

**立法會**  
**Legislative Council**

LC Paper No. CB(2)2589/06-07  
(These minutes have been  
seen by the Administration)

Ref : CB2/HS/2/04

**Subcommittee to Study Issues Relating to the Provision of  
Boarding Places, Senior Secondary Education and Employment  
Opportunities for Children with Special Educational Needs**

**Minutes of meeting  
held on Friday, 6 July 2007, at 10:45 am  
in Conference Room A of the Legislative Council Building**

- Members present** : Dr Hon Fernando CHEUNG Chiu-hung (Chairman)  
Hon LEE Cheuk-yan  
Hon Mrs Selina CHOW LIANG Shuk-ye, GBS, JP  
Hon CHEUNG Man-kwong  
Hon CHAN Yuen-han, SBS, JP  
Hon LEUNG Yiu-chung  
Hon Jasper TSANG Yok-sing, GBS, JP  
Hon Audrey EU Yuet-mee, SC, JP
- Public Officers attending** : Item II
- Mrs Fanny LAM FAN Kit-fong  
Principal Assistant Secretary (School Administration  
and Support), Education Bureau
- Mrs Florence AU WONG Wai-yin  
Senior Education Officer (Special Education Support 1),  
Education Bureau
- Mrs Mary MA LO To-wan  
Commissioner for Rehabilitation, Labour and Welfare  
Bureau
- Mr SIT Tung  
Assistant Director (Rehabilitation and Medical Social  
Services), Social Welfare Department

Mr Patrick CHOW  
Senior Labour Officer (Selective Placement), Labour  
Department

**Attendance by  
invitation** : Item II

Hong Kong Association for Specific Learning  
Disabilities

Ms LAU LI Man-ying  
Vice Chairperson

Ms YIM CHIU Siu-wai  
Committee Member

Rehabilitation Alliance Hong Kong

Ms LAM Fong-ting  
General Secretary

Mr LAU Kwok-lam  
Project Officer

Hong Kong Joint Council for People with Disability

Mr CHEUNG Kin-fai  
Chairperson

Mr KUO Chun-chuen  
Rehabilitation Officer

Alliance on Employment Quota System of Persons  
with Disabilities

Mr CHONG Chan-yau  
Convenor

Ms CHOW Ping-kuen  
Member

Hong Kong Association for Parents of Persons  
Physical Disabilities

Ms LAM Suk-yu  
Vice Chairman

Ms Ivy TAM  
Secretary

Amity Mutual Support Society

Mr LEUNG Kim-pong  
Chairperson

The Parents' Association of Pre-school Handicapped  
Children

Ms NG Fung-ching  
Chairperson

**Clerk in attendance** : Miss Odelia LEUNG  
Chief Council Secretary (2)6

**Staff in attendance** : Mr Stanley MA  
Senior Council Secretary (2)6

Miss Carmen HO  
Legislative Assistant (2)6

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Action

**I. Confirmation of minutes**  
[LC Paper No. CB(2)2363/06-07]

The minutes of the meeting held on 22 June 2007 were confirmed.

**II. Employment opportunities for students with special educational needs**  
[LC Paper Nos. CB(2)1361/06-07(01), CB(2)1632/06-07 and  
CB(2)1979/06-07(01)]

2. The Subcommittee deliberated (proceedings of meeting at **Annex**).

Views of deputations

3. The Subcommittee received seven deputations to present their views on the provision of employment opportunities for students with special educational needs (SEN) and persons with disabilities (PWDs). The major views are

Action

summarized below.

*Recruitment policies and employment indicators*

- (a) The Administration and subvented non-governmental organizations (NGOs) should take the lead in the formulation of recruitment policies and employment indicators for PWDs. The employment indicators should be achieved on a progressive basis.
- (b) Tax incentives should be introduced to encourage the employment of PWDs in private organizations.
- (c) Organizations should be required to disclose regularly the number of disabled employees. The concern that disclosure of such information would create labeling effect on the disabled employees was groundless.
- (d) The Administration should publish the number of graduates with SEN from special schools and vocational training institutes, and conduct tracking surveys into their employment situation to assess the effectiveness of various measures introduced to enhance the employment opportunities for PWDs.
- (e) In the long run, the Administration should introduce legislation to implement an employment quota for PWDs in both public and private organizations.

