey (welfare sector)**

1	ABM Hong Kong Swatow Baptist Church Community Service Association Limited (The)
2	Five Districts Business Welfare Association

**Organizations which have yet to respond to confirm agreement to release their information (welfare sector)**

1	Chinese Evangelical Zion Church Limited
2	Nesbitt Centre Limited (The)

Survey on Employment of Persons with Disabilities (PWDs) (other service sectors)  
December 2007

Service Sector	Organisation	Indicator for employment of PWDs		Keeping of record on no. of PWDs employed		Publishing information on employment of PWDs in its publication		Policies and procedures for employment of PWDs by drawing reference from the Civil Service practice		Other information		
		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
1 Cultural, sports and home affairs	Heung Yee Kuk	No	No decision yet	No record	No decision yet	No	No decision yet	No	No decision yet	10	Consulting agency	
2 Cultural, sports and home affairs	Hong Kong Adventure Corps	No	Consider case by case	1		No	No annual report	Yes		7	Education	
3 Cultural, sports and home affairs	Hong Kong Air Cadet Corps	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	7	Youth development, uniform organization	
4 Cultural, sports and home affairs	Hong Kong Sea Cadet Corps	No	Depending on the requirements of each post	0		No	No PWD employed currently	Yes		12	Youth uniform organization	
5 Cultural, sports and home affairs	Hong Kong Sports Institute Limited	No	Agency is an equal opportunity employer and welcomes applications from all qualified candidates	1		No	Agency is an equal opportunity employer and welcomes applications from all qualified candidates	No	Agency is an equal opportunity employer and welcomes applications from all qualified candidates	432	Sports Institute	
6 Cultural, sports and home affairs	Legal Aid Services Council	No	There are currently only two contract staff directly appointed by the Council. The other four staff members are seconded from the Government.	0		No	There is no PWDs being employed.	Yes		6	General administration work of a statutory body	
7 Cultural, sports and home affairs	Management Company of Olympic House Limited	No	(No reason provided)	1		No	(No reason provided)	No	(No reason provided)	11	Venue management	
8 Cultural, sports and home affairs	Scout Association of Hong Kong	No	(No reason provided)	1		No	(No reason provided)	Yes		222	Youth service	Outsourcing of cleaning work for toilets
9 Cultural, sports and home affairs	Sports Federation & Olympic Committee of HK, China	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	19	Sports Administration	
10 Cultural, sports and home affairs	The Boys' Brigade, Hong Kong	No	Small-scaled NGO	No record	Small-scaled NGO	No	Small-scaled NGO	No	Small-scaled NGO	26	Welfare	
11 Cultural, sports and home affairs	The Duty Lawyer Service	1.15%		1		Annual Report		Yes		87	Legal assistance	
12 Cultural, sports and home affairs	The Hong Kong Academy for Performing Arts	No	The Academy does not consider it necessary to set an indicator for employment of PWDs as it selects candidates based on their competencies regardless of whether they are disabled or not.	No record	The Academy will not treat them as a different group of employees.	No	The Academy will not treat them as a different group of employees.	No	The Academy will not treat them as a different group of employees.	308	Tertiary education institution	
13 Cultural, sports and home affairs	The Hong Kong Award For Young People	No	(No reason provided)	0		No	(No reason provided)	No	(No reason provided)	59	Youth service	
14 Cultural, sports and home affairs	The Hong Kong Life Saving Society	No	(No reason provided)	No record	(No reason provided)	No	(No reason provided)	No	(No reason provided)	18	Lifesaving Education	



Survey on Employment of Persons with Disabilities (PWDs) (other service sectors)  
December 2007

