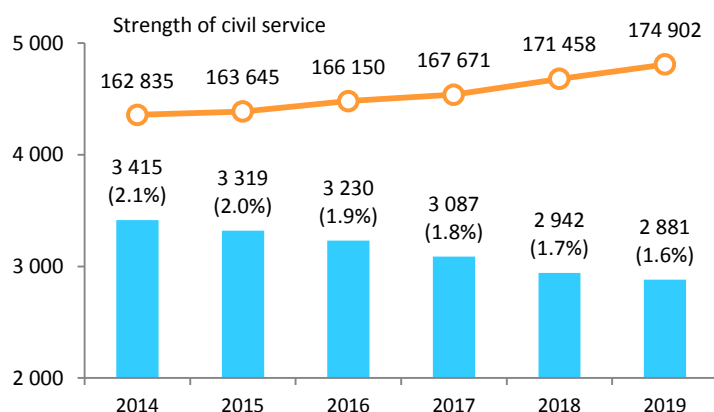




## Persons with disabilities in the civil service

**Figure 1 – Strength of civil service and the number of persons with disabilities<sup>(1)</sup>**



Note: (1) Financial year-end figures.

**Figure 2 – Proportion of disabled civil servants in selected places**

Place	Proportion of disabled civil servants	Mandatory requirement	Year of instituting the requirement
South Korea	3.6% (end-2019)	3.4% <sup>(1)</sup>	1990
Japan	2.8% (Jun 2020)	2.5% <sup>(1)</sup>	1976
Taiwan	2.0% (end-2018)	3.0% <sup>(1)</sup>	1990
Hong Kong	1.6% (Mar 2019)	Nil	Not applicable
Singapore	<0.5% (end-2018)	Nil	Not applicable

Note: (1) Government sectors are required to pay a levy for the promotion of PWD employment if they cannot meet the requirement.

**Figure 3 – Bureaux/Departments employing the most PWDs in the civil service<sup>(1)</sup>**

	2014	2015	2016	2017	2018	2019
Hong Kong Police Force	700	676	628	565	516	490
Leisure and Cultural Services Department	268	267	255	247	246	232
Immigration Department	214	221	212	200	200	197
Correctional Services Department	249	234	224	209	211	196
Agriculture, Fisheries and Conservation Department	238	219	195	170	160	142
Food and Environmental Hygiene Department	185	188	186	172	140	136
<b>Share of PWDs in the civil service (%)</b>	<b>54.3</b>	<b>54.4</b>	<b>52.6</b>	<b>50.6</b>	<b>50.1</b>	<b>48.4</b>

Note: (1) Financial year-end figures.

## Highlights

- As the largest employer in Hong Kong, the Government has been implementing various measures with aims to provide persons with disabilities ("PWDs") a fair chance of being considered for government posts along with other candidates and an appropriate degree of preference for appointment over other candidates. These include inviting them to attend the selection tests/interviews automatically when they meet the basic entry requirements for a post (i.e. without subject to any shortlisting) and suitably adjusting the test/interview process to cater for their special needs.
- To meet the demand for new/improved services to the public, employment in the civil service has grown steadily from 162 835 in 2014 to 174 902 in 2019. Despite the steady growth, the percentage of PWDs has dropped from 2.1% to 1.6% during the period (Figure 1). According to the Government, since there is no mandatory requirement for civil service job applicants and serving officers to declare their disabilities, these were the lowest figures known to them.
- In view of the observed decreasing trend of PWDs in the civil service, some Legislative Council Members have suggested that the Government should consider setting an employment quota system for them, similar to the requirements seen in some Asian places (Figure 2). Nevertheless, the Government considered that the suggestion might create a labelling effect on PWDs and would not be conducive to their integration in the workplace. Rather, it would maintain the current policy to ensure that PWDs enjoy equal opportunities in applying for government jobs by putting in place appropriate measures to facilitate their participation in the recruitment process.
- Looking into the distribution of PWDs by bureau/department in Hong Kong, the top six bureaux/departments (e.g. Hong Kong Police Force) employed about 48.4% PWDs in the civil service in 2019 (Figure 3). The rate was however on a persistent decline since 2014. According to the Government, most of PWDs left the civil service due to retirement.

