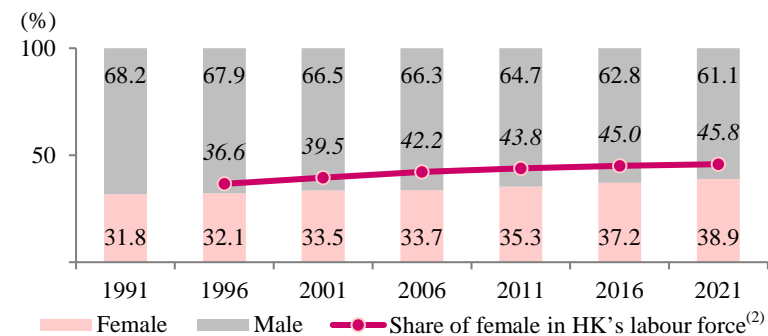


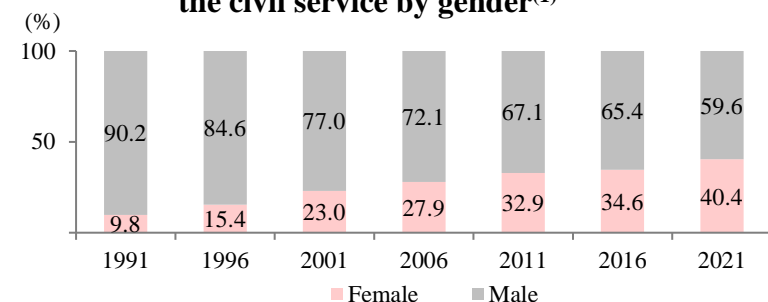
Civil service diversity and inclusion

Figure 1a – Percentage share of civil servants by gender⁽¹⁾



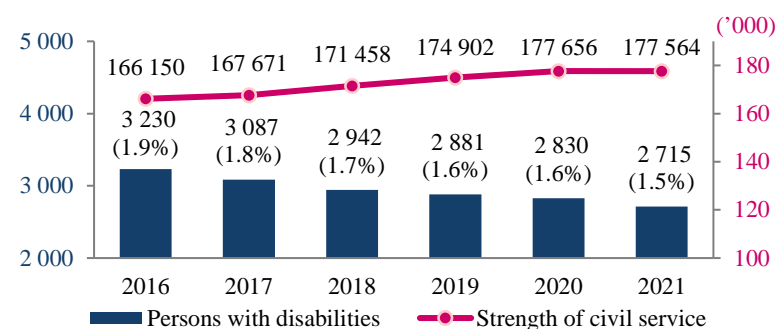
Notes: (1) Figures exclude ICAC officers, locally engaged staff working in the Hong Kong Economic and Trade Offices, and judges and judicial officers (since 1999).
(2) Excluding foreign domestic helpers. Comparable data for 1991 is not available.

Figure 1b – Percentage share of directorate officers in the civil service by gender⁽¹⁾



Note: (1) Figures are as at July of each year and exclude ICAC officers and judges and judicial officers (since 1999).

Figure 2 – Persons with disabilities in the civil service⁽¹⁾



Note: (1) Financial year-end figures.

Figure 3 – Success rate of applicants with disabilities for civil service vacancies

Year	Applicants with disabilities			Success rate for other applicants
	Qualified applications	Job offered	Success rate	
2017-2018	2 546	87	3.4%	3.7%
2018-2019	2 263	44	1.9%	3.6%
2019-2020	1 691	82	4.9%	6.3%
2020-2021	1 402	63	4.5%	4.2%
2021-2022	2 259	72	3.2%	3.9%

Highlights

- Being the largest employer in Hong Kong, the Government has a commitment to promote equal employment opportunities in the civil service, thereby ensuring diversity and inclusion in terms of gender, disability, ethnicity, etc. On gender balance, the Government has initiated various family-friendly measures to help female civil servants stay in the workforce and advance their careers. These include extending the paid maternity leave to 14 weeks and promoting the five-day work week. In 2021, about two in five (38.9%) civil servants were women, although the representation of women in the civil service was still lower compared with the wider working population in Hong Kong (**Figure 1a**). That said, the share of women in directorate civil service positions has more than quadrupled over the last three decades, and was expanding at a faster rate than the overall female civil service population (**Figure 1b**). Currently, 12 of the 18 Permanent Secretaries – the highest rank in the civil service – are women.
- Turning to disability inclusion, the Government has pledged to eliminate discrimination against persons with disabilities in employment. However, despite a steady growth in the civil service strength in recent years, the percentage of persons with disabilities in civil service has shrunk to 1.5% in 2021 from 1.9% in 2016, representing a net loss of over 500 civil servants with disabilities (**Figure 2**). It is unclear about the reasons for wastage. For the civil service as a whole, in 2021-2022, retirement remained the major type of wastage (60%), followed by resignation (36%).
- Indeed, the Government has all along put in place measures to facilitate the recruitment process for applicants who have declared their disabilities. These include inviting such applicants to attend selection tests/interviews automatically when they meet basic entry requirements, and giving them an appropriate degree of preference when their suitability for appointment is considered comparable to other applicants. Between 2017-2018 and 2021-2022, the success rate for applicants with disabilities hovered mostly between 3% and 5%, although it generally remains marginally lower than that of other applicants (i.e. those without declared disabilities) except for 2020-2021 (**Figure 3**).