*Social enterprises*

- (f) The Administration should create an environment conducive to the development of social enterprises through various means, such as by the provision of privileged offers, restricted tenders, and tax exemptions.

*Support services and measures*

- (g) The Administration should improve support services for students with SEN to transit from schools to adult life.
- (h) The Selective Placement Division (SPD) of the Labour Department and other departments providing supported employment services for PWDs should include students with specific learning difficulties (SpLD students) as their target clients. Support services for SpLD students to seek employment should be provided as soon as possible.

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- (i) The Administration should reinforce professional development programmes on SpLD for teachers/instructors engaged in the various services, including the Youth Pre-employment Training Programme and Youth Work Experience and Training Scheme, to help students with SEN to secure employment.
- (j) The training places in Integrated Vocational Training Centres, sheltered workshops, supported employment and Integrated Vocational Rehabilitation Services Centres should be increased to reduce the waiting time for such services.
- (k) The Administration should strengthen public education on the needs and abilities of SpLD students, and enhance coordination and communication between employers and employees with SpLD in the workplaces.

Members' views and suggestions

4. Members expressed disappointment with the progress made on the provision of employment opportunities for PWDs. Members considered that the Administration and subvented NGOs should take the lead and set good examples by formulating recruitment policies and employment indicators for employment of more PWDs. Members made the following suggestions -

- (a) the Administration should work out a development blueprint and an implementation timetable for subvented organizations on the formulation of recruitment policies and employment indicators for PWDs. For example, each subvented organization had to reach the target of having 2% disabled employees in three years' time. Subvented organizations failing to achieve the target should shoulder the consequence of reduced subvention;
- (b) the Administration should consider requiring bureaux and departments to procure a specified amount or percentage of their services and supplies from social enterprises by way of restricted tenders;
- (c) the Education Bureau should discuss proactively with school sponsoring bodies to promote the appointment of social enterprises for the provision of supplies and services at schools. A meeting should be conducted for that purpose; and
- (d) Strategies should be formulated and resources increased for the promotion of public education on the abilities and employability of PWDs, and on the development of a caring and inclusive culture in the community.

Action

Follow-up

5. The Subcommittee requested the Administration to provide-
  - (a) information on the employment situation of students with SEN after leaving special or ordinary schools;
  - (b) information on the waiting time for receiving supported employment service and for allocation of a training place in sheltered workshops and rehabilitation centres;
  - (c) a breakdown of the 3 256 PWDs in the civil service by their disabilities, terms of employment, salary levels and job types; and
  - (d) a written response to the views and suggestions raised by the deputations and members.
  
6. Members agreed that the Chairman of the Subcommittee should write to the Secretary for Financial Services and the Treasury to relay their request for specifying a certain amount or percentage of services and supplies procured by bureaux and Government departments from social enterprises in order to enhance the employment opportunities of PWDs.

[*Post-meeting note* : the Chairman wrote to the Secretary for Financial Services and the Treasury on 11 July 2007 in this regard. The letter was circulated to members vide LC Paper No. CB(2)2523/06-07 on 18 July 2007.]

**III. Any other business**

7. There being no other business, the meeting ended at 12:40 pm.

Council Business Division 2  
Legislative Council Secretariat  
31 July 2007

**Proceedings of the meeting of  
Subcommittee to Study Issues Relating to the Provision of  
Boarding Places, Senior Secondary Education and Employment  
Opportunities for Children with Special Educational Needs  
on Friday, 6 July 2007, at 10:45 am  
in Conference Room A of the Legislative Council Building**

