

# **Policies and Measures on Equal Opportunities and Disability Inclusion**

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平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

# Policies & Measures on Equal Opportunities and Disability Inclusion

What Perspective?

- Social Inclusion

Age Matters?

- Challenges encountered by PWDs

What to Do?

- Policy & Measures

# Vision

## The HKSAR Government

Enhance an inclusive society so that all individuals can enjoy equality in different areas of life

[www.gov.hk](http://www.gov.hk)

## The World Bank

The process of improving the terms on which individuals and groups take part in society — improving the ability, opportunity, and dignity of those disadvantaged on the basis of their identity

[www.worldbank.org](http://www.worldbank.org)

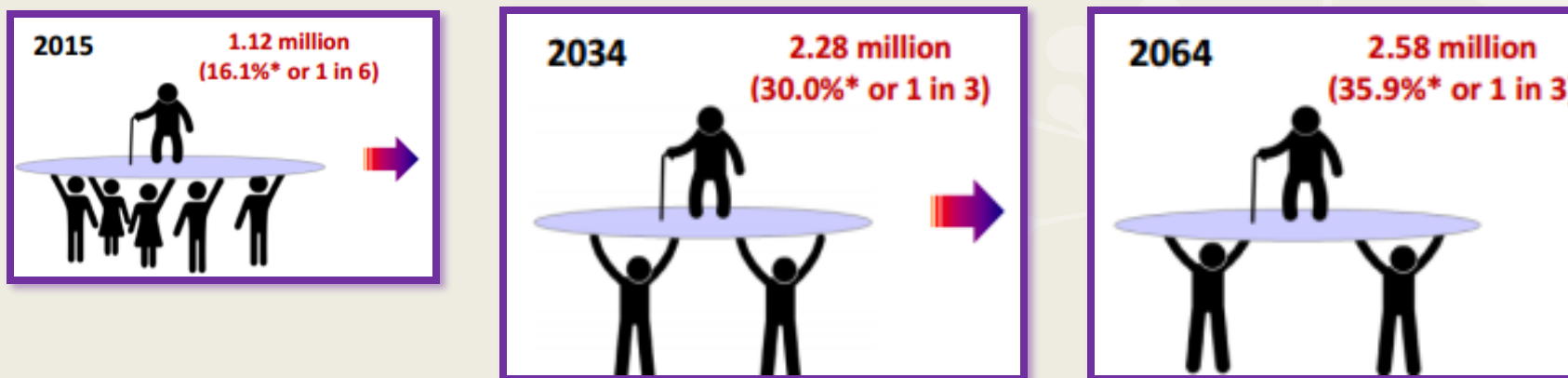
## HK Equal Opportunities Commission

- \* Safeguard everyone's basic rights and dignity
- \* Ensure that everyone has the same chances to have their potential realised
- \* Create a pluralistic and inclusive society where there is no barrier to equal opportunities

# Current Situation (I)

## Aging Trend in Hong Kong

Number of people aged 65 or above



- Fertility rate: 0.89, below the replacement ratio of 2.1
- Decline of labour participation in 15 years ( ↓ ~ 15% )
- Labour force: from 3.71 m (2018) to 3.52 m (2041)

## Current Situation (II)

### Number of PWDs & PWIDs (2014)

Persons with  
Disabilities

578,600

Persons with Intellectual  
Disabilities

71,000 – 101,000



Among the PWDs

**82.2%**

Aged 50 and over

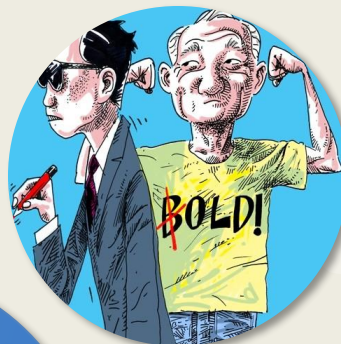
Among the PWIDs

**37.4%**

Aged 50 and over

# Major Challenges

Accessibility



Employment



Care Service

## Employment – Attitudinal Barrier

### Baseline Survey on Public Attitudes towards Persons with a Disability (2010)

A majority of respondents considered that...

“PWDs had **fewer opportunities in employment and social interactions**”

“**Simple repetitive work** was appropriate for workers with disabilities”

“Persons with specific disabilities implied **having some forms of incapacity or dependence on others...**”

However, most respondents had **no regular contact with PWDs** to substantiate their views

# Accessibility – Physical Barrier

Barrier Free Access & Facilities?



Accessible public transportation?



Accessible website for all?

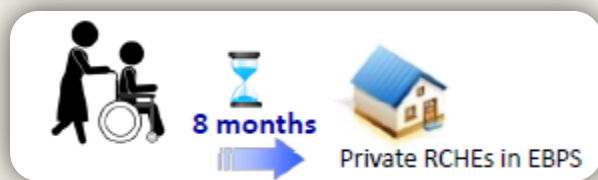




# Care Service – Resources Barrier

## Subsidized & non-subsidized RCS places 2014-15

Average waiting time  
for admission to  
Subsidized RCHEs



## Major Policy Initiatives & Measures (I)

### *Advocating Employment Opportunity for PWDs*

- EOC collaborates with key stakeholder groups to **improve employment opportunities for PWDs**
- EOC proposes introducing a distinct duty to **make reasonable accommodations for PWDs** in employment and service provision
- Under the Disability Discrimination Ordinance, **PWDs are protected against discrimination & harassment** on the ground of their disability in the work environment



# Major Policy Initiatives & Measures (II)

## Promoting Accessibility of Built Environment, Public Transport Service & Web

### **Publicly Accessible Premises**

Formal Investigation on Accessibility in Publicly Accessible Premises (2010)

### **Submissions to LegCo**

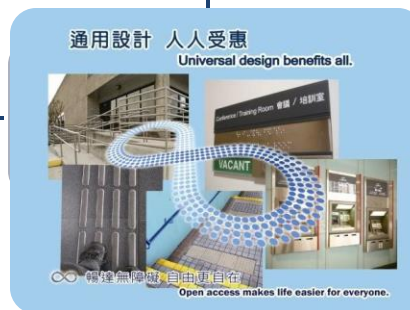
Mainstreaming of Universal Design  
Retrospective Improvement to the Built Environment

### **Web Accessibility Recognition Scheme**

Jointly launched by EOC & OGCIO  
Promote web accessibility

### **Public Transportation**

Study on Taxi Accessibility of Hong Kong (2017)



## Major Policy Initiatives & Measures (III)

### *Fostering a Discrimination & Harassment Free Environment*

#### **RCHEs**

*Delivers EO training to the operators & managers of private RCHEs*

#### **RCHDs**

*Works with the Social Welfare Department to provide EO training for the operators & staff of RCHDs*



# Building an Inclusive Society Free from Discrimination



**A major mind-set change: Dis-ability → Ability**

Thank  
YOU



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