

LEGISLATIVE COUNCIL

PANEL ON PUBLIC SERVICE

Initiatives in Promoting Employment of Persons with Disabilities in Public Bodies and Assisting Job Seekers with Disabilities in Applying for Government Posts

Purpose

This paper briefs members on the initiatives of the Labour and Welfare Bureau (LWB) in promoting employment of persons with disabilities in public bodies, and the services provided by the Labour Department (LD) for job seekers with disabilities in applying for government posts.

Promoting Employment of Persons with Disabilities in Public Organisations and Subvented Bodies

2. The Government has been promoting cross-sectoral collaboration among the business sector, local communities, government departments and non-governmental organisations (NGOs) in providing job opportunities to persons with disabilities, assisting them to develop their potential as well as promoting inclusive culture and building a caring and helping community.

3. LWB has all along been requesting bureaux and departments to encourage the public bodies and subvented organisations under their policy areas to adopt a host of measures for promoting employment of persons with disabilities. These measures include formulating policies and procedures regarding the employment of persons with disabilities by drawing reference to those for the Civil Service; use of the services and products provided by social enterprises of the rehabilitation sector; and publishing the numbers of employees with disabilities.

4. LWB conducted a survey in 2009 to keep track of the progress of government subvented organisations and statutory bodies in promoting employment of persons with disabilities. Among the 261 government subvented organisations and public bodies covered by the survey, 139 responded. Among the respondents, 11 set an indicator at 2% on average for employment of persons with disabilities on a voluntary basis; 59 formulated policies and procedures regarding the employment of persons with disabilities by drawing reference to the Civil Service; and 11 announced the number of employees with disabilities in their publications or publicity materials. Furthermore, 65 of them recorded the number of employees with disabilities and these organisations employed a total of 782 employees with disabilities, representing 2% of their total number of employees on average.

5. Since 2008, LWB and the Rehabilitation Advisory Committee (RAC) has been encouraging social welfare organisations to take the lead in supporting and promoting the employment of persons with disabilities through visits, regular meetings and correspondence, and discussion with agency management on specific follow-up measures. The organisations contacted, such as the Tung Wah Group of Hospitals, the Yan Chai Hospital, the Pok Oi Hospital, the Yan Oi Tong and the Po Leung Kuk, etc., have committed to devising and implementing specific measures, including employing more persons with disabilities, formulating policies regarding the employment of persons with disabilities, as well as using their services and products. RAC also met with the management of public bodies, including the Hospital Authority, to explore further measures to be introduced to their organisations for promoting employment of persons with disabilities.

6. LWB and RAC also provide financial support to local organisations for organising a series of public education activities under the theme on "Promotion of Employment of Persons with Disabilities" in order to enhance public understanding on the work ability of persons with disabilities, thereby supporting their self-reliance. The Hong Kong Joint Council for People with Disabilities and the Hong Kong Council of Social Service, in collaboration with RAC, organise activities on the International Day of Disabled Persons annually and have adopted "Promoting the United Nations Convention on the Rights of Persons with Disabilities and Employment of Persons with Disabilities" as the major themes in recent years. Amongst these activities, a "Recognition Scheme for Caring Employers in 18 Districts" is organised to give proper recognition to employers in local communities (including social enterprises and NGOs) who employ persons with disabilities and raise

public awareness of the work ability of persons with disabilities.

7. Moreover, the Special Needs Groups Task Force under the Commission on Poverty is considering feasible and effective measures to encourage the Government, public and subvented bodies as well as private companies to employ more persons with disabilities, procure their services and products, offer them more training opportunities, set up inclusive workplace etc. with a view to providing more employment opportunities for persons with disabilities.

Assisting Job Seekers with Disabilities in Applying for Government Posts through LD

8. The Selective Placement Division (SPD) of LD provides free employment service for persons with disabilities who are fit for open employment. Apart from helping persons with disabilities who have registered for service to look for jobs in the private sector, SPD also helps identify suitable government vacancies advertised on the website of the Civil Service Bureau, taking account of their job preferences and whether they can meet the entry requirements. SPD will assist them in referring job applications to the recruiting government bureaux/departments (B/Ds). Some job seekers with disabilities also identify suitable government vacancies through their own efforts and then request for SPD's referral service. Job seekers with disabilities may also submit their applications to the B/Ds concerned direct. After SPD refers the job applications of the persons with disabilities to the B/Ds concerned, the selection process will be conducted by the latter. SPD will be informed of the referral results by the B/Ds after the recruitment exercises are completed.

9. In 2011, 2012 and 2013 (January to June), the numbers of referrals made by SPD for persons with disabilities to apply for government posts were 1888, 1971 and 842 respectively. During 2011, 2012 and 2013 (January to June), the numbers of placements in respect of government posts notified by B/Ds to LD were 84, 31 and 31 respectively¹.

¹ The number of placements recorded each year is based on the referral results notified to SPD by the recruiting B/Ds. Since it takes time for the B/Ds concerned to conduct the recruitment exercise and process the job applications, they may not be able to inform SPD of the referral results within the same year of application.

Advice Sought

10. Members are invited to note the content of this paper.

**Labour and Welfare Bureau
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