Service Sector	Organisation	Indicator for employment of PWDs		Keeping of record on no. of PWDs employed		Publishing information on employment of PWDs in its publication		Policies and procedures for employment of PWDs by drawing reference from the Civil Service practice		Other information		
		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
15	Cultural, sports and home affairs Hong Kong Arts Development Council	No	It does not have such policy and select candidates based on their competencies regardless of whether they are disabled or not	No record	No such classification	No	No such classification	No	HKADC is an equal opportunity employer and all staff are hired according to their competencies regardless of gender, family status and disability.	39	Arts Development and Administration	Outsourcing services to agencies employing PWDs
16	Cultural, sports and home affairs Hong Kong Sinfonietta Limited	No	Hong Kong Sinfonietta Limited is an equal opportunities employer which does not discriminate (negatively or positively) against people with disabilities. Appointments of musicians, for example, are based solely on their playing, and auditions were held anonymously behind a screen. They would not be asked, for example, if they are mentally ill or speech impaired. Also, the agency does not have special measures for PWDs because it would not be helpful to highlight that they were disabled.	No record	Hong Kong Sinfonietta Limited is an equal opportunities employer which does not discriminate (negatively or positively) against people with disabilities. Appointments of musicians, for example, are based solely on their playing, and auditions were held anonymously behind a screen. They would not be asked, for example, if they are mentally ill or speech impaired. Also, the agency does not have special measures for PWDs because it would not be helpful to highlight that they were disabled.	No	Hong Kong Sinfonietta Limited is an equal opportunities employer which does not discriminate (negatively or positively) against people with disabilities. Appointments of musicians, for example, are based solely on their playing, and auditions were held anonymously behind a screen. They would not be asked, for example, if they are mentally ill or speech impaired. Also, the agency does not have special measures for PWDs because it would not be helpful to highlight that they were disabled.	No	Hong Kong Sinfonietta Limited is an equal opportunities employer which does not discriminate (negatively or positively) against people with disabilities. Appointments of musicians, for example, are based solely on their playing, and auditions were held anonymously behind a screen. They would not be asked, for example, if they are mentally ill or speech impaired. Also, the agency does not have special measures for PWDs because it would not be helpful to highlight that they were disabled.	73	Symphony Orchestra	Hong Kong Sinfonietta Limited is an equal opportunities employer which does not discriminate (negatively or positively) against people with disabilities. Appointments of musicians, for example, are based solely on their playing, and auditions were held anonymously behind a screen. They would not be asked, for example, if they are mentally ill or speech impaired. Also, the agency does not have special measures for PWDs because it would not be helpful to highlight that they were disabled.
17	Cultural, sports and home affairs The Hong Kong Ballet Limited	No	It does not have indicator but will employ PWDs if it sees fit.	0	It had not employed PWDs in the past.	No	No reason provided	No	It does have policies but will follow the Civil Service practice in due course.	67	Performing arts	
18	Cultural, sports and home affairs Chung Ying Theatre Co (HK) Ltd	No	It is unnecessary. Accept if he/she is appropriate for the requirement.	1		No	It is an arts group, unnecessary. Accept if he/she is appropriate for the requirement.	Yes		17	Performing arts	
19	Cultural, sports and home affairs City Contemporary Dance Company	No	No indicator is set according to the policy of the company.	No record	It will employ people who meet the job requirements no matter they are disabled or not	No	No suitable applicants and no record is therefore made	No	No policy plan for formulating procedures for employment of PWDs	50	Performing arts	
20	Cultural, sports and home affairs Hong Kong Chinese Orchestra Limited	No	Agency has no such policy. It selects candidates based on their abilities regardless of whether they are disabled or not.	No record	Agency does not distinguish staff by their disabilities	No	Agency does not distinguish staff by their disabilities	No	It does not have such policy. It selects candidates based on their abilities regardless of whether they are disabled or not. It does not distinguish staff by their disabilities	116	music	

