

Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status

Additional findings of the telephone survey

As part of the ‘Study on Legislation against Discrimination on the Grounds of Sexual Orientation, Gender Identity and Intersex Status’, a telephone survey was conducted from January to February 2015.

Telephone numbers were initially randomly drawn from the telephone database. For each sampled household, the last-birthday selection method was adopted to select a target respondent for the interview. A total of 12,409 households were contacted, out of which a prospective eligible respondent aged 18 or above was identified in 1,590 households. Of these 1,590 prospective respondents, a total of 1,005 respondents agreed and completed the whole interview.

A total of 1,005 respondents were interviewed. Data collected from the survey was weighted to align with the sex-age distribution of the population in the fourth quarter of 2014 (issued by the Census and Statistics Department) so that findings of the survey were representative of the opinions and views of the population aged 18 and above in Hong Kong. More information about the survey can be found in the appendix of the Report published on the Equal Opportunities Commission website:

<http://www.eoc.org.hk/eoc/upload/ResearchReport/20161251750293418312.pdf>

This supplementary document provides additional findings of the telephone survey. The questionnaire frequency tables are attached in the Appendix. Please note that because of rounding up/down of figures, the total of the answers to some questions are not ‘100%’.

Public contact with LGBTI people through the media (Question Number 2)

As indicated in the Report, the findings showed that most of the respondents reported not having much contact with LGBTI people. Of the respondents, 68.5% reported not having any personal contact with lesbians and 72.3% reported not having any personal contact with gay men. The respondents reported having even less personal contact with bisexual, transgender and intersex people. 82.7% of the respondents from the Hong Kong public reported not having any personal contact with bisexual people, 87.1% reported not having any personal contact with transgender people, and 96.3% reported not having any contact with intersex people.

The findings showed that the respondents reported having comparatively more contact with LGBTI people through media (e.g. newspaper, television, etc). 11.9%, 12%, 33.9%, 39.2% and 43.4% of the respondents reported not having come across lesbians, gay men, bisexual people, transgender people and intersex people in the media respectively.

Role-taking and treatment of LGBTI people (Question Number C1)

The respondents were asked to imagine themselves taking up different roles in various situations, and to report whether they would treat LGBTI people in a certain way.

12.3%, 13.2%, 13.8% and 12.3% of the respondents reported that if they are an employer and know an employee is homosexual, bisexual, transgender and intersex respectively, they would NOT continue to employ the person.

3.6%, 3.8%, 3.5% and 3.3% of the respondents reported that if they are a teacher and know a student is homosexual, bisexual, transgender and intersex respectively, they would discipline the student.

4.1%, 4.1%, 4.2% and 4.5% of the respondents reported that if they are a service provider in a restaurant and know a customer is homosexual, bisexual, transgender and intersex respectively, they would refuse service to the person.

19.2%, 19.4%, 19.6% and 18.8% of the respondents reported that if they are a landlord and know a tenant is homosexual, bisexual, transgender and intersex respectively, they would NOT continue to lease their premise to the person.

It should be noted that there may have been ‘social desirability bias’¹ when the respondents answered such questions. This means that some of the respondents may feel that it is socially undesirable to report that they themselves would discriminate against other persons, and hence, the figures above may be an underestimation of the level of discrimination LGBTI people face in Hong Kong.

Perceived extent of discrimination experienced by LGBTI people (Question Number C2)

33.7%, 51.8% and 39.2% of the respondents agreed that the discrimination experienced by lesbians, gay men and bisexual people respectively in Hong Kong at present because of their sexual orientation was average/serious /very serious.

30.1%, 21.3% and 24% of the respondents agreed that lesbians, gay men, and bisexual people in Hong Kong at present experienced NO problem at all in terms of being discriminated against because of their sexual orientation.

47.8% and 41.9% respondents agreed that the discrimination experienced by transgender people and intersex people respectively in Hong Kong at present because of their gender identity and intersex status was average/serious/very serious.

19.9% and 23.3% of the respondents agreed that transgender people and intersex people experienced NO problem at all in terms of being discriminated against because of their gender identity and intersex status, and 14.8% and 20.9% of the respondents answered ‘don’t know/not sure’ when asked whether they perceived transgender and intersex people are being discriminated against or not in Hong Kong society at present.

Attitudes towards same-sex marriage and civil partnership (Question Number E)

29.1% of the respondents very much supported/supported same-sex marriage, 26.1% stood neutral, and 42.4% very much opposed/opposed. 2.5% indicated that they ‘don’t know’ or are

¹ Fisher, R. J. (1993) Social desirability bias and the validity of indirect questioning. *Journal of Consumer Research*, 20(2), 303-315;

Randall, D. M. and Fernandes, M. F. (1991) The social desirability response bias in ethics research. *Journal of Business Ethics*, 10(11), 805-817.

‘not sure’ on the issue.

When asked whether a homosexual couple shall have the same rights as a heterosexual couple in Hong Kong through the legal procedure of ‘civil partnership’, without being recognized as ‘marriage’, 37.4% of the respondents very much supported/supported, 14.2% stood neutral, and 42.8% very much opposed/opposed. 5.6% indicated that they ‘don’t know’ or are ‘not sure’ on the issue.

