

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

**Measures to Promote Employment Opportunities  
for Persons with Disabilities**

**Purpose**

This paper aims to report on the findings of a tracking survey on the implementation of measures to promote the employment of persons with disabilities (PWDs) by Government Subvented Organizations (GSOs) and Statutory Bodies (SBs) conducted in December 2007, and to respond to the suggestions raised by Members at the meeting of 6 July 2007:

- (a) the Administration should work out a development blueprint and an implementation timetable for subvented organizations on the formulation of recruitment policies and employment indicators for PWDs, for example, each subvented organization had to reach the target of having 2% disabled employees in three years' time. Subvented organizations failing to achieve the target should shoulder the consequence of reduced subvention; and

- (b) strategies should be formulated and resources increased for the promotion of public education on the abilities and employability of PWDs, and on the development of a caring and inclusive culture in the community.

**Findings of the tracking survey on the implementation of measures to promote the employment of PWDs by GSOs and SBs**

2. On the recommendation of the Sub-committee on Employment of the Rehabilitation Advisory Committee, the then Health, Welfare and Food Bureau (HWFB) in May 2003 mobilised all relevant government bureaux to encourage GSOs and SBs under their purview to formulate a recruitment policy and to set an employment indicator for PWDs, with a view to further promoting their employment opportunities. Concerned measures included:

- (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.

3. In 2004 and early 2007, the then HWFB conducted tracking surveys to follow up the above efforts. Findings were reported to the Subcommittee at the meeting on 26 March 2007. To review the progress of the implementation of the above measures by the GSOs and SBs, the Labour and Welfare Bureau (LWB) conducted another tracking survey in December 2007.

4. The survey conducted in December 2007 covered a total of 272 GSOs and SBs. A total of 201 replies were received with a response rate of 74%. Findings in respect of the measures in para. 2(a), (b) and (c) are as follows:

- (a) set up an indicator for employment of PWDs on a voluntary basis – 13 organizations (6%) with an employment indicator of 2% on average;
- (b) formulated policies and procedures regarding employment of PWDs by drawing reference from the Civil Service – 64 organizations (32%);
- (c) announced the numbers of PWDs employed in annual reports – 17 organizations (8%).

5. A summary of the data received from the respondents is provided at **Annex A**.

6. In response to the Subcommittee's request, this survey also covered about 1000 public sector primary, secondary and special schools under the Education Bureau. As this is the first time for the schools to provide such information, and over 10 days of school holidays fell within the survey period, a complete survey report on the findings cannot be provided at the moment. The Education Bureau will assist the LWB in completing this survey as soon as possible. The report is expected to be submitted to the Subcommittee in March this year.

7. To promote self-reliance and employment opportunities for PWDs, the Education Bureau issued Circular Memorandum No.102/2007 and Circular No.15/2007 to encourage schools to employ PWDs to fill suitable vacant posts and to procure services provided by social enterprises on a longer-term or one-off basis as and when opportunities arise. In response to the Subcommittee's request at the meeting on 6 July 2007, the Education Bureau held a meeting with the school sponsoring bodies on 27 September 2007 to discuss the employment of PWDs. At the meeting, the LWB briefed them on the employment of PWDs and social enterprises. The Education Bureau also encouraged them to enhance the employment opportunities of PWDs through direct employment of PWDs and procurement of services provided by social enterprises to schools under their sponsorship. In future, the LWB will include public sector primary, secondary and special schools in all its tracking surveys conducted annually.

**Recommendation (1): GSOs to have 2% disabled employees**

8. The Rehabilitation Advisory Committee and its Sub-committee on Employment discussed the suggestion in para.1(a), i.e. each subvented organization had to reach the target of having 2% disabled employees in three years' time and subvented organizations failing to achieve the target should shoulder the consequence of possible reduced subvention. Members expressed disappointment on organizations failing to meet the target. At the same time, members were of the view that imposing punishments on the GSOs for failing to meet the target of employing PWDs, especially through reduction of their subvention, was not an appropriate measure for achieving the purpose of employing more PWDs. Reduced subvention would only affect the quality and quantity of their service provided to PWDs. PWDs, as the service-users, would ultimately be the ones to suffer.

9. Members suggested that measures be taken to recognise enlightening employers who had employed up to 2% of PWDs. Promotion of cross-sectoral collaboration is also recommended.