Survey on Employment of Persons with Disabilities (PWDs) (other service sectors)  
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Service Sector	Organisation	Indicator for employment of PWDs		Keeping of record on no. of PWDs employed		Publishing information on employment of PWDs in its publication		Policies and procedures for employment of PWDs by drawing reference from the Civil Service practice		Other information		
		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
21	Cultural, sports and home affairs The Hong Kong Philharmonic Society Ltd	No	It selects candidates based on their competencies regardless of whether they are disabled or not.	No record	It will not treat PWDs as a different group of employees.	No	It will not treat PWDs as a different group of employees.	No	It selects candidates based on their competencies regardless of whether they are disabled or not. It will not treat PWDs as a different group of employees.	120	Concert performances	
22	Cultural, sports and home affairs Zuni Icosahedron	No	It selects candidates based on their competencies regardless of whether they are disabled or not.	No record	It will not treat PWDs as a different group of employees.	No	It will not treat PWDs as a different group of employees.	No	It selects candidates based on their competencies regardless of whether they are disabled or not. It will not treat PWDs as a different group of employees.	15	Theatre group	
23	Cultural, sports and home affairs Theatre Ensemble Limited	No	It selects candidates based on their competencies regardless of whether they are disabled or not.	No record	It will not treat PWDs as a different group of employees.	No	It will not treat PWDs as a different group of employees.	No	It selects candidates based on their competencies regardless of whether they are disabled or not. It will not treat PWDs as a different group of employees.	28	Performing arts	
24	Cultural, sports and home affairs Hong Kong Dance Company Limited	No	Being a subvented organisation, HKDC always follows the Government's policy towards PWDs. Applications from PWDs are welcomed and considered on equal terms with other applicants. Currently, HKDC has not employed any PWDs due to our professional working environment as a dance company. However, on programme side, HKDC participated in the Jockey Club Arts for the Disabled Scheme in 2007 to provide young disabled people with some basic dance training so as to help them liberate themselves from their impediments and develop their potential. In 2008, HKDC will also collaborate with Arts with the Disabled Association Hong Kong (ADA) on the project of Dancing Sketch under the Community Cultural Ambassador Scheme 07/08 organised by the Leisure and Cultural Services Department.	0		Company's operation manual and staff handbook.		Yes	Applicants from PWDs are welcome and considered on equal terms with other applicants.	59	Performing arts	
25	Cultural, sports and home affairs Hong Kong Repertory Theatre Limited	No	The organization adopts an open and equal principle in recruitment and selects candidates based on the professional requirements of the posts.	0			No PWD employed at present	No	The organization adopts an open and equal principle in recruitment and selects candidates based on the professional requirements of the posts.No reason provided	51	Performing arts	
26	Cultural, sports and home affairs Hong Kong Arts Centre	No	The organization does not wish to highlight the staff with disabilities when there is PWD in the organization.	0			The organization does not wish to highlight the staff with disabilities when there is PWD in the organization.	No	The organization will state as "Equal Opportunity Employer" in future recruitment advertisement and in their staff manual.	78	Arts and culture	The organization is regularly procuring services of New Life Psychiatric Rehabilitation Association for publicity mailing insertion.

Survey on Employment of Persons with Disabilities (PWDs) (other service sectors)  
December 2007

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
27	Cultural, sports and home affairs Board of Management of the Chinese Permanent Cemeteries	No	Employment of staff is based on the competency of individual candidates.	0		No	The organization does not issue any publication.	Yes		180	Cemetery management	
28	Cultural, sports and home affairs Board of Trustees of the Sir Edward Youde Memorial Fund	No	Employment of staff is based on the competency of individual candidates.	0		No	The organization does not issue any publication.	Yes		9 shared staff among other trust fund committees	Investments of trust fund	
29	Cultural, sports and home affairs Brewin Trust Fund Committee	No	Employment of staff is based on the competency of individual candidates.	0		No	The organization does not issue any publication.	Yes		9 shared staff among other trust fund committees	Administration of trust fund	
30	Cultural, sports and home affairs Chinese Temples Committee	No	Employment of staff is based on the competency of individual candidates.	0		No	The organization does not issue any publication.	Yes		36 (including 9 shared staff among other trust fund committees)	Temple management	
31	Cultural, sports and home affairs Grantham Scholarships Fund Committee	No	Employment of staff is based on the competency of individual candidates.	0		No	The organization does not issue any publication.	Yes		9 shared staff among other trust fund committees	Management of trust fund	
32	Cultural, sports and home affairs Li Po Chun Charitable Trust Fund Committee	No	Employment of staff is based on the competency of individual candidates.	0		No	The organization does not issue any publication.	Yes		9 shared staff among other trust fund committees	Administration of trust fund	
33	Cultural, sports and home affairs Sir Murray MacLehose Trust Fund Investment Advisory Committee	No	The committee currently has not employed any dedicated staff to serve the committee.	0		No	The organization does not issue any publication.	Yes		8 shared staff among other trust fund committees	Give advice on the investments of trust fund	
34	Cultural, sports and home affairs Sir Robert Black Trust Fund Committee	No	Employment is offered to a candidate whose competency matches the requirements of the post no matter the candidate is a PWD or not.	0		No	The organization does not issue any publication.	Yes		9 shared staff among other trust fund committees	Administration of trust fund	