Human rights and family values (Question Number F)

89.7% of the respondents somewhat/completely agreed with the statement that ‘Everyone in society should be equal in terms of their dignity and rights’.

44.7% of the respondents somewhat/completely agreed with the statement that ‘Fulfilling parental expectations and following their thoughts are very important’.

Extent of discrimination on the grounds of other characteristics (Question Number G)

19.3% of the respondents somewhat/completely agreed with the statement that ‘Males are generally more suitable than females to perform management or leading roles’.

5.2% of the respondents somewhat/completely agreed with the statement that ‘People with disabilities can only pick up junior works’.

32% of the respondents somewhat/completely agreed with the statement that ‘People with mental illness are not suitable for work, because they may be emotionally unstable’.

16.9% of the respondents somewhat/completely agreed with the statement that ‘People living with HIV pose a hazard to fellow employees as they may infect others when working together’.

6.9% of the respondents somewhat/completely agreed with the statement that ‘South Asians are not suitable to do office work because they have only attained low educational level’.

20.5% of the respondents somewhat/completely agreed with the statement that ‘Single persons will pay greater efforts on work than married persons’.

25.9% of the respondents somewhat/completely agreed with the statement that ‘The working attitude for most of the new immigrants from the Mainland is perfunctory’.

39.2% of the respondents somewhat/completely agreed with the statement that ‘Young people are not patient enough to learn, and thus it will waste company’s resources on their training’.

7.4% of the respondents somewhat/completely agreed with the statement that ‘Middle-aged persons work less efficiently than younger persons’.

27.1% of the respondents somewhat/completely agreed with the statement that ‘Homosexual people should not work as teachers, because they will impose negative impacts on students’ morality’.

Appendix

(A) Contact with LGBTI people

| | 1 - Yes (Frequent) | 2 - Yes (Not Frequent) | 3 - No | 4 - Not Sure / Don't Know |
|--|---------------------------|-------------------------------|---------------|----------------------------------|
| 1. Have you had any contact with them in everyday life in Hong Kong? (If the answer of the respondent is “Yes”, continue to ask “Is it frequent or not?”) | | | | |
| i) Lesbians | 7.9% | 23.0% | 68.5% | 0.6% |
| ii) Gay men | 6.0% | 21.1% | 72.3% | 0.6% |
| iii) Bisexual people | 1.8% | 12.7% | 82.7% | 2.8% |
| iv) Transgender people | 0.8% | 10.6% | 87.1% | 1.6% |
| v) Intersex people | 0.1% | 2.3% | 96.3% | 1.3% |

| | 1 - Yes (Frequent) | 2 - Yes (Not Frequent) | 3 - No | 4 - Not Sure / Don't Know |
|---|---------------------------|-------------------------------|---------------|----------------------------------|
| 2. Have you had any contact through media (e.g. newspaper, television, etc) with them in Hong Kong? (If the answer of the respondent is “Yes”, continue to ask “Is it frequent or not?”) | | | | |
| i) Lesbians | 15.9% | 72.2% | 11.9% | 0.1% |
| ii) gay men | 15.8% | 72.1% | 12.0% | 0.1% |
| iii) Bisexual people | 2.7% | 62.3% | 33.9% | 1.0% |
| iv) Transgender people | 2.8% | 57.6% | 39.2% | 0.5% |
| v) Intersex people | 1.5% | 54.6% | 43.4% | 0.5% |

(B) Attitudes towards LGBTI people

| | 1 | 2 | 3 | 4 | 5 | N-Not Sure/ Don't Know |
|--|-----------------------|------------------------------|-------------------------------|---------------------------|-------|-----------------------------------|
| 3. To what extent is homosexuality inborn? '1' is 'absolutely not', '5' is 'absolutely yes'. | 19.8% | 24.7% | 14.8% | 24.2% | 10.4% | 6.2% |
| 4. To what extent is bisexuality inborn? '1' is 'absolutely not', '5' is 'absolutely yes'. | 21.6% | 27.7% | 11.6% | 19.7% | 8.5% | 11.0% |
| 5. To what extent is transgender status inborn? '1' is 'absolutely not', '5' is 'absolutely yes'. | 16.6% | 23.3% | 9.9% | 23.4% | 14.8% | 11.9% |
| How would you evaluate the followings? Please rate in a scale of 1-4. '1' is 'Always wrong', whereas '4' is 'Not wrong at all'. | 1-Always wrong | 2-Almost always wrong | 3-Wrong only sometimes | 4-Not wrong at all | | N-Not Sure/ Don't Know |
| 6. About sexual relations between two female adults. | 28.5% | 11.9% | 13.0% | 44.2% | | 2.3% |
| 7. About sexual relations between two male adults. | 31.2% | 12.6% | 13.2% | 40.8% | | 2.1% |
| 8. About people having sexual relations with both men and women in their lifetime. | 36.6% | 16.7% | 13.2% | 30.7% | | 3.0% |
| 9. What do you think about people desiring to change the gender that is assigned at birth? | 20.7% | 12.0% | 15.3% | 47.5% | | 4.5% |
| 10. What do you think about people who like to wear clothes of the opposite sex/ different from the biological sex they are assigned at birth? | 24.3% | 16.3% | 21.6% | 34.9% | | 2.9% |