10. In addition, members suggested that large organizations (e.g. with employees of over 50 persons) should have greater flexibility in staff deployment and would be in the better position of employing more PWDs. We should target our efforts towards these organizations for formulating recruitment policies and setting employment indicators for PWDs.

11. On the findings of the present survey in respect of the 20 largest organizations in terms of subventions from the Social Welfare Department, only 5 of them set up employment indicators and 9 of them formulated policies and procedures regarding employment of PWDs by drawing reference from the Civil Service. As such, it should be more effective to concentrate our efforts on these organizations for implementing the various employment measures.

12. Whenever the Secretary for Labour and Welfare as well as every colleague within the LWB meet with representatives of all non-government organizations (NGOs) and the business sector, including representatives of different Chambers, we always take the opportunities to encourage them to employ more PWDs. In future, we will continue to request NGOs to employ more PWDs.

### **Recommendation (2): Enhancement of public education and development of inclusive culture**

13. On the promotion of public education on the abilities and employability of PWDs and the development of a caring and inclusive culture in the community, the recently published Rehabilitation Programme Plan has set out clear specific recommendations on the future development of public

education on rehabilitation. Every year, the Subcommittee on Public Education on Rehabilitation of the Rehabilitation Advisory Committee sets specific themes for its various public education programmes on rehabilitation, for promoting the employability of PWDs and the building of an inclusive society.

14. In 2007/08, the LWB had increased its overall allocation to over HK\$2.6M on public education on rehabilitation for the launching of various public education activities, including (a) the “Mental Health Month 2007” for promoting mental health, (b) the “Caring Environment Recognition Scheme” for promoting inclusive and barrier-free facilities, and (c) two Announcements for Public Interest (APIs) on “Mental Health” and “Barrier-free Environment”. In 2008/09, the Subcommittee on Public Education on Rehabilitation of the Rehabilitation Advisory Committee had decided to include “Employment of PWDs” as one of its main themes for public education activities. The LWB will allocate additional resources for organizing different kinds of promotional activities to increase public acceptance and understandings of PWDs.

### **Advice sought**

15. Members are invited to note the contents of this paper.

Labour and Welfare Bureau  
January 2008

**(1) Summary of Data Received from GSOs and SBs (December 2007)**

<b>Service sector</b>	<b>No. of GSOs and SBs in the sector</b>	<b>No. of GSOs and SBs responded (Response rate)</b>	<b>No. of GSOs and SBs adopting recruitment policies for PWDs with reference to Civil Service practice</b>	<b>No. of GSOs and SBs announcing the numbers of PWDs employed</b>	<b>No. of GSOs and SBs with employment indicators for PWDs</b>
Welfare	172	138(80%)	30	9	8
Cultural, sports and home affairs	36	17(47%)	5	1	1
Medical and health	11	10(91%)	4	0	1
Education	21	7(33%)	5	2	1
Commerce and economic development	9	9(100%)	6	3	1
Transport, housing and development	5	4(80%)	2	0	0
Constitutional affairs and administration	4	3(75%)	3	0	1
Financial services	5	5(100%)	2	1	0
Labour	7	7(100%)	6	1	0
Security	2	1(50%)	1	0	0
<b>Total :</b>	<b>272</b>	<b>201(74%)</b>	<b>64</b>	<b>17</b>	<b>13</b>

## **(2) Major Reasons for Not Adopting the Concerned Measures**

### **(I) Employment Indicator for PWDs**

- (a) All job applicants (including PWDs) are considered on an equal basis for their abilities and suitability to the posts;
- (b) Practical difficulties are encountered due to small number of employees and small organization scale; and
- (c) Nature of work and working environment are considered not suitable for PWDs.

### **(II) Recruitment Policy and Procedure for PWDs**

- (a) No need to formulate specific policies and procedures with reference to Civil Service practice for recruitment of PWDs as the organizations have adopted an equal employment opportunity policy. PWDs are not treated separately;
- (b) No need to formulate concerned policies and procedures in view of small organization size and limited number of staff; and
- (c) Nature of work and working environment are considered not suitable for PWDs.

### **(III) Announcing the number of PWDs employed**

- (a) No record on PWDs employed as employees are not required to report information on disabilities to the organizations; and
- (b) Practical difficulties are encountered in publishing the information due to small number of employees in the organizations.