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs	
35	Medical and health	Fish Marketing Organization	No	As the organization runs an outdoor wholesale market in mid-night where the working environment is wet, noisy and crowded with cars, no PWDs have been employed for safety reasons. Review will be taken.	0	As the organization runs an outdoor wholesale market in mid-night where the working environment is wet, noisy and crowded with cars, no PWDs have been employed for safety reasons. Review will be taken.	No	As the organization runs an outdoor wholesale market in mid-night where the working environment is wet, noisy and crowded with cars, no PWDs have been employed for safety reasons. Review will be taken.	No	As the organization runs an outdoor wholesale market in mid-night where the working environment is wet, noisy and crowded with cars, no PWDs have been employed for safety reasons. Review will be taken.	194	Wholesale for fish	
36	Medical and health	Hong Kong Academy of Medicine	No	This item has not yet been discussed, but will be brought up for discussion.	No record	This item has not yet been discussed, but will be brought up for discussion.	No	This item has not yet been discussed, but will be brought up for discussion.	No	This item has not yet been discussed, but will be brought up for discussion.	21	Education	The Academy uses services of a rehabilitation centre for printing of Academy's stationery.
37	Medical and health	Hong Kong Council on Smoking and Health	No	The Council has a small secretariat with only 10 staff. It is impractical to set an indicator for PWDs.	0		No	The existing number of PWDs is currently 0.	Yes	Candidates with disabilities who meet the basic entry requirements for the post concerned will be invited to attend the selection interviews. Its policy is similar to the government one.	10	Public Health Promotion	
38	Medical and health	Hong Kong St. John Ambulance	No	Agency always observes equal opportunity rights and supports the employment of candidates with disabilities found suitable for the posts.	1		No	(No reason provided)	No	Agency always observes equal opportunity rights and supports the employment of candidates with disabilities found suitable for the posts.	60	Voluntary agency/health care and first-aid services	
39	Medical and health	Hospital Authority	2.19%		1168		No	(No reason provided)	Yes		53433	Health Care	
40	Medical and health	The Family Planning Association of Hong Kong	No	Its recruitment policy states that candidates with disability are considered on equal terms with other candidates.	No record	Employees are not asked to state whether they have any disabilities.	No	It does not keep the records.	No	Consider all candidates equally.	209	Health	Procurement of services involving employment of PWDs.
41	Medical and health	The Prince Philip Dental Hospital	No	Small establishment and requirement of professional qualifications making it difficult to strictly impose an indicator of employment of PWDs.	1		No	The number of recruitment exercises and the number of appointees involved are limited.	Yes		288	Dental Teaching Hospital	All PWD applicants are treated alike as other applicants and a friendly working environment is provided.
42	Medical and health	Vegetable Marketing Organisation	No	The organization runs wholesale market where the working environment is wet, noisy and crowded with people and cars. Not many PWDs are employed for safety reason.	3		No	PWDs are treated the same. To avoid labelling effect, the number of PWDs employed is not published.	No	No policies and procedures are formulated due to the small number of PWDs employed	242	Vegetable wholesale and local agricultural development	
43	Medical and health	Veterinary Surgeons Board	No	The Board has only 6 full time employees.	No record	The employment of the Board's staff is conducted by Agriculture, Fisheries and Conservation Department which follows the Government's relevant policy.	No	The employment of the Board's staff is conducted by Agriculture, Fisheries and Conservation Department which follows the Government's relevant policy.	Yes	The employment of the Board's staff is conducted by Agriculture, Fisheries and Conservation Department which follows the Government's relevant policy.	6	Registration, regulation and discipline of veterinary surgeons	The employment of the Board's staff is conducted by Agriculture, Fisheries and Conservation Department which follows the Government's relevant policy.

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs	
44	Medical and health	World Wide Fund for Nature Hong Kong	No	(No reason provided)	0		No	No PWD is employed at the moment.	No	No formal policies and procedures at the moment but applications from PWDs are welcomed.	90	Conservation, Education, Charity	
45	Education	Hong Kong Baptist University	No	The University offers equal opportunities to job applicants with or without disabilities.	No record	Employees are not required to indicate whether they are PWDs.	No	Employees are not required to indicate whether they are PWDs	No	(No reason provided)	about 2000	Education	
46	Education	Hong Kong Examinations and Assessment Authority	No	The Authority has not adopted formal policy for employment of PWDs. However equal opportunity employment is practised.	0		No	Such information is given by staff concerned on voluntary basis.	No	To be reviewed	325	Education	
47	Education	Hong Kong University of Science and Technology	No	As an equal opportunities employer, the university has always adopted a fair and open recruitment policy, with selection based on the applicants' abilities, aptitude and knowledge of the job.	No record	Following its recruitment policy, it will not ask employees if they have disabilities as long as they can do the job. Nevertheless, it does have a number of staff members with disabilities.	No	It does not have an official record of the number of employees with disabilities.	Yes	Our policy on employment of persons with disabilities basically follows that of the Government. The organization did have successfully recruited staff through the Selection Placement Division of the Labour Dept.	2997	Education	The organization has endeavoured to provide a facilitating environment on campus for persons with disabilities and will constantly improve such facilities.
48	Education	The Hong Kong Institute of Education	No	All candidates who meet the basic entry requirements for the post are welcomed to apply.	2		No	Not the prevailing practice to publish the no. of staff in its publication	Yes		1181	Education	Car parking spaces; ramps; tactile warning strips; disabled toilets; lifts; emergency call bells; visual alarm signal; braille and tactile layout plan
49	Education	The University of Hong Kong	0.09%		4		Yes		Yes		4623	Education	Setting up of a Disability Action Committee to devise and implement strategies for improving access by people with disabilities to employment or study in the University; appointment of an Equal Opportunity Officer who helps to deal with issues on various issues including disability.
50	Education	Vocational Training Council	No	Due to various nature of jobs related to teaching and training activities	76		Yes		Yes		4751	Education	Offer resource services and technical aids to PWDs employed to enable them to perform duties more efficiently.
51	Education	Lingnan University	No	The university offers equal opportunities to all qualified persons	3		No	PWDs are treated equally as the other employees	Yes		607	Education	Promoting equal opportunities in the Staff Handbook