## Persons with disabilities in the civil service (cont'd)

Figure 4 – Types of disabilities<sup>(1)</sup>

	2014	2015	2016	2017	2018	2019
Physical disability	1 696 (50%)	1 626 (49%)	1 530 (47%)	1 418 (46%)	1 301 (44%)	1 209 (42%)
Visceral disability	546 (16%)	544 (16%)	544 (17%)	537 (17%)	518 (18%)	544 (19%)
Hearing impairment	335 (10%)	352 (11%)	378 (12%)	375 (12%)	391 (13%)	398 (14%)
Previous mental illness	366 (11%)	352 (11%)	356 (11%)	347 (11%)	341 (12%)	356 (12%)
Visual impairment	439 (13%)	412 (12%)	389 (12%)	374 (12%)	355 (12%)	337 (12%)
Others (e.g. autism)	33 (1%)	33 (1%)	33 (1%)	36 (1%)	36 (1%)	37 (1%)
<b>Total</b>	<b>3 415</b> <b>(100%)</b>	<b>3 319</b> <b>(100%)</b>	<b>3 230</b> <b>(100%)</b>	<b>3 087</b> <b>(100%)</b>	<b>2 942</b> <b>(100%)</b>	<b>2 881</b> <b>(100%)</b>

Note: (1) Financial year-end figures.

Figure 5 – Success rate of applicants with disabilities and others for civil service vacancies

	2017-2018		2018-2019		2019-2020	
	Disabilities	Others	Disabilities	Others	Disabilities	Others
Qualified applicants	2 546	285 989	2 263	278 056	1 691	202 907
Invited to the selection tests/ interviews	2 546	120 042	2 263	59 256	1 691	58 161
Offered appointment	87	10 492	44	10 102	82	12 768
<b>Success rate for civil service vacancies</b>	<b>3.42%</b>	<b>3.67%</b>	<b>1.94%</b>	<b>3.63%</b>	<b>4.85%</b>	<b>6.29%</b>

Figure 6 – Internship scheme for students with disabilities

	2016	2017	2018	2019
Local students with disabilities from tertiary institutes	20	32	67	62
Students from Shine to have their internship	23	28	33	35
<b>Total</b>	<b>43</b>	<b>60</b>	<b>100</b>	<b>97</b>

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## Highlights

- While physical disability remained the most common type of disabilities in the civil service, the number of such persons has decreased from 1 696 to 1 209 during 2014-2019, with the percentage share shrinking to 42% (Figure 4). In contrast, the number of persons with hearing impairment has grown from 335 to 398 during the same period, with its share rising to 14%.

- Among the civil service recruitment exercises concluded in the past three financial years, the success rate of applicants who had declared their disabilities remained slightly lower than that of other applicants (Figure 5).

To improve the situation, the Government would continue to invite bureaux/departments with higher success rates of applicants with disabilities (e.g. Hong Kong Police Force) to share their experiences and tips with others, and follow up with the Selective Placement Division of the Labour Department to help promote civil service recruitment exercises to attract more applications from qualified persons with disabilities.

- Since 2016, the Civil Service Bureau has launched an internship scheme for students with disabilities to acquire hands-on work experience in the Government (Figure 6). In both 2018 and 2019, the annual number of internship places open to tertiary institutes and the Shine Skills Centre ("Shine") of the Vocational Training Council has doubled to about 100. According to the Government, at least four intern alumni have joined the civil service as Administration Officers or Executive Officers since the launch of the Scheme.

Data sources: Latest figures from the Civil Service Bureau and government websites of selected jurisdictions.

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