

**The Meeting of LegCo Subcommittee to Study Issues Relating to the
Provision of Boarding Places, Senior Secondary Education and
Employment Opportunities for
Children with Special Educational Needs
held on 26 March 2007**

**The Administration's Written Responses to the Follow Up Actions
Raised at the Meeting**

(1) Breakdown of the types of disabilities of the 3 256 persons with disabilities in the civil service

Breakdown of the types of disabilities of the 3 256 persons with disabilities (PWDs) in the civil services as at 31 March 2006 was as follows:

Disability Group	Number of civil servant with disabilities	
Visual impairment	523	(16.06%)
Hearing impairment	283	(8.69%)
Physical handicap	1 777	54.58%)
Mental handicap	20	(0.61%)
With history of mental illness	283	(8.69%)
Visceral disability	360	(11.06%)
Others (e.g. autism, speech impairment)	10	(0.31%)
Total	3 256	(100%)

(2) Detailed information on the offers of service contracts to social enterprises by Government departments

Information on service contracts offered by Government

departments to social enterprises through the Marketing Consultancy Office (Rehabilitation) (MCO(R)) in 2006-07 is as follows:

Government Department	Contract Service	Contract Sum (\$)
Hong Kong Police Force	Police Car Wash (KLN West RHQ)	108,840
Hong Kong Police Force	Police Car Wash (NT South RHQ)	106,440
Home Affairs Department	Cleaning	226,900
Home Affairs Department	Cleaning	162,000
Customs and Excise Department	Pest Control and Cleaning	11,200
Customs and Excise Department	Repair and Maintenance	44,730
	Total	660,110

- (3) **The number of job offered and the types of disabilities of PWDs employed through the MCO(R) of the Social Welfare Department (SWD) and the Selective Placement Division (SPD) of Labour Department over the past few years.**

MCO(R)*

	2004	2005	2006
Full-time	6	16	17
Part-time	5	9	3
Total	11	25	20

*note: In arranging the job applications, the MCO(R) would directly transfer the information of the applicants to the employing organization and did not keep any record on the disability type of the applicant.

SPD

Disability Group	2004		2005		2006	
Hearing impaired	652	(27.3%)	794	(32.3%)	703	(28.2%)
Visually impaired	72	(3.0%)	64	(2.6%)	100	(4.0%)
Physically handicapped	203	(8.5%)	199	(8.1%)	251	(10.1%)
Chronically ill	293	(12.3%)	277	(11.3%)	298	(12.0%)
Ex-mentally ill	426	(17.8%)	428	(17.4%)	454	(18.2%)
Mentally handicapped	745	(31.2%)	697	(28.3%)	687	(27.6%)
Total	2 391	(100%)	2 459	(100%)	2 493	(100%)

- (4) To follow up with the Rehabilitation Advisory Committee (RAC) to encourage NGOs and subvented organizations to develop recruitment policies and employment indicators for employment of more PWDs. The employment indicators could initially be set at 2% of the total workforce of the organizations concerned, and the target be achieved on a progressive basis.**

Members were consulted about the proposals at the meeting of the Sub-committee on Employment of RAC held on 16 May 2007. Members expressed support in principle for the proposals, in particular on the suggestion that Government subvented welfare organisations should proactively set a good example by formulating recruitment policy and employment indicators. According to the findings of a tracking survey conducted by the Health, Welfare and Food Bureau (HWFB) in early 2007, the number of welfare organisations adopting these measures was still relatively on the low

side. In view of this, the attending representative of the Hong Kong Council of Social Service (HKCSS) at the meeting agreed to help mobilise welfare organisations to adopt the measures.

Regarding the formulation of employment indicators by Government subvented organizations, the RAC's views are as follows:

- (i) Members held that promotional efforts should be targeted at larger-sized organisations, such as those with staff member of 50 or above. For smaller-sized organisations (especially those with less than 10 staff members), it was noted that each staff member is often required to handle different types of work at the same time, resulting in constraints on manpower deployment. In such case, concerned organizations would have real difficulties in employing the prescribed number of PWDs;
- (ii) To protect employees against the infringement of personal privacy, organisations generally will not require job applicants or their staff to provide information in respect of their disabilities. In this connection, there will be some real difficulties in formulating the indicators and monitoring their progress. Also, for organizations with a small number of staff, they have genuine difficulty in disclosing the number of their disabled employees yearly without creating a labeling effect on disabled employees. This will further render the setting of an employment indicators unworkable; and
- (iii) Some PWDs can perform the duties just as well as any ordinary people in certain types of work, without being impeded by their disabilities and without the need for any special ancillary facilities. They have been employed as able-bodied workers and should not be labelled, or recorded in their personal files, as PWDs; and

- (iv) Members also pointed out that on account of the above reasons and the difficulties in defining and identifying PWDs, in particular for persons with less visible disabilities, including, among others, ex-mentally ill, mildly mentally handicapped and physically handicapped, the number of PWDs currently employed in Government subvented organizations should be greater than the reported figure. In addition, PWD representatives in the RAC also opposed to the practice of releasing the number of PWDs employed by these organisations on a regular basis. They maintained that PWDs should be treated in the same way as for any other able-bodied workforce and the release of the figures would create labelling effect.

Taking into account the above views, the Sub-committee on Employment of the RAC proposed that the Government conducts tracking surveys on a regular basis so as to sustain the drive and motivate Government Subvented Organizations to adopt the measures. Emphasis should, however, be put on larger-sized organisations. In parallel, efforts should be made to understand their difficulties in putting the measures into force, render assistance to them and remove their doubts and make available to them good practices for reference. The organisations should also be urged to set the employment indicator for PWDs at 2% or above and to achieve the target progressively. We will follow up the views and suggestions of the Sub-committee to continue to promote the setting up of employment indicators for PWDs in Government subvented organizations.

- (5) SWD should provide on its homepage information on employers/organizations awarded for their contributions in enhancing the employment opportunities of PWDs. SWD should also compile a register of employers and organizations who/which had employed PWDs and the register should be**

published on its homepage.

The MCO(R) of SWD organized the “Support the Employment of People with Disabilities Award Presentation Ceremony 2006” in November 2006 to give recognition to those employers employing PWDs. The list of awardees has been uploaded to the web page of the MCO(R) at www.info.gov.hk/mcor to acknowledge their contribution. Since SWD is focused on the development and provision of vocational rehabilitation services for PWDs, the Department does not have comprehensive information about employers and organizations employing PWDs and are unable to compile a register on them.

- (6) To encourage the media to feature characters with a disability in their broadcasting programmes in order to educate the public and foster an inclusive culture in the workplace.**

The Administration wrote to the media including Television Broadcast Limited (TVB), Asia Television Ltd, Radio Television Hong Kong, Commercial Radio Hong Kong and Cable TV on 23 May 2007 to encourage them to produce more broadcasting programmes featuring the working ability of characters with a disability, with a view to help promote the employability of PWDs and encourage the public to accept and support PWDs.

Health, Welfare and Food Bureau
Social Welfare Department
Labour Department
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