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		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs	
52	Education	Hong Kong Council for Accreditation of Academic and Vocational Qualifications	No	The organization has not yet got a thorough plan on employment of PWDs	0		No	No reason provided	No		52	Education	No
53	Education	The Hong Kong Polytechnic University	No	The Univeristy does not wish to discriminate against people with disabilities and for all positions advertised, the best qualified/suitable will get it, irrespective of whether disabled or not.	No record	It does not have to single out PWD with special treatment, or labeling. Some staff do not even want HR to know of their disabilities if it does not affect their work.	No	The Univeristy does not wish to discriminate against people with disabilities and for all positions advertised, the best qualified/suitable will get it, irrespective of whether disabled or not.	No	The Univeristy does not wish to discriminate against people with disabilities and for all positions advertised, the best qualified/suitable will get it, irrespective of whether disabled or not.	6500	High Education	The Convenience Store on campus is contracted out with specific agreement that it is to be run by PWD.
54	Education	The City University of Hong Kong	No	In securing the best qualified persons for the jobs the University offers, the University undertakes to provide equal opportunities for all applicants	No record	The University does not require applicants or employees to indicate their disabilities.	No	The University does not require applicants or employees to indicate their disabilities.	Yes	The University has policy on equal opportunities	3312	Education	
55	Education	The Chinese University of Hong Kong	No	The Univeristy upholds an employment policy of providing equal opportunities to all applicants and does not require applicants to state if they have disabilities of any kind or at what level/extent.	No record	Appointees are not required to declare their disabilities.	No	There is no accurate record of such employment information.	No	The Univeristy upholds an employment policy of providing equal opportunities to all applicants and does not require applicants to state if they have disabilities of any kind or at what level/extent.	5975	Education	Nil
56	Commerce and economic development	Consumer Council	2.40%		3		Annual Report		Yes		124	Consumer Protection	Nil.
57	Commerce and economic development	Federation of Hong Kong Industries	~1%		1		No	The percentage is insignificant	No	The organization does have policy to ensure all employment will not be influenced by race, health, disability etc.	112	Provide service to the public on certification of original and promote Hong Kong industries.	Equal opportunity in employment of PWD

