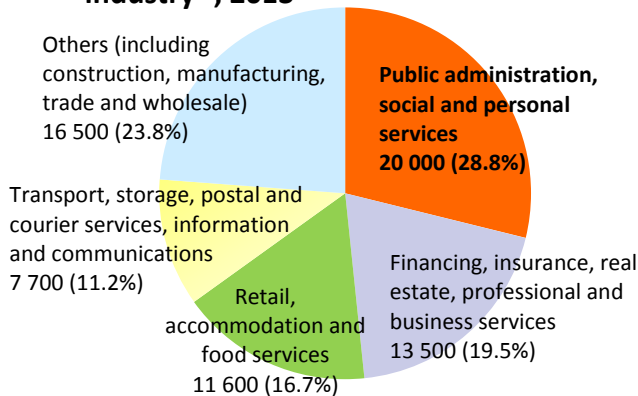




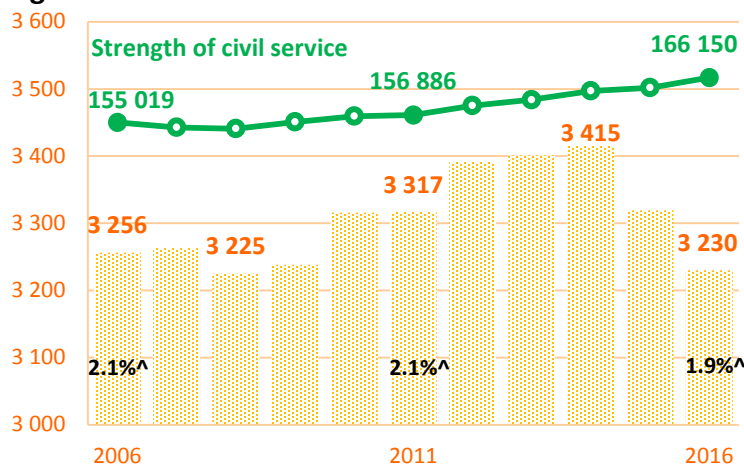
## Employment of persons with disabilities in the civil service

**Figure 1 – Number of employed PWDs aged 18-64 by industry<sup>@</sup>, 2013**



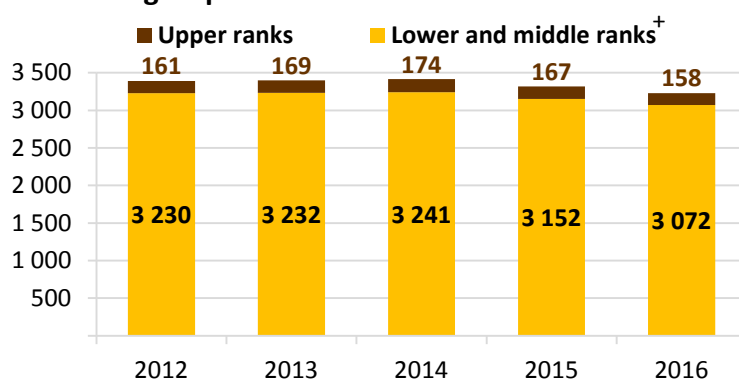
Note: (@) Excluding persons with intellectual disability and persons with visceral disability.

**Figure 2 – Number of PWDs in the civil service\***



Notes: (\*) Fiscal year figures.  
(<sup>^</sup>) PWDs in the civil service as % of the strength of civil service.

**Figure 3 – Number of PWDs in the civil service by groups of rank\***



Notes: (\*) Fiscal year figures.  
(<sup>+</sup>) The Government stated that they did not collect separate breakdown figures for the lower and middle ranks respectively.

