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ATTACHME

LCQ18: Employment of people with disabilities in government

■ Annex A

■ Annex B

Following is a question by the Hon Cheung Kwok-che and a written reply by the Secretary for the Civil Service, Miss Denise Yue, in the Legislative Council today (January 5):

Question:

At present, there are about 400,000 persons with disabilities (PWDs) in Hong Kong. The authorities have not only enacted legislation to eliminate discrimination against employees with disabilities, but have also encouraged enterprises to employ PWDs so that PWDs can give full play to their strength and skills. In this connection, will the Government inform this Council:

(a) whether at present the Government has a policy that requires various government departments to employ PWDs up to a certain percentage; if it has, of the details; if not, the reasons for that;

(b) of the respective numbers of civil servants with disabilities employed and government staff with disabilities employed on non-civil service terms by the Government in the past three years, together with a breakdown by government department; and

(c) whether the Government will implement a quota system for employing PWDs; if it will, of the details; if not, the reasons for that?

Reply:

President,

With regard to parts (a) and (c) of the question, the Administration is committed to promoting the employment of people with disabilities and ensuring that they enjoy equal opportunity of participating in productive and gainful employment in the open market. As an employer, the Administration provides employment opportunities for them through enabling civil service job applicants with disabilities to compete with other able-bodied applicants on equal grounds. Candidates with disabilities who meet the basic entry requirements for a post will not be subject to any shortlisting criteria and will be automatically invited to attend selection interviews. Once these candidates are considered suitable by the selection board to carry out the duties of a particular post, they would normally be recommended for appointment even though they may not be able, due to their disabilities, to perform the full range of duties of every post in the same rank.

At the community level, the Administration considers that people with disabilities should be assisted to find appropriate jobs on the basis of their abilities. To this end, apart from providing vocational training and employment support for persons with disabilities, the Administration will continue to adopt positive encouragement measures, such as giving recognition to good employers, sharing of good practices and providing

incentive and assistance to employers.

The Administration has reservations on introducing a statutory or mandatory quota system for employment of people with disabilities for Hong Kong as a whole. It also has reservations on introducing a policy requiring every Government department to employ a prescribed ratio of people with disabilities. According to studies by the European Commission in 2000 and the International Labour Organisation in 2003, such a system has not been successful overseas in helping persons with disabilities secure employment. Some countries have indeed abolished their quota systems. To promote the employment of people with disabilities, the international trend is to focus on the enactment and enforcement of anti-discrimination legislation and the provision of incentives for employers and enhanced support measures for people with disabilities. Moreover, under a mandatory employment quota system, people with disabilities could be perceived as a liability by employers and co-workers. This may not be conducive to their integration into the community.

With regard to part (b) of the question, the number of Government employees with disabilities in the past three years (Note 1) is set out below:


Year	No. of civil servants with disabilities	No. of employees with disabilities on non-civil service terms
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2008	3,225	287
2009	3,238	266
2010	3,316	281

A breakdown of these Government employees by departments is set out in Annexes A and B.

Note 1: Employees with colour blindness or defective colour perception are not included in the statistics.

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2008至2010年 按公務員條款受聘的殘疾僱員人數—按任職部門劃分
 Number of civil servants with disabilities serving in the Government in 2008-2010
 (By Department)

部門 Department	截至 As at		
	31.3.2008	31.3.2009	31.3.2010
漁農自然護理署 Agriculture, Fisheries and Conservation Department	333	334	330
建築署 Architectural Services Department	32	32	29
審計署 Audit Commission	3	3	3
屋宇署 Buildings Department	9	9	8
政府統計處 Census and Statistics Department	21	21	21
行政長官辦公室 Chief Executive's Office	1	1	1
民衆安全服務處 Civil Aid Service	4	5	6
民航處 Civil Aviation Department	8	8	8
土木工程拓展署 Civil Engineering and Development Department	33	31	31
公司註冊處 Companies Registry	19	19	17
懲教署 Correctional Services Department	241	251	273
香港海關 Customs & Excise Department	42	45	48
衛生署 Department of Health	76	75	72
律政司 Department of Justice	17	16	15
渠務署 Drainage Services Department	133	128	119
機電工程署 Electrical & Mechanical Services Department	120	110	98
環境保護署 Environmental Protection Department	7	7	7
消防處 Fire Services Department	26	31	30
食物環境衛生署 Food and Environmental Hygiene Department	247	224	214
政府飛行服務隊 Government Flying Service	2	2	1
政府化驗所 Government Laboratory	1	2	3
政府物流服務署 Government Logistics Department	29	25	23
政府產業署 Government Property Agency	4	3	3
政府總部：公務員事務局 GS: Civil Service Bureau	17	13	15
政府總部：商務及經濟發展局 GS: Commerce & Economic Development Bureau (CEDB)	17	16	14
政府總部：發展局 GS: Development Bureau	1	2	1