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58	Commerce and economic development	Hong Kong Applied Science and Technology Research Institute Co. Ltd. and Hong Kong Jockey Club Institute of Chinese Medicine Ltd.	No	Appointment offered to candidate is subject to their suitability and competency in meeting the related job requirements.	3		Agency's Corporate Governanace Manual		Yes		410	Research & Development	
59	Commerce and economic development	Hong Kong Export Credit Insurance Corporation	No	Agency has reviewed its employment policy to encourage employment of PWDs with no indicator added. Suitable candidates will be identified in the recruitment process where appropriate.	0		No	No employee under this category.	Yes		93	Export Credit Insurance	
60	Commerce and economic development	Hong Kong Productivity Council	No	No such policy	2		No	No such policy	Yes		562	Consultancy	
61	Commerce and economic development	Hong Kong Science & Technology Parks Corporation	No	It is the Agency's policy to recruit all full-time staff with an open and competitive process. Agency adheres to the principle of equal opportunity employment and employs, retains, promotes, terminates, and otherwise treats any and all employees and job applicants equally on the basis of merit, qualifications and competence. This policy shall be applied without regard to any individual's sex, race, religion, disability and marital status. At present, agency has employed the service of PWDs through outsourcing contracts of service.	No record	The total service fee of PWDs currently employed through outsourcing amounts to around \$128,305 for the fiscal year from 1.1.2007 to 31.12.2007.	No	The amount \$128,305 is not significant and it comprises outsourcing service fee expense only.	Yes		169	Development & Provision of Premises for High-tech R & D Industries	Through outsourcing service contracts.
62	Commerce and economic development	Hong Kong Tourism Board	No	Selection criteria is solely based on the matching of the profile of the candidate with the job requirement. Thus, no fixed percentage of the total workforce is adopted.	No record	Selection criteria is solely based on the matching of the profile of the candidate with the job requirement. Thus, no fixed percentage of the total workforce is adopted.	No	The Board has all along adopted the principle of fairness and equal opportunities in staff recruitment. Candidates are selected as long as their profiles, including their competence, relevant skills and experience, match the job requirements.	No	Selection criteria is solely based on the matching of the profile of the candidate with the job requirement. Thus, no fixed percentage of the total workforce is adopted.	210	Tourism	

Survey on Employment of Persons with Disabilities (PWDs) (other service sectors)  
December 2007

Service Sector	Organisation	Indicator for employment of PWDs		Keeping of record on no. of PWDs employed		Publishing information on employment of PWDs in its publication		Policies and procedures for employment of PWDs by drawing reference from the Civil Service practice		Other information		
		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs
63	Commerce and economic development Hong Kong Trade Development Council	No	For recruitment, the organization opens job vacancies to and consider all candidates including the PWDs who meet the requirements of the jobs. It has not forgotten about the disabled groups in the society. Individual departments such as Exhibitions, Publications, Product Promotion and Business Matching, contract out some direct mailing and stuffing tasks to some social service organisations i.e. St. James' Settlement, the Hong Kong Society for Rehabilitation and TWGHs Mok Law Sui Wah Integrated Vocational Rehabilitation Centre, which offer job opportunities for the mentally-retarded and physically-disabled.	3		No	For recruitment, the organization opens job vacancies to and consider all candidates including the PWDs who meet the requirements of the jobs. It has not forgotten about the disabled groups in the society. Individual departments such as Exhibitions, Publications, Product Promotion and Business Matching, contract out some direct mailing and stuffing tasks to some social service organisations i.e. St. James' Settlement, the Hong Kong Society for Rehabilitation and TWGHs Mok Law Sui Wah Integrated Vocational Rehabilitation Centre, which offer job opportunities for the mentally-retarded and physically-disabled.	No	For recruitment, the organization opens job vacancies to and consider all candidates including the PWDs who meet the requirements of the jobs. It has not forgotten about the disabled groups in the society. Individual departments such as Exhibitions, Publications, Product Promotion and Business Matching, contract out some direct mailing and stuffing tasks to some social service organisations i.e. St. James' Settlement, the Hong Kong Society for Rehabilitation and TWGHs Mok Law Sui Wah Integrated Vocational Rehabilitation Centre, which offer job opportunities for the mentally-retarded and physically-disabled.	740	Trade Promotion	
64	Commerce and economic development Ocean Park Corporation	No	The prevailing policy and arrangement of Ocean Park, which places an emphasis on equality and fairness to all job applicants, including applicants with disabilities, are appropriate for the objective of employment and integration of persons with disabilities for Ocean Park.	29		Public release and internal newsletter periodically		Yes		1404	Theme Park	Working with charitable organizations, and other quasi-government and welfare groups employing PWDs.
65	Transport, housing and development Estate Agents Authority	No	Agency is not aware of the proposal of setting a PWD indicator.	1		No	EAA is an equal opportunity employer. In view of the proposed target of 2% disabled employees, EAA will aim to give priority to suitable job applicants in future.	No	In response to Government's appeal to provide employment opportunities for PWDs, EAA will set an employment indicator and recruitment policy for PWDs and publish their numbers in the organisation's annual report coming 2008.	75	Law enforcement /regulatory body	
66	Transport, housing and development Hong Kong Housing Authority	No	Agency is an equal opportunity employer	7		No	(No reason provided)	Yes		1100	Public Housing Construction and Estate Management	
67	Transport, housing and development Housing Managers Registration Board	No	Agency is an equal opportunity employer	0		No	(No reason provided)	Yes		1	Administrative	
68	Transport, housing and development Airport Authority	No	Agency is an equal opportunity employer	2		No	(No reason provided)	Yes		about 1000+	Airport management	



