



Promote Employment of Persons with Disabilities and Create an Inclusive Workplace

Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme



Organisers:



勞工及福利局
Labour and Welfare Bureau

康復諮詢委員會
Rehabilitation Advisory Committee



香港復康聯會
The Hong Kong Joint Council for People with Disabilities



香港社會服務聯會
The Hong Kong Council of Social Service

Background

The rehabilitation policy of the HKSAR Government seeks to assist persons with disabilities in developing their potential and to build a barrier-free environment with a view to enabling persons with disabilities to participate in society in full and enjoy equal opportunities. We believe that, through employment, persons with disabilities can unleash their potential and fully integrate into the community.

The Labour and Welfare Bureau (LWB), in collaboration with the Rehabilitation Advisory Committee, the Hong Kong Joint Council for People with Disabilities and the Hong Kong Council of Social Service (the Organisers), launched the Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme (the Scheme) to mobilise the business sector, public bodies, subvented and non-governmental organisations, as well as the Government departments to further create internship and employment opportunities for persons with disabilities through participation in the Scheme.

Objective and Contents

The Scheme seeks to engage employers of all trades and sectors in providing more internship and employment opportunities for persons with disabilities, thereby unleashing their potential, enabling their self-reliance, fostering social integration and building a caring and supportive society for all.

Having regard to its nature and business needs, an organisation participating in the Scheme may directly employ persons with disabilities; implement suitable measures; or encourage their members or business partners to join the Scheme to promote employment of persons with disabilities on all fronts.

Inclusive Organisations Recognition Scheme

Participating organisations of the Scheme will be recognised as an Inclusive Organisation and awarded an Inclusive Organisation logo. The logo may be used by these organisations in their letterheads, publications and promotional materials during their participation in the Scheme to publicise the corporate social responsibility practised by these organisations.



Inclusive Organisations may choose to use any of the above Inclusive Organisation logos.

The Organisers will present awards to eligible Inclusive Organisations to give due recognition to their efforts and achievements; and to arrange the Inclusive Organisations to share their experience in promoting employment of persons with disabilities. For details, please visit the website of the Scheme at

www.lwb.gov.hk/charter_scheme/index_e.html

Enrolment

Please return the duly completed enrolment form by post to Rehabilitation Division, the Labour and Welfare Bureau, at 11/F, West Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong; by fax to 2543 0486; or email to charterscheme@lwb.gov.hk.

The enrolment form of the Scheme can be downloaded at the website of the Scheme at www.lwb.gov.hk/charter_scheme/index_e.html



For enquiries about the Scheme or other information on the employment of persons with disabilities, please contact Rehabilitation Division of LWB as follows:

Tel: 2810 3540

Fax: 2543 0486

Email: charterscheme@lwb.gov.hk

Inclusive Measures for Implementing the Scheme

Participating organisations of the Scheme may implement one or more inclusive measure(s) to promote the employment of persons with disabilities. Examples of the relevant inclusive measures are as follows:

1. To introduce policies and measures to ensure equal employment opportunities for persons with disabilities;
2. To employ persons with disabilities;
3. To publish periodically in corporate publications/publicity materials (e.g. annual reports and websites) on the number of employees with disabilities and on measures or indicators pertaining to the employment of persons with disabilities;
4. To provide a barrier-free working environment and assistive devices for employees with disabilities to facilitate their performance of duties;
5. To make reasonable and appropriate adjustments to the work process according to the special needs of the employees with disabilities (e.g. re-engineering the work process and place employees with disabilities in suitable jobs having regard to their disability conditions, introducing flexitime, or outsourcing suitable jobs such as graphic design, word processing and computer programming to home-based and self-employed persons with disabilities);
6. To participate in various on-the-job training and support programmes organised by the Social Welfare Department (SWD) and/or the Labour Department (LD), or offer apprenticeship schemes or similar measures in order to provide training and job opportunities for persons with disabilities;
7. To launch mentorship schemes or similar measures to impart knowledge and skills (e.g. bakery and handicrafts) to trainees with disabilities, or arrange mentors to help new recruits with disabilities acquire job skills, adapt to the working environment and build rapport with their colleagues;
8. To use products or services (e.g. catering and cleaning) provided by rehabilitation social enterprises and workshops, suppliers employing persons with disabilities, or self-employed persons with disabilities;
9. To set up non-profit-making social enterprises to employ persons with disabilities;
10. To set up simulated workplaces (e.g. hotel guest rooms for housekeeping training) in collaboration with non-governmental organisations to provide induction training for persons with disabilities;
11. To set aside shops or stalls for social enterprises or self-employed persons with disabilities to run business or sell their products;
12. To create new job or posts (full-time or part-time) with due consideration to the work abilities of persons with disabilities thereby enhancing their employment opportunities; and
13. To participate in publicity and public education activities for the open employment of persons with disabilities (e.g. introducing the Scheme to members and business partners; participating in employers' experience sharing sessions, media interviews; and production of publicity photos or videos, etc.).

