

## **Southern Democratic Alliance**

Rm 1812F, 18/F, Witty Commercial Building,  
No. 1A- 1L, Tung Choi St, Mongkok.

Tel: 27714787 Fax: 27714788

Date: 9 June 2009

---

Subcommittee on Race Discrimination (Formal Investigations) Rules,  
Race Discrimination (Investigation and Conciliation) Rules and Code of  
Practice on Employment under the Race Discrimination Ordinance

Fax: 2509 9055

Dear Legislators and Subcommittee members,

Comments on Race Discrimination (Formal Investigations) Rules, Race  
Discrimination (Investigation and Conciliation) Rules and Code of  
Practice on Employment under the Race Discrimination Ordinance

Southern Democratic Alliance is a multi racial organization in Hong Kong. It is founded in 2 February 2004 by 600 members. They are local Chinese, Nepalese, Indian and Pakistani people. The Alliance aims at building an equal society.

The Ordinance is good. However, if some basic situations have not yet been improved, the ordinance will become useless.

### Labor Department

Most of the job advertisements in Labor Department are in Chinese. Even if you go to the English version of the website of the Labor Department, the job advertisements are still in Chinese. Many ethnic minorities can speak good Chinese, but can not read properly. They do not know the details of the job advertisements and they will never have the chance to have interviews. As a result, the Ordinance can never protect them.

We suggest the Labor Department to translate the details of the job advertisements, at least in English, to increase the chance for the ethnic minorities to be interviewed.



The Government

The government should employ a certain per cent of ethnic minorities in the government departments, for examples, Police, Labor and Immigration Department. The ethnic minorities civil servants should be at least 1% of the total civil servants population.

It not only can reduce the misunderstandings between ethnic minorities and civil servants; but also can encourage more companies to employ ethnic minorities.

Please call me for more information:

Yours truly,



James Lung Wai Man  
The Chairman,  
Southern Democratic Alliance