

**My name is Neena Pushkarna and I am from the Ethnic Minority Committee of DAB.**

**There is no doubt that the government has taken a lot of steps to control discrimination, and anti-discrimination ordinances are in place to ensure that employers comply with the requirements of the ordinance to provide an environment free of discrimination and harassment to all the employees.**

**However, a large proportion of Hong Kong employers still do not have a written anti-discrimination policy to ensure that their employees comply with the Ordinance.**

**Discrimination still exists in the employment market, but there is no legal advice or guideline is provided to the companies or the other employers to protect EM's interest.**

**Many people, especially in the Ethnic Minority community have noticed that if somebody has a long beard or long hair or a covered head, they miss out on the jobs, which is an act of discrimination for a prohibited reason, and it is a Prima facie un-lawful discrimination, something that is unacceptable.**

**Many EM people in Hong Kong have also noticed that when they apply for jobs with the same level of education and years of experience, it is less likely for them to be invited for an interview following a job application. In this regard, the law has done little to prevent racial discrimination and inequality. Therefore, the government should take further steps to eliminate the discrimination and tackle the problems more seriously so that the EMs**

**are more comfortable and secure in their home city Hong Kong.**

**In nutshell, discrimination influences the daily life of its victims in the areas such as employment, income, financial opportunities, housing and educational opportunities. Therefore, the government should put in more efforts to solve these problems. Thank you.**