Supporting Services provided by the Government

The Government is committed to supporting persons with disabilities to ensure that they have equal access to productive and gainful employment in the open market. Despite limitations in some aspects of life, persons with disabilities do have abilities and talents that they could use to contribute to the society and achieve self-reliance.

The Selective Placement Division of LD provides free recruitment and employment service for employers and job seekers with disabilities who are fit for open employment. The employment consultants will conduct matching in the light of the employers' requirements and refer suitable candidates to the employers for consideration. Employment consultants will also provide follow-up services for those candidates who are employed.

Website: www.jobs.gov.hk/isps
Telephone: 2852 4801 (Hong Kong) /
2755 4835 (Kowloon) /
2417 6190 (New Territories)

The Marketing Consultancy Office (Rehabilitation) under SWD provides corporations with one-stop services to help them source the goods and services they need from rehabilitation social enterprises.

Website: www.mcor.swd.gov.hk/en
Telephone: 3586 3446

“Talent-wise Employment” Television Series

The LWB and Radio Television Hong Kong (RTHK) jointly produced a 14-episode 5-minuter Television (TV) series and an 8-episode TV documentary series on "Talent-wise Employment". Through real employment cases of persons with disabilities, these TV series showcase their work ability to the community; give due recognition to their employers; and provide a platform for employers and employees to share their experience in promoting employment of persons with disabilities. The TV series were broadcast in various local TV channels and may be reviewed via RTHK website <http://tv.rthk.hk> and the mobile app RTHK Screen.

Government's Financial Subsidies or Assistance

Allowance for Employers

The Work Orientation and Placement Scheme (WOPS) launched by the Selective Placement Division of LD aims to encourage employers to offer job vacancies to persons with disabilities through the provision of allowance. Under WOPS, employers will be granted an allowance for each employee with disabilities they employ if they provide appropriate training/support and appoint a mentor for such an employee, and meet other prescribed requirements.

Website:
<http://www.jobs.gov.hk/isps/WebForm/Wops/>

Job Attachment Allowance & Wage Subsidy

The targets of SWD's On the Job Training Programme for People with Disabilities are persons with disabilities aged 15 or above, while those of the Sunnyway-On the Job Training Programme for Young People with Disabilities are persons with disabilities aged between 15 and 29 or young people in this age group with early signs of mental illness as assessed by psychiatrist. Operators of the programmes will conduct assessments and provide employment training and job-related counselling for the participants. During the job attachment period, participants who can fulfill the required attendance will be given a job attachment allowance. During the job trial period, an employer will receive a wage subsidy.

Website:
www.swd.gov.hk/en/index/site_pubsvc/page_rehab/sub_listofserv/id_vocational/

Financial Incentive for Mentors of Employees with Disabilities

To help users of subvented vocational rehabilitation services to adapt to their new jobs, the "Financial Incentive Scheme for Mentors of Employees with Disabilities" encourages employers to appoint mentors to new recruits with disabilities. The mentor will be given a one-off incentive pay.

Website:
http://www.swd.gov.hk/en/index/site_pubsvc/page_rehab/sub_listofserv/id_vocational/id_cvrs/

Procurement of Assistive Devices and Workplace Modifications

To encourage employers to employ persons with disabilities, SWD has launched the Support Programme for Employees with Disabilities, which provides employers with a one-off subsidy in respect of each employee with disabilities for procurement of assistive devices and/or workplace modifications.

Website:
http://www.swd.gov.hk/en/index/site_pubsvc/page_rehab/sub_listofserv/id_vocational/id_sped/

Funding for Setting Up of Small Business

The Enhancing Employment of People with Disabilities through Small Enterprise Project under SWD aims to assist non-governmental organisations in setting up and running small businesses employing persons with disabilities so that they can secure genuine employment in a carefully planned and sympathetic working environment.

Website:
http://www.swd.gov.hk/en/index/site_pubsvc/page_rehab/sub_listofserv/id_employment/id_enhancing/