

**Race Discrimination Ordinance
Code of Practice on Employment**

Public Consultation Report

Introduction

1. The Race Discrimination Ordinance Cap. 602 (RDO) provides that the Equal Opportunities Commission (EOC) may issue codes of practice containing practical guidance for the purposes of eliminating of discrimination, harassment and vilification; and of promoting equality of opportunity and harmony between different racial groups¹.
2. The EOC has drawn up a Code of Practice on Employment (Code) under the RDO and has published it in the gazette on 8 May 2009. Prior to publication in the gazette, the first draft of the Code was published in October 2008 for public consultation. An information note was produced in Chinese and English and six minority languages², advising the reader about the broad areas covered by the Code, how to obtain information on public consultation meetings and copies of the first draft. With the extension of the consultation period originally ending on 8 December 2008 to 19 January 2009, the first draft of the Code itself was translated in the six minority languages.

Consultation process

3. The EOC received 88 written submissions on the first draft of the Code. In addition, a series of ten public consultation meetings were held. Three of these were conducted in Chinese, seven were conducted in English. Simultaneous interpretation was provided in a selection of languages from the six minority languages according to the meeting schedule. Briefing sessions have also been held with various stakeholder organizations. The first draft of the Code was also discussed in the Legislative Council's Constitutional Affairs Panel (Panel) on 17 November 2008.
4. In the light of the views and comments received, the EOC substantially revised the first draft of the Code. The revised draft was discussed by the Panel on 16

¹ RDO section 63

² Hindi, Indonesian, Nepali, Tagalog, Thai and Urdu

March 2009. At the same time, the EOC received further views and comments on the revised draft.

5. Having considered all the views and comments, the Code has been finalized and published it in the gazette on 8 May 2009 (attached as **Annex I**). The Code is now laid before the Legislative Council for consideration. A table setting out the major views and concerns raised in the consultation process, together with the EOC's response, is at **Annex II**. Information on the public consultation meetings is at **Annex III**.

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Equal Opportunities Commission