部門 Department	截至 As at		
	31.3.2008	31.3.2009	31.3.2010
政府總部：教育局 GS: Education Bureau	85	83	77
政府總部：環境局 GS: Environment Bureau	2	1	1
政府總部：食物及衛生局 GS: Food & Health Bureau	1	1	0
政府總部：民政事務局 GS: Home Affairs Bureau	1	1	1
政府總部：勞工及福利局 GS: Labour & Welfare Bureau	1	1	2
政府總部：政務司司長及財政司司長辦公室 GS: Offices of the Chief Secretary for Administration and the Financial Secretary	15	13	12
政府總部：保安局 GS: Security Bureau	1	1	1
政府總部：運輸及房屋局 GS: Transport & Housing Bureau	1	1	1
路政署 Highways Department	58	63	68
民政事務總署 Home Affairs Department	52	49	51
香港天文台 Hong Kong Observatory	1	1	2
香港警務處 Hong Kong Police Force	402	448	514
醫院管理局(借調) Hospital Authority (On Secondment)	62	56	51
房屋署 Housing Department	86	87	89
入境事務處 Immigration Department	166	180	190
政府新聞處 Information Services Department	3	3	3
稅務局 Inland Revenue Department	77	84	92
知識產權署 Intellectual Property Department	1	1	2
投資推廣署 Invest Hong Kong	1	1	1
司法機構 Judiciary	33	31	31
勞工處 Labour Department	37	37	41
土地註冊處 Land Registry	19	17	20
地政總署 Lands Department	33	34	37
法律援助署 Legal Aid Department	13	11	9
康樂及文化事務署 Leisure and Cultural Services Department	251	247	252
海事處 Marine Department	40	35	32
電訊管理局 Office of the Telecommunications Authority	4	3	4
破產管理署 Official Receiver's Office	6	6	8
規劃署 Planning Department	8	8	7

部門 Department	截至 As at		
	31.3.2008	31.3.2009	31.3.2010
郵政署 Post Office	58	56	60
公務員絨用委員會 Public Service Commission	2	2	2
香港電台 Radio Television Hong Kong	6	5	5
差餉物業估價署 Rating and Valuation Department	17	16	18
選舉事務處 Registration and Electoral Office	2	2	2
社會福利署 Social Welfare Department	135	133	133
學生資助辦事處 Student Financial Assistance Agency	2	3	4
影視及娛樂事務管理處 Television and Entertainment Licensing Authority	1	2	2
工業貿易署 Trade and Industry Department	10	9	10
運輸署 Transport Department	21	23	22
庫務署 Treasury	11	12	11
大學教育資助委員會 University Grants Committee	1	1	1
水務署 Water Supplies Department	56	57	57
總數 Total	3225	3238	3316

2008至2010年 按非公務員條款受聘的殘疾僱員人數—按受聘部門劃分
 Number of non-civil service terms employees with disabilities serving in the Government in 2008 - 2010
 (By Department)

部門 Department	截至 As at		
	31.3.2008	31.3.2009	31.3.2010
漁農自然護理署 Agriculture, Fisheries and Conservation Department	41	34	31
政府統計處 Census and Statistics Department	0	0	5
土木工程拓展署 Civil Engineering and Development Department	1	0	0
公司註冊處 Companies Registry	1	1	1
香港海關 Customs & Excise Department	3	1	1
衛生署 Department of Health	33	35	31
律政司 Department of Justice	2	2	1
渠務署 Drainage Services Department	4	4	0
機電工程署 Electrical & Mechanical Services Department	9	7	9
環境保護署 Environmental Protection Department	2	3	4
消防處 Fire Services Department	0	3	3
食物環境衛生署 Food and Environmental Hygiene Department	12	11	5
政府總部：教育局 GS: Education Bureau	26	25	24
政府總部：政務司司長及財政司司長辦公室 GS: Offices of the Chief Secretary for Administration and the Financial Secretary	1	2	2
政府總部：保安局 GS: Security Bureau	0	1	1
路政署 Highways Department	1	1	0
民政事務總署 Home Affairs Department	12	11	7
香港警務處 Hong Kong Police Force	1	1	1
入境事務處 Immigration Department	3	3	3
稅務局 Inland Revenue Department	29	20	16
司法機構 Judiciary	2	3	2
勞工處 Labour Department	1	0	0
土地註冊處 Land Registry	3	2	5
地政總署 Lands Department	3	3	3
康樂及文化事務署 Leisure and Cultural Services Department	27	26	45
海事處 Marine Department	0	0	1

部門 Department	截至 As at		
	31.3.2008	31.3.2009	31.3.2010
電訊管理局 Office of the Telecommunications Authority	1	2	3
破產管理署 Official Receiver's Office	0	0	1
郵政署 Post Office	11	9	10
香港電台 Radio Television Hong Kong	0	1	2
差餉物業估價署 Rating and Valuation Department	0	1	1
選舉事務處 Registration and Electoral Office	13	2	16
社會福利署 Social Welfare Department	32	34	31
學生資助辦事處 Student Financial Assistance Agency	3	5	6
影視及娛樂事務管理處 Television and Entertainment Licensing Authority	1	0	0
工業貿易署 Trade and Industry Department	1	4	4
運輸署 Transport Department	0	2	2
庫務署 Treasury	1	3	1
水務署 Water Supplies Department	7	4	3
總數 Total	287	266	281