

Diverse Abilities · Inclusive Workplace Recognition Scheme “Caring Employer” Medal Design Competition

Details and Rules of Competition

Introduction

In the 2024 Policy Address, the Chief Executive has announced that to encourage and support persons with disabilities to engage in employment, the Government will introduce the “Caring Employer” medal to commend employers who actively engage persons with disabilities. To this end, the Labour and Welfare Bureau (LWB) will launch the Diverse Abilities · Inclusive Workplace Recognition Scheme (the Recognition Scheme) on the basis of the existing Talent-Wise Employment Charter (the Charter)¹, and collaborate with the Jockey Club Collaborative Project for Inclusive Employment funded by the Hong Kong Jockey Club Charities Trust to jointly take forward the “Caring Employer” medal. This aims to encourage more enterprises/organisations to participate, foster inclusive workplace, and promote the employment opportunities for persons with disabilities. The medal will feature different categories, covering large corporations, small and medium enterprises, and social enterprises/public organisations, etc. Details will be announced in April, and applications from enterprises and organisations will be accepted by then.

2. To encourage a wider public participation in the Recognition Scheme, raise public awareness of the diverse abilities of persons with disabilities and encourage more enterprises/organisations to join the Charter and be “Caring Employers”, LWB organises the “Caring Employer” Medal Design Competition (the Competition), inviting members of the public who are interested in design to participate. Students are encouraged to unleash their creativity and participate in social affairs while persons with disabilities are specially invited to participate to showcase their talents and creativity.

Theme of the Competition

3. The theme of the Competition is “Diverse Abilities · Inclusive Workplace”. The design of the Medal shall be able to demonstrate the concept of caring employers providing opportunities to persons with disabilities to unleash their diverse talents and collectively building an inclusive workplace.

¹ The Charter aims to mobilise the Government, business sector, public bodies, subvented and non-governmental organisations to provide more internship and employment opportunities for persons with disabilities through participation in the Charter. Relevant details can be found on LWB’s website (https://www.lwb.gov.hk/en/highlights/charter_scheme/index.html).

Category and Eligibility

4. The Competition has the following categories –

(a) Primary School Group

✧ Students enrolled in primary schools in Hong Kong

(b) Secondary School Group

✧ Students enrolled in secondary schools or youth colleges in Hong Kong

(c) Special School Group

✧ Students enrolled in special schools in Hong Kong

(d) Tertiary Institute and Open Group

✧ Students enrolled in post-secondary colleges/universities in Hong Kong; or

✧ Hong Kong residents aged 18 or above (including those engaged in the graphic design industry or nominated by enterprises/organisations to participate in the Competition)

(e) Persons with Disabilities Group

✧ Holders of “Registration Card for People with Disabilities” issued by LWB or other relevant documentary evidence on disability(ies)

5. Entrants enter the Competition as individual entrants. Each entrant can only enter one category and submit one entry. Enrolment in multiple categories or submission of multiple or incomplete entries will be disqualified and their submissions will be void.

6. All staff of the Organiser (i.e. LWB), members of the Assessment Panel and their immediate family members are not eligible to enter the Competition.

7. Entrants shall ensure that the information submitted is true and correct, and must not impersonate any third parties. Awardees are required to present their school/enterprise/organisation/personal identification documents to verify their eligibility during collection of prizes. Entrants aged below 18 shall obtain their parent’s/guardian’s consent to enter the Competition.

Entry Specifications and Requirements

8. Entries must be graphic medal designs for display in publications and on websites. Entrants may choose to submit hand-drawn or digital art designs. If the entry is created by digital tools, only jpg or pdf formats are accepted with a resolution of not less than 300 dpi while the file size must not exceed 10 MB.
9. In addition to submitting the graphic medal design, entrants are also required to provide a brief introduction in no more than 250 words in Chinese or English each for introducing the concept of their entries and sharing their experience in interacting with persons with disabilities or participating in disability inclusion activities.
10. Entries must have never been entered any competitions, have not won any awards, and have not been publicly published in any forms (including any public/private websites, blogs, online social/media platforms, etc.).
11. Entries must not contain violent, pornographic, obscene, objectionable, defamatory, personal attacks, political, religious, insulting, discriminating elements or any controversial and inappropriate content; or make use of any names, products or services of any companies or entities; or make use of any trademarks or logos of any third parties; or promote any brands, products or services; and violate the laws of Hong Kong. Otherwise, the Organiser reserves the right to disqualify the entry, and the entrant shall bear the legal responsibility.
12. Entries must comply with the specifications and requirements set out in paragraphs 8 to 11 above. The Organiser reserves the right to reject any entries that are deemed inappropriate or do not comply with the Rules of Competition.

Copyright Issues

13. Once the entries are submitted, their copyright will belong to the Organiser. The Organiser has the right to use the entries for non-profit purposes and reserves the rights to use, modify, reproduce, and disseminate the content of the entries across any media channels and in any form, without limitation on frequency, geographical area, or time. The Organiser is entitled to use the entire or partial content of the entries free of charge for promotional purposes through any media, without the need to obtain prior consent from entrants or pay any fees.
14. Entries must be original and must not involve plagiarism or infringe on the copyright or any rights and interests of any individuals/enterprises/organisations. If the entries involve third-party copyright and material, entrants must obtain prior written consent from the copyright holder for use. Any entries infringing on the intellectual property rights will not be accepted. The Organiser will not bear any

legal responsibility arising from copyright infringement, and any disputes resulting from such infringement will be the sole responsibility of the entrants concerned and their eligibility will also be disqualified. For details on intellectual property rights, please refer to the website of the Intellectual Property Department (<https://www.ipd.gov.hk/en/home/index.html>).

