

Abstract

The main purpose of this study is to investigate whether the existing three anti-discrimination ordinances, namely, Sex Discrimination Ordinance (SDO), Disability Discrimination Ordinance (DDO) and Family Status Discrimination Ordinance (FSDO) can or cannot protect job seekers against discrimination in finding employment.

The result of the study shows that the protection of the existing three anti-discrimination ordinances just only limits in recruitment advertisement, the rest of other steps in recruitment process, such as interviewing and selecting candidate, discrimination still exists. Employers can use any excuses other than discriminatory variables to reject job seekers' application.

Regarding about the extent of discriminatory practice in different sizes company, our study reveals that discrimination in middle and small sized companies is more serious compared with large sized companies and government. Due to the insufficient education & publicity, the awareness of the concept of equal opportunities in general public is not adequate.

In our study, we also find out that human resource practitioners in general know the anti-discrimination ordinances and the code of practice which issued by EOC. Are they following them in recruiting job-seekers? The answer is quite unsatisfactory, middle and the small sized companies still have the poor records in this aspect.

In order to protect job-seekers against discrimination, we strongly believe the government should play an active role in promote equal opportunities, such as enhancing education and publicity to general public. Moreover, EOC should actively to contact the companies especially the middle and the small sized, to ensure that they know and follow anti-discrimination ordinances and code of practices in employing job seekers. Being the ultimate beneficiary of equal opportunities, employees should try their best to know their right and obligation in equal employment opportunities. Stand up to raise their complaints is also the effective way to protect their own interest.

To conclude, the existing EEO legislation ordinances cannot protect job seekers against discrimination, its effectiveness just only limits in superficial area.