Civil service diversity and inclusion (cont'd)

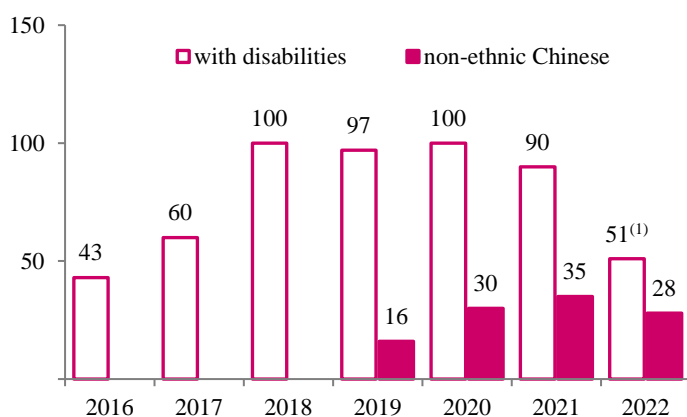
Figure 4 – Success rate of non-ethnic Chinese applicants for Police Constable

Year	Non-ethnic Chinese applicants			Success rate for other applicants
	Applications	Job offered	Success rate	
2016-2017	67	18	26.9%	11.5%
2017-2018	42	12	28.6%	11.4%
2018-2019	53	11	20.8%	10.6%
2019-2020	37	6	16.2%	10.4%
2020-2021	54	12	22.2%	9.0%
2021-2022	22	5	22.7%	10.0%

Figure 5 – Civil service grades with lower Chinese language requirements

	Degree/professional grades	Other grades
No. of grades (Proportion)	18 (34%)	35 (66%)
Examples of grades (Level/proficiency requirement relaxation)	<ul style="list-style-type: none"> Analyst/ Programmer; Treasury accountant (From Level 2 to Level 1 result of Use of Chinese paper of Common Recruitment Examination) 	<ul style="list-style-type: none"> Laboratory attendant (From Secondary 3 level to Primary 6 level) Chainman (Written proficiency in simple Chinese in place of Primary 6 level)

Figure 6 – Internship places for students with diverse backgrounds



Note: (1) The second part of the internship programme for 2022 is not included.

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5 December 2022
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Highlights

- On ethnic diversity, the degree of representation in the civil service is not clear. While some Legislative Council Members have enquired on various occasions about the number of non-ethnic Chinese (“NEC”) in the civil service, the Government said that it does not collect such information as race is not considered to be a relevant concern in the recruitment process. That said, several bureaux/departments (“B/Ds”) have hired NEC to meet specific operational needs (e.g. enhancing liaison with ethnic minority communities). Using the Hong Kong Police Force (“HKPF”) as an example, despite a smaller number of job applications from NEC, their success rate was generally much higher than that of other applicants for Police Constable (**Figure 4**). HKPF has also initiated programmes in selected districts, offering Chinese classes and activities to help NEC youths who wish to join the disciplined forces or civil service.
- Since language remains a barrier for NEC in applying for civil service jobs, the Government accepts Chinese language results of specified non-local public examinations (e.g. General Certificate of Secondary Education (GCSE)) for civil service appointment purpose. In 2018, it also relaxed the Chinese language proficiency requirements (“LPRs”) for more civil service grades, from 31 to 53, upon a comprehensive review of some 350 grades at basic ranks. However, nearly two-thirds of these 53 grades are non-degree/professional grades such as lab attendants and chainmen (**Figure 5**). To enhance ethnic diversity, the Equal Opportunities Commission has recommended the Government to intensify the review of Chinese LPRs in civil service recruitment, particularly for professional grades, and consider introducing in-service language training programmes for NEC candidates not meeting the Chinese LPRs but excelling in other skills for the position.
- Apart from civil service posts, internships are also available at the Government for students with diverse backgrounds to gain on-the-job experience and increase their competitiveness. In 2016, the Government introduced an internship programme for students with disabilities and has raised the number of internship places to around 100 since 2018. Since its launch, 541 students with disabilities from tertiary and vocational training institutes have participated in the programme (**Figure 6**). Another internship programme, rolled out in 2019 on a pilot basis, allows post-secondary NEC students to be posted to different B/Ds for about eight weeks. Although the programme’s scale was small initially, the Government plans to double the number of internship places in view of positive feedback from participants.

Data sources: Latest figures from the Census and Statistics Department, Civil Service Bureau and Hong Kong Police Force.