Survey on Employment of Persons with Disabilities (PWDs) (other service sectors)  
December 2007

Service Sector	Organisation	Indicator for employment of PWDs		Keeping of record on no. of PWDs employed		Publishing information on employment of PWDs in its publication		Policies and procedures for employment of PWDs by drawing reference from the Civil Service practice		Other information			
		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs	
69	Transport, housing and development	Urban Renewal Authority	No	Agency has adopted an equal employment opportunity policy whereby irrespective of their physical condition, candidates are considered on their quality and suitability to the job.	0		No	Currently there is no employment of PWD	No	Agency has a well-defined policy on equal employment opportunity to eliminate any discrimination in employment in terms of disability, race, creed, age, sex or family status.	274	Urban renewal activities	Equal Employment Opportunity Policy
70	Constitutional affairs and administration	Equal Opportunities Commission	No	Everything being equal, preference will be given to recruiting applicants with disabilities. Reasonable accommodation will also be given to staff with disabilities in the workplace.	5		No	Will consider this matter in future and will seek staff concerned's views and acceptance first.	Yes		77	Implementing anti-discrimination legislation and promoting equal opportunities	(1)Where appropriate, recruitment advertisements are specifically placed with the Labour Department's Selective Placement Service in addition to other advertising media; and (2) Procurement of service involving employment of PWDs.
71	Constitutional affairs and administration	Office of the Privacy Commissioner for Personal Data	No	Being an equal opportunity employer, the organization does not have an indicator for employment of PWDs but recruits on the merit of qualification, experience and aptitude of candidates. In other words, recruitment is more based on those yardsticks irrespective of disability. They treat all candidates equal.	0	The organization has systematic personnel record. Should PWDs be employed, the number can be retrieved in the system. However, currently there are no PWDs employed.	No	The status of an equal opportunity employer speaks for itself	No	The key elements of Government's policy on employment of PWDs may not sound practical. The organization will not solicit information of disability from its recruitment advertisement (unnecessary personal data) as this may not be relevant to its recruitment selection criteria. Secondly, anyone is to compete for the vacant posts on equal footing and preference is only given when the PWDs are among the candidates with equal marks.	50	Human rights	
72	Constitutional affairs and administration	Office of The Ombudsman	No	All job applications are assessed equally under the same requirements for the posts	0		No	No PWDs currently employed.	Yes		106	Investigation of complaints of alleged maladministration against Government and scheduled organisations.	
73	Constitutional affairs and administration	Legislative Council Secretariat	1.90%		6		No	information is for internal reference only	Yes		322	Legislature	
74	Financial services	Hong Kong Institute of Certified Public Accountants	No	HKICPA believes in equal opportunity and will make sure that every job applicant and employee has equal employment opportunities	3		Internal employment guidelines		No	Guideline developed for Institute special circumstances.	159	Professional accountancy body	
75	Financial services	Mandatory Provident Fund Schemes Authority	No	Agency is an equal employment opportunity employer. All candidates regardless of race, sex, physical capability are treated on an equal footing in relation to recruitment.	1		No	As an equal opportunities employer, agency does not wish to highlight any particular category of staff.	No	Agency is an equal opportunity employer and prohibits any form of discrimination.	455	Regulatory	

Survey on Employment of Persons with Disabilities (PWDs) (other service sectors)  
December 2007

