

Racial Discrimination

The Senior Non-Expatriate Officers Association (SNEOA) would give its stance on the issue of Racial Discrimination by the following four principles:

Principle 1 - Total Objection to Racial Discrimination

The SNEOA is against any form of discrimination against any person irrespective of his or her race, colour, ethnic, nationality, sex and age in the community of Hong Kong.

SNEOA fully supports the open policy of the government of the HKSAR and welcomes people from all over the world to do business with and invest in Hong Kong. Any overseas entities and personnel which may bring in new and high technologies for the prosperity and development of Hong Kong are also welcomed as far as they conform with provisions of the basic law.

Principle 2 - The Civil Service should Provide Effective and Efficient Service to the General Public

The SNEOA believes that there should be no racial barrier within the Civil Service as far as it could provide an efficient and effective service to the public. Any expertise, irrespective of race, should be retained if effective and efficient service to the public could be maintained. Similar treatment should be equally applied to quasi-government organizations whose policies and operations would greatly affect the public.

Principle 3 - The Civil Service should Communicate with the General Public Effectively and Efficiently

The SNEOA considers that an efficient Civil Service must be able to communicate directly with the general public in both official languages. It is of paramount importance for civil servants, especially directorate and senior officers, to be able to communicate effectively with the general public, to exchange views and to answer queries from the public. This requirement is equally important for staff at management and senior management level of quasi-government organizations such as the Mass Transit Railway Corporation, Kowloon Canton Railway Corporation, Hospital Authority and Airport Authority. As the majority of the public are Chinese speaking, Civil Servants must therefore be proficient in Chinese language.

Principle 4 - Fair Employment Opportunities within the Civil Service

The SNEOA strongly supports the principle of equal treatment when considering employment, posting and promotion within the Civil Service. However, the basic criteria of performance, capability and postability must be strictly adhered to when considering employment, posting and promotion of a civil servant irrespective of his race, sex and age. It is also emphasized that in the process maintaining fair employment opportunities within the Civil Service, the other three principles must also be adhered to at the same time. In a nut shell, employment, posting and promotion within the Civil Service must be fair, open and to the best interest of the public.

SNEOA

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