<b>Time marker</b>	<b>Speaker</b>	<b>Subjects</b>	<b>Action required</b>
000000 - 000402	Chairman	Confirmation of minutes	
000403 - 000703	Chairman Admin	Briefing by the Chairman on the Subcommittee's concern about the provision of employment opportunities for students with SEN.	
000704 - 001316	Hong Kong Association for Specific Learning Disabilities	Presentation of views [LC Paper No. CB(2)2426/06-07(01)]	
001317 - 001549	Rehabilitation Alliance Hong Kong	Presentation of views [LC Paper No. CB(2)2426/06-07(02)]	
001550 - 002043	Hong Kong Joint Council for People with Disability	Presentation of views [LC Paper No. CB(2)2402/06-07(01)]	
002044 - 002654	Alliance on Employment Quota System of Persons with Disabilities	Presentation of views [LC Paper No. CB(2)2402/06-07(02)]	
002655 - 003019	Hong Kong Association for Parents of Persons with Physical Disabilities	Presentation of views [LC Paper No. CB(2)2426/06-07(03)]	
003020 - 003557	Amity Mutual Support Society	Presentation of views [LC Paper No. CB(2)2426/06-07(04)]	
003558 - 004032	The Parents' Association of Pre-school Handicapped Children	Presentation of views [LC Paper No. CB(2)2426/06-07(05)]	
004033 - 005749	Chairman Admin	C for R's response to views of deputations, highlighting -  - the need to respect different views on disclosure of the number of disabled employees in subvented NGOs;  - the policy to encourage public and private organizations with more than 50 employees to formulate recruitment policies and employment indicators for PWDs;	

Time marker	Speaker	Subjects	Action required
		<p>- the enactment of legislation on mandatory employment of PWDs in overseas places being not effective to enhancing the employment of PWDs. The provision of vocational training for PWDs and the enhancement of public education on acceptance of PWDs were more important.</p> <p>PAS(SAS)'s agreement to provide information on employment situation of students with SEN after leaving special schools.</p> <p>AD(R&amp;MSS)'s agreement to provide information on the waiting time for the service of supported employment and enrolment in sheltered workshops or rehabilitation centres.</p> <p>SLO(SP)'s response that, subject to the Administration's acceptance of the recommendations arising from the Rehabilitation Advisory Committee's recent review of the Rehabilitation Programme Plan, the scope of service of the Selective Placement Division would be expanded to include SpLD students and students with attention deficit or hyperactivity disorder. The Division provided a personalized service to help PWDs to secure open employment. It also provided outreaching services and conducted exhibitions, briefings and seminars on employment opportunities for students with SEN.</p>	<p>See para 5(a) of the minutes</p> <p>See para 5(b) of the minutes</p>
005750 - 011100	Mr CHEUNG Man-kwong Admin Chairman	<p>Mr CHEUNG's expression of disappointment with the Administration for having selectively quoted in its paper the view of one member of the Rehabilitation Advisory Committee (RAC) that disclosure on the number of disabled employees might infringe personal privacy right or create labeling effect on the employee concerned. He was also disappointed that only nine of the 176 subvented welfare organizations, i.e. 5%, covered in a tracking survey conducted by the former HWFB had established employment indicators for PWDs.</p> <p>Mr CHEUNG's request for EDB to convene a meeting with major school sponsoring bodies to discuss the promotion of appointment of social enterprises for the provision of services and supplies in schools.</p>	<p>See para 4(c) of the minutes</p>