Service Sector	Organisation	Indicator for employment of PWDs		Keeping of record on no. of PWDs employed		Publishing information on employment of PWDs in its publication		Policies and procedures for employment of PWDs by drawing reference from the Civil Service practice		Other information			
		Percentage of Workforce (if 'Yes')	Reason (if 'No')	Total No. of PWDs currently employed	Reason (if 'No record')	Publication	Reason (if 'No')	Yes / No	Reason (if 'No')	Total No. of employees	Nature of Work	Other measures taken by the NGO in promoting employment of PWDs	
76	Financial services	Securities & Futures Commission	No	Agency is an Equal Employment Opportunity employer and do not have separate policy/record for employment of people with disabilities.	No record	Agency is an Equal Employment Opportunity employer and do not have separate policy/record for employment of people with disabilities.	No	Agency is an Equal Employment Opportunity employer and do not have separate policy/record for employment of people with disabilities.	No	Agency is an Equal Employment Opportunity employer and do not have separate policy/record for employment of people with disabilities.	442	Securities regulator	
77	Labour	Employees Compensation Assistance Fund Board	No	Limited number of contract staff.	0		No	No such employment	Yes		3	Provide employees compensation/ relief payment assistance under Employee Compensation Assistance Ordinance (Cap 365)	
78	Labour	Occupational Deafness Compensation Board	No	Agency has only a small secretariat with 10 staff. An indicator will not be meaningful.	No record	There is no such need at present	No	There is no such need at present	Yes		10	Compensation and education	Bulk mailing contacts, etc. award to organizations employing PWDs
79	Labour	Occupational Safety and Health Council	No	Agency supports the equal opportunity in employment, and would make all recruitment decisions on the basis of consistent selection criteria. Each candidate would be assessed according to his/her capabilities to carry out a job and would not be judged by irrelevant considerations.	0		No	There is no PWDs employed by the agency at present	Yes		64	Education, promotion, research & consultancy for safety & health at work	
80	Labour	Pneumoconiosis Compensation Fund Board	No	The number of staff in the secretariat is small, and there is no foreseeable staff turnover and vacancy, setting an indicator as target is not practical and feasible.	0		No	Practical difficulties because of small number of employees	Yes		14	Processing of compensation claims and conducting education and publicity activities, etc.	Suppliers with disabled staff are welcomed. One NGO with mental PWDs was selected for enveloping Agency's Annual Reports.
81	Labour	Protection of Wages on Insolvency Fund Board	No	PWDs are given equal opportunities	0		No	No PWDs are currently employed.	Yes		3	A statutory body to administer the Protection of Wages on Insolvency Fund	Procurement of service involving employment of PWDs.
82	Labour	Social Workers Registration Board	No	Only 7 posts established in the Board Secretariat	0		No	(No reason provided)	No	(No reason provided)	7	registered social worker	Outsourcing of mass mailing to PWD organizations such as sheltered workshops

**Notes**

\* Late responses received after submission of the previous survey report to the LegCo Secretariat are included in the above list.

# As reported by the relevant bureaux, some of the organizations have no staff under their establishment and were thus excluded from the original list.

**Organizations which did not respond to the survey (other service sectors)**

1	Cultural, sports and home affairs	Hong Kong Arts Festival Society Limited
2	Cultural, sports and home affairs	The Hong Kong Girl Guides Association
3	Cultural, sports and home affairs	The Girl's Brigade (Hong Kong)
4	Cultural, sports and home affairs	Hong Kong Road Safety Association
5	Education	Open University of Hong Kong
6	Medical and health	Environment and Conservation Fund Committee
7	Security	The Society for the Aid and Rehabilitation of Drug Abusers

**Organization which did not agree to release the information provided in its reply in response to the survey (other service sectors)**

1	Cultural, sports and home affairs	The Outward Bound Hong Kong
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**Note**

# As reported by the relevant bureaux, some of the organizations have no staff under their establishment and were thus excluded from the original list.

**Survey on Measures to Promote Employment Opportunities  
for Persons with Disabilities (PWDs)  
Public Sector Primary, Secondary  
and Special Schools under Education Bureau**

The survey covered a total of 1066 public sector primary, secondary and special schools under the Education Bureau. The survey period was between December 2007 and February 2008. A total of 686 schools responded, representing a response rate of 64%. Survey findings are summarized in ensuing paragraphs.

To set an indicator for employment of PWDs on a voluntary basis

2. 17 schools (representing 2.5% of the total number of schools responded) reported that they had set an indicator for employment of PWDs on a voluntary basis. The employment indicators set ranged from 1% to 10%.

3. For those schools with no employment indicators, most responded that all job applicants were considered equally on the basis of their abilities and professional qualifications and as such, no employment indicators were set.

To formulate policies and procedures regarding employment of PWDs by drawing reference from the Civil Service

4. 152 schools (representing 22% of the total number of schools responded) reported that they had formulated policies and procedures regarding employment of PWDs by drawing reference from the Civil Service.

5. For those schools which had not formulated specific policies for employment of PWDs, some indicated that they would consider setting up related policies in future having regard to the Civil Service practice.

To announce the numbers of PWDs employed in annual reports

6. Only one school (0.1%) had announced the number of PWDs employed in its annual report.

7. For the rest, some explained that they had not collected the data for the purpose and some had reservation in disclosing the information, given their concern on the possible labeling effect.

Labour and Welfare Bureau  
Education Bureau  
May 2008