### Highlights

- According to the latest statistics available, there was a total of 196 400 persons aged 18-64 with disabilities in Hong Kong in 2013. Among these working-aged persons with disabilities ("PWDs"), about one-third of them (69 300) were employed. The remaining two-thirds included (a) some 4 800 (2.4%) unemployed PWDs; and (b) PWDs who might not be active job seekers but would be willing to take up jobs if they were offered suitable employment.
- In 2013, the public administration, social and personal services employed the most working-aged PWDs (**Figure 1**), accounting for about 28.8% or 20 000 of the total. Among the PWDs employed, 3 401 worked in the civil service in 2013.
- The number of PWDs employed in the civil service remained stable at some 3 000 over the past decade (**Figure 2**). This was notwithstanding the 7% increase in the total strength in the civil service from 155 019 to 166 150 during 2006-2016.
- During 2012-2016, about 95% of PWDs in the civil service were in the lower and middle ranks (**Figure 3**) remunerated below Master Pay Scale Point 34 or equivalent (i.e. with a monthly salary below HK\$65,740). The proportion was slightly higher than that for civil servants as a whole, which stood at around 87% during 2012-2016.

## Employment of persons with disabilities in the civil service (cont'd)

**Figure 4 – Number of PWDs in the civil service by selected B/Ds\***

Selected B/Ds	2012	2013	2014	2015	2016
Hong Kong Police Force	625	685	700	676	628
Leisure and Cultural Services Department	261	265	268	267	255
Correctional Services Department	258	240	249	234	224
Immigration Department	212	215	214	221	212
Agriculture, Fisheries and Conservation Department	283	256	238	219	195
Food and Environmental Hygiene Department	204	193	185	188	186
<b>Total no. of civil servants with disabilities</b>	<b>3 391</b>	<b>3 401</b>	<b>3 415</b>	<b>3 319</b>	<b>3 230</b>

Note: (\*) Fiscal year figures.

**Figure 5 – Number of new recruits to the civil service who had declared their disabilities\***

Selected B/Ds	2012	2013	2014	2015	2016
Hong Kong Police Force	0	0	3	0	0
Leisure and Cultural Services Department	4	6	10	12	19
Correctional Services Department	1	0	0	0	0
Immigration Department	0	0	0	0	3
Agriculture, Fisheries and Conservation Department	1	0	0	0	0
Food and Environmental Hygiene Department	17	1	5	11	4
<b>Total no. of new recruits who had declared their disabilities</b>	<b>50</b>	<b>30</b>	<b>80</b>	<b>58</b>	<b>83</b>

Note: (\*) Fiscal year figures.

**Figure 6 – Number of civil servants with disabilities leaving the civil service\***

Selected B/Ds	2012	2013	2014	2015	2016
Hong Kong Police Force	46	29	53	51	63
Leisure and Cultural Services Department	10	20	25	22	31
Correctional Services Department	29	38	11	22	33
Immigration Department	0	11	6	8	12
Agriculture, Fisheries and Conservation Department	27	29	19	21	25
Food and Environmental Hygiene Department	18	11	20	22	19
<b>Total no. of civil servants with disabilities leaving the civil service</b>	<b>206</b>	<b>210</b>	<b>216</b>	<b>259</b>	<b>282</b>

Note: (\*) Fiscal year figures.

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### Highlights

- **Figure 4** lists the bureaux or departments ("B/Ds") employing the most PWDs in the civil service during 2012-2016. Hong Kong Police Force outnumbered others with 628 PWDs employed at end-March 2016, which accounted for about 19% of all PWDs employed in the civil service. Yet, over the past five years, the number of civil servants with disabilities working for those selected B/Ds listed in **Figure 4** was largely on a declining trend. The Agriculture, Fisheries and Conservation Department saw the biggest decrease of about 31% between 2012 and 2016.
- In each of the past five years, the number of new civil service recruits who had declared their disabilities to B/Ds was less than 90 (**Figure 5**), whereas more than 200 civil servants with disabilities left the civil service (**Figure 6**). The Government explained that the number of new recruits with disabilities was on the low side because there was no mandatory requirement for job applicants and civil servants to declare their disabilities. Most of them only declared their disabilities when they requested assistance after joining the civil service.
- In view of the above, the Civil Service Bureau has since 2016 launched an internship scheme as an additional drive to promote the employment of PWDs. The scheme aims to enable students with disabilities to acquire hands-on work experience in the Government. The Government hopes that with this experience, PWDs should feel comfortable to declare their disabilities when applying for civil service jobs. On the other hand, B/Ds should have more confidence in employing qualified PWDs.

Data sources: Latest figures from the Civil Service Bureau and the Census and Statistics Department.

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