Time marker	Speaker	Subjects	Action required
		<p>C for R's explanation that LWB respected the views of individual members of RAC and would continue to encourage subvented organizations to employ PWDs.</p> <p>C for R's advice that the Permanent Secretary for Labour and Welfare had written to request the 176 subvented welfare organizations to adopt progressively a target employment indicator for PWDs at 2% or above. Of the 176 subvented organizations covered in the survey, 31 had formulated policies on employment of PWDs, 15 had maintained the relevant statistics and nine had set employment indicators for PWDs.</p> <p>PAS(SAS)'s response that EDB had established mechanism to maintain close dialogue and communication with school sponsoring bodies. Her emphasis on the need to promote the awareness of social enterprises and the employability of PWDs in the school sector through different means on a continuous basis. Meeting with school sponsoring bodies was just one of the means.</p>	
011101 - 012208	Mr LEE Cheuk-yan Chairman Admin	<p>Mr LEE's request for improvement in employment of PWDs in subvented organizations and suggestion to set a deadline for achieving the employment indicator at 2%.</p> <p>Mr LEE's expression of disappointment with the work of the Marketing Consultancy Office (Rehabilitation) and his suggestion that each bureau and department should be required to fix a percentage, say 10%, of the services and supplies procured from social enterprises by way of restricted tenders.</p> <p>C for R's agreement to convey members' views and suggestions to the Secretary for Labour and Welfare for consideration.</p>	<p><b>See para 4(a) of the minutes</b></p> <p><b>See para 4(b) of the minutes</b></p>
012209 - 012913	Ms Audrey EU Admin Chairman	<p>Ms EU's view that the labeling effect arising from disclosing the number of PWDs could be positive, with the adoption of appropriate advertising and promotion strategies. This could enhance the employment of PWD. Her suggestion that the Administration should formulate strategies and allocate additional resources to promote the concept of social enterprises to foster the development of a caring and inclusive culture towards PWDs in the community.</p>	<p><b>See para 4(d) of the minutes</b></p>

Time marker	Speaker	Subjects	Action required
		<p>Ms EU's request for a breakdown of the 3 256 PWDs in the civil service by their disabilities, terms of employment, salary levels and job types.</p> <p>C for R's agreement to provide the information. Her response that LWB would strive for more resources to reinforce public education and promote the development of employment indicators and social enterprises.</p>	<p><b>See para 5(c) of the minutes</b></p>
<p>012914 - 014217</p>	<p>Mr LEUNG Yiu-chung Admin Chairman Hong Kong Joint Council for People with Disability</p>	<p>Mr LEUNG's request for the provision of a blueprint and timetable for achieving the employment indicator for PWDs in both the public and private sectors.</p> <p>Mr LEUNG's request that SPD should proactively review and expand its service scope to cover students with various types of disabilities or SEN.</p> <p>C for R's response that LWB would consider the views and suggestions of members.</p> <p>PAS(SAS)'s response that EDB would have to consult the school sector on the matter.</p> <p>SLO(SP)'s response that SPD would exercise flexibility in the provision of selective placement services for students with SEN.</p> <p>Mr CHEUNG Kin-fai's view that all public and private organizations should set an employment indicator for PWDs, and PWDs were now more ready to disclose their disabilities.</p>	<p><b>See para 4(a) of the minutes</b></p>
<p>014218 - 015013</p>	<p>Miss CHAN Yuen-han Admin Chairman The Parents' Association of Pre-school Handicapped Children</p>	<p>Miss CHAN's view that the Administration and NGOs had obligations to support PWDs in seeking employment. Her elaboration of the approach taken by Members in pursuit of minimum wage protection for low income workers and how the former Commissioner for Labour had handled the matter.</p>	
<p>015014 - 015454</p>	<p>Hong Kong Association for Specific Learning Disabilities Alliance on Employment Quota System of Persons with Disabilities</p>	<p>Ms LAU's view that students with SEN were not adequately supported in seeking employment or pursuing further education after secondary schooling.</p> <p>Ms CHOW's views on the development of employment indicators and provision of employment opportunities for PWDs.</p>	

<b>Time marker</b>	<b>Speaker</b>	<b>Subjects</b>	<b>Action required</b>
015455 - 020015	Chairman Admin Mr LEE Cheuk-yan	<p>Chairman's expression of disappointment with the efforts made by the Admin in promoting the employment of PWDs in the public and private sectors.</p> <p>Chairman's suggestion to write to the Secretary for Financial Services and the Treasury to request the taking of proactive action to enhance the development of social enterprises and employment opportunities for PWDs by requiring bureaux and departments to procure a certain amount or percentage of their services and supplies from social enterprises.</p> <p>Chairman's request for LWB and EDB to provide a written response to the views and suggestions of members and deputations for further discussion in September or October 2007.</p>	<p><b>See para 6 of the minutes</b></p> <p><b>See para 5(d) of the minutes</b></p>

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Legislative Council Secretariat  
31 July 2007