



The Charter Scheme recognises organisations for creating an inclusive workplace



The Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme (the Charter Scheme) encourages organisations to build a barrier-free environment for persons with disabilities, so that they can fully participate in society and enjoy equal work opportunities.

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 Labour and Welfare Bureau launched the Charter Scheme in 2013, with over 500 participating organisations currently.

The Charter Scheme seeks to mobilise the business sector, public bodies, subvented and non-governmental organisations, as well as Government departments to make collective efforts to create 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.

For 2015-16, the Charter Scheme introduces two Special Awards: the Innovation Award for Inclusive Organisation, which gives due recognition to organisations that implement innovative measures in creating new jobs, or re-engineering work process for persons with disabilities; and the Outstanding Mentor Award for Inclusive Organisation, which recognises mentors who assist employees with disabilities in coping with difficulties and integration at work.

As a recipient of the Innovation Award for Inclusive Organisation, Business Community Limited, a non-profit-making organisation that focuses on diversity and inclusion, established the programme – Fair Opportunity in 2012. Partnering with Hong Kong's top universities and a non-profit-making organisation CareER, this pioneering programme is designed to promote employment of persons with disabilities in Hong Kong.



With pre-event workshops and inclusive recruitment fairs, students with disabilities have the chance to build up their confidence, and meet with leading employers that are committed to inclusive recruitment. 127 students and more than 20 companies have joined the programme to date.

Meanwhile, Yang Memorial Methodist Social Service introduced My Sky – Career Development Programme for Persons with Autistic Spectrum Disorder in 2013.

Supported by The Community Chest, the programme provides internship arrangements for autistic students.



During the internship, staff of the organisation accompanied the students, giving them suggestions for a smooth transition to the workplace. In addition, talks were organised to enhance employers' understanding towards autism.

Not only private companies help to foster a caring and inclusive culture, government departments do the same as well. The Innovation and Technology Commission outsourced the reception service to a NGO, which has employed a wheelchair user as the receptionist since 2014. The reception area has been enlarged to allow more space for the movement of the wheelchair.



In providing mentorship in the catering industry, Sunny Café at Tin Ching Amenity and Community Building sets a good example for all. Opened in March 2015, the Po Leung Kuk-owned café employs six persons with disabilities, including two with hearing impairment, three with intellectual disability and one in psychiatric rehabilitation. They are mentored by vocational instructor Ms. Chan, who is one of the awardees of the Outstanding Mentor Award for Inclusive Organisation, with her attentive guidance.



To strive for an inclusive workplace, Hang Yick Properties Management Limited has been employing persons with disabilities for more than 10 years. The company operates a 2:1 mentoring scheme, in which each employee with disabilities is supported by two mentors in the company. Staff members are encouraged to join the mentorship training and counseling workshops to understand the needs of persons with disabilities.



As for New Life Psychiatric Rehabilitation Association, it provides work opportunities for ex-mentally ill persons under its social enterprises. Fai, Assistant Manager of farmfresh330 in Tai Wai, who received the accolade, is one of them. Now as a mentor, he shares his experience with his fellows, helping them to re-integrate into the society through work.



The award presentation ceremony of the 2015-16 Talent-Wise Employment Charter and Inclusive Organisations Recognition Scheme cum sharing session will be held today (29 February 2016).

The Charter Scheme

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Innovation Award for Inclusive Organisation



- Australia and New Zealand Banking Group Limited
- Café de Coral Group
- Community Business Limited
- Dialogue Experience
- Evangelical Lutheran Church Social Service - Hong Kong
- Friends of the Harp Limited
- Fu Hong Society
- Full Art Dry Cleaning Co.
- Hong Kong Special Schools Council
- Innovation and Technology Commission
- InterContinental Hong Kong
- Junior Chamber International Tai Ping Shan
- Ka Man Beauty Center Limited
- Ka Man Beauty Group Limited
- Ka Man Beauty Social Enterprise Limited
- Kleens Power International Development Limited
- Labour Department
- L'Oreal Hong Kong Limited
- LSG Catering China Limited
- Market Pro Associates
- Mediart Associate Limited
- New China Laundry Limited
- New Life Psychiatric Rehabilitation Association
- New Life Support Enterprises Limited
- Pioneer Dynamic Limited
- Silence Limited
- Sparks 21 Limited
- The University of Hong Kong
- Tsz Yan Holdings Limited
- Tung Wah Group of Hospitals
- Vogue Laundry Service Limited
- Yan Chai Hospital Social Services Department
- Yang Memorial Methodist Social Service
- Yue Yi Stream Laundry (Hong Kong) Limited

Outstanding Mentor Award for Inclusive Organisation



- Café de Coral Group
- Caritas Lok Kin Workshop
- Coffee Lover Limited
- Dialogue Experience
- Employees Retraining Board
- Evangelize China Fellowship Holy Word School
- Gui Ling Yuan Fang Limited
- Hang Wai Cleaning Service Company Limited
- Hang Yick Properties Management Limited (A Member of Henderson Land Group)
- Hong Kong Aviation Ground Services Limited
- Horse Chemical Limited
- Jebsen Travel Management Limited
- LSG Catering China Limited
- Lutheran School For The Deaf
- Maxim's Caterers Limited
- Mediart Associate Limited
- New China Laundry Limited
- New Life Psychiatric Rehabilitation Association
- New Life Support Enterprises Ltd.
- Nice Inn Restaurant
- Pioneer Dynamic Limited
- Po Leung Kuk
- The Hong Kong Society for Rehabilitation
- Tung Wah Group of Hospitals
- Vocational Training Council
- Yan Chai Hospital Social Services Department
- Yang Memorial Methodist Social Service