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JAWATANKUASA PEGUAM PULAU PINANG PENANG BAR COMMITTEE

Circular 16/19

29 Oct 2019

To Members of the Penang Bar,

Experts Roundtable Discussion on Draft Code of Conduct for the Promotion of Equal Opportunities through the Elimination of Racial Discrimination

The above Roundtable Discussion jointly organised by Pusat KOMAS, Penang Institute and the National Human Rights Commission (SUHAKAM) with the support of the Penang State Government was held on 23 Aug 2019 and attended by a representative from the Penang Bar upon invitation by the organisers.

The aim of the event was to engage different stakeholders in Penang in the finalising of the proposed Draft Code of Conduct. Prior to the 14th General Election, Pusat KOMAS and its partners had engaged with the Penang State Government which resulted in a series of workshops and roundtable discussions to encourage the standards of non-discrimination is introduced in the state in the issue of 'Equal Opportunities through the Elimination of Racial Discrimination' being drafted in collaboration with Penang Institute and SUHAKAM.

Briefly, the Code of Conduct will play an essential role to prevent discriminatory practices that may potentially infringe the rights of individual in employment sectors. Elimination of racial discrimination will allow for a sustainable socio-economic development by guaranteeing stable, fair and equal employment opportunities. Besides enabling a conducive environment to the employees, adherence to the Code of Conduct will nurture and sustain a healthy stakeholder relationship with business partners, suppliers, producers and others. Thus, prospect of attracting more investment, procurement and top-quality recruits are higher as the good business practices demonstrated will reduce unrest among employees, resulting in increased productivity as all parties are treated equally with dignity.

The terms and provisions of the Code of Conduct are still being finalised with input and continued discussions with the relevant stakeholders from various sectors. Although it has not been launched officially, the Penang Bar Committee is committed to the vision and purpose as stated above to ensure fairness and impartiality for all in the workplace and other areas.

To this end, we urge all members especially employers to be mindful when providing employment opportunities to fellow members and pupils, and to always adopt fair employment practices.

Lee Guan Tong
Chairman