15. If entrants are nominated by enterprises/organisations, they must obtain their employers' prior consent to submit their entries created during their employment for the Competition. They are also responsible for informing their employers that the copyright of the entries will be owned by the Organiser.

Enrolment Method and Deadline

16. Entrants can download the enrolment form from LWB's website (https://www.lwb.gov.hk/en/highlights/charter_scheme/s4.html). After completing the form, they can submit it together with the entries to LWB by email (cem_design@lwb.gov.hk); or by post to the following address **on or before 31 May 2025** –

Rehabilitation Division, Labour and Welfare Bureau
11/F, West Wing, Central Government Offices
2 Tim Mei Avenue, Tamar, Hong Kong
(Please indicate on the envelope: "Caring Employer" Medal Design Competition)

17. The postmark date will be taken as the submission date for mailed entries. All entries once submitted will not be returned. Entrants are required to retain the original manuscript/file until the results of the Competition are announced, as they may be required to submit it to the Organiser if necessary.

18. The Organiser will not bear any legal responsibility for any delay, loss, fault, illegibility or damage to the entries and information submitted by entrants due to any technical reasons such as computer or network problems. Entrants shall not raise any objections.

Assessment

19. Entries will be assessed by an independent Assessment Panel. Members of the Assessment Panel include Chairman or members of the Sub-committee on Employment under the Rehabilitation Advisory Committee; representatives from relevant sectors (such as social welfare, arts or academia); and Commissioner for Rehabilitation of LWB or his representative.

20. The Assessment Panel will evaluate the entries based on relevant criteria such as theme expression, design creativity and aesthetic appeal, etc.

Awards and Prizes

21. Each category will have Champion, First Runner-up, Second Runner-up and 3 Merit Awards with the following prizes –

(a) Primary School Group

- ✧ Champion: HK\$2,000 gift voucher and Certificate
- ✧ First Runner-up: HK\$1,500 gift voucher and Certificate
- ✧ Second Runner-up: HK\$1,000 gift voucher and Certificate
- ✧ 3 Merit Awards: HK\$500 gift voucher and Certificate

(b) Secondary School Group

- ✧ Champion: HK\$2,000 gift voucher and Certificate
- ✧ First Runner-up: HK\$1,500 gift voucher and Certificate
- ✧ Second Runner-up: HK\$1,000 gift voucher and Certificate
- ✧ 3 Merit Awards: HK\$500 gift voucher and Certificate

(c) Special School Group

- ✧ Champion: HK\$2,000 gift voucher and Certificate
- ✧ First Runner-up: HK\$1,500 gift voucher and Certificate
- ✧ Second Runner-up: HK\$1,000 gift voucher and Certificate
- ✧ 3 Merit Awards: HK\$500 gift voucher and Certificate

(d) Tertiary Institute and Open Group

- ✧ Champion: HK\$3,000 gift voucher and Certificate
- ✧ First Runner-up: HK\$2,000 gift voucher and Certificate
- ✧ Second Runner-up: HK\$1,500 gift voucher and Certificate
- ✧ 3 Merit Awards: HK\$800 gift voucher and Certificate

(e) Persons with Disabilities Group

- ✧ Champion: HK\$3,000 gift voucher and Certificate
- ✧ First Runner-up: HK\$2,000 gift voucher and Certificate
- ✧ Second Runner-up: HK\$1,500 gift voucher and Certificate
- ✧ 3 Merit Awards: HK\$800 gift voucher and Certificate

22. The Organiser reserves the right to replace any prizes at any time without prior notice. All gift vouchers are not redeemable for cash, must be used at designated merchants, and are subject to the terms and conditions imposed by those merchants. The Organiser is not liable to these terms and conditions as well as the quality of the products. The Organiser will not compensate for any loss, damage or theft of the prizes after they have been collected.

Announcement of Results

23. The results of the Competition are expected to be announced in September/October 2025. The Organiser will separately notify the winners of the results of the Competition.

24. The decisions of the Assessment Panel on the results of the Competition shall be final. Entrants shall not raise any objections to the results of the Competition.

25. If invited by the Organiser, the winners are obliged to participate in filming and interviews. The footages may be used to create promotional videos, which will be uploaded to the website of the Competition and other online video platforms, published on printed media, digital media and social media etc., and used by the Organiser or other Government departments without the need to obtain prior consent from entrants.

Collection of Personal Data

26. The personal data provided by entrants will be used for the Competition and related purposes. Entrants have the right to request access to and correction of the personal data submitted in accordance with the Personal Data (Privacy) Ordinance, Cap. 486. Relevant requests shall be made to LWB.

Other Important Notes

27. The Organiser reserves the right to determine the final design of the “Caring Employer” Medal. Entrants shall not raise any objections.

28. Entrants should read carefully, agree to, and abide by all the Rules of Competition. If there is any ambiguity between the Chinese version and the English version of the details and Rules of Competition, the Chinese version shall prevail. The Organiser reserves the right to interpret the Rules of Competition, and the Organiser’s decision on the Rules of Competition and other related arrangements shall be final.