(C1) Personal attitudes towards LGBTI people

| 1. | Role | Situation | | LGBTI group | | | |
|---|----------------------------------|--|-------------------------------------|------------------------|------------------------|------------------------|------------------------|
| | | | | Homosexual | Bisexual | Transgender | Intersex |
| Employment | | | | | | | |
| A | Employer | If you know your employee is _____, would you continue to employ this person? | Yes No Don' t know / not sure | 86.1% 12.3% 1.5% | 85.1% 13.2% 1.7% | 84.5% 13.8% 1.7% | 85.8% 12.3% 1.9% |
| Education and training | | | | | | | |
| B | Teacher | If you know your student is _____, would you discipline this student? | Yes No Don' t know / not sure | 3.6% 94.8% 1.6% | 3.8% 94.5% 1.7% | 3.5% 94.6% 1.9% | 3.3% 95.0% 1.7% |
| Provision of goods and services | | | | | | | |
| C | Service provider in a restaurant | If you know your customer is _____, would you refuse to provide service to this person? | Yes No Don' t know / not sure | 4.1% 95.3% 0.6% | 4.1% 95.1% 0.8% | 4.2% 95.1% 0.7% | 4.5% 94.9% 0.6% |
| Leasing of apartment / office; membership of club/ association | | | | | | | |
| D | Landlord | If you know your tenant is _____, would you continue to lease your premise to this person? | Yes No Don' t know / not sure | 78.1% 19.2% 2.7% | 78.2% 19.4% 2.4% | 78.0% 19.6% 2.4% | 78.8% 18.8% 2.4% |

(C2) Perceived extent of discrimination experienced by LGBTI people

| Please rate in a scale of 1-5. '1' is 'Completely disagree', whereas '5' is 'Completely agree'. | | 1 | 2 | 3 | 4 | 5 | N |
|---|------|--------------|---------|---------|---------------------|-------------------|----------------------|
| | | Very serious | Serious | Average | Pose little problem | No problem at all | Not Sure/ Don't Know |
| 11. At present, _____ are discriminated against in Hong Kong because of their sexual orientation. | i) | 1.4% | 8.3% | 24.0% | 33.0% | 30.1% | 3.2% |
| | ii) | 3.5% | 22.4% | 25.9% | 23.8% | 21.3% | 3.0% |
| | iii) | 3.3% | 14.2% | 21.7% | 22.5% | 24.0% | 14.2% |
| | iv) | 5.7% | 25.4% | 16.7% | 17.5% | 19.9% | 14.8% |
| | v) | 5.5% | 22.2% | 14.2% | 13.9% | 23.3% | 20.9% |
| ii) Lesbians | | | | | | | |
| iii) Gay men | | | | | | | |
| iv) Bisexual people | | | | | | | |
| iv) At present, transgender people are discriminated against in Hong Kong because of their gender identity. | | | | | | | |
| v) At present, Intersex people are discriminated against in Hong Kong because of their intersex status. | | | | | | | |

(D1) Knowledge about discrimination legislation

| 12. As far as you know, is there any existing ordinance against discrimination on the ground of _____ in Hong Kong? | Yes | No | Don't know / hard to say |
|---|-------|-------|--------------------------|
| i) Race | 68.7% | 22.4% | 8.9% |
| 2. Disability | 85.8% | 11.5% | 2.8% |
| 3. Sex | 65.6% | 25.4% | 9.1% |
| 4. Family Status | 41.8% | 34.8% | 23.4% |
| ii) Sex Orientation | 16.4% | 66.3% | 17.3% |

(If said “yes” for sex orientation, clarify the misunderstanding, and tell that there is actually ‘no legal protection against discrimination on the ground of sex orientation in Hong Kong’.)

(D2) Views on providing LGBTI people with legal protection

| 13. Should legal protection against discrimination be provided for people of different sexual orientation, gender identity and intersex status in the following areas? Please rate in a scale of 1-5. ‘1’ is ‘Completely disagree’, whereas ‘5’ is ‘Completely agree’. | 1-Completely disagree | 2-Somewhat disagree | 3-Neutral | 4-Somewhat agree | 5-Completely agree | N-Not Sure/Don't Know |
|---|-----------------------|---------------------|-----------|------------------|--------------------|-----------------------|
| i) Employment | 13.4% | 18.5% | 6.0% | 44.7% | 15.1% | 2.3% |
| ii) Education and training | 12.7% | 18.0% | 4.0% | 47.4% | 16.5% | 1.4% |
| iii) Provision of goods and services | 14.5% | 19.9% | 4.6% | 43.7% | 15.4% | 1.8% |
| iv) Leasing of apartment / office | 14.9% | 24.6% | 5.7% | 39.8% | 12.9% | 2.1% |
| v) Membership of club/ association | 15.5% | 24.9% | 6.7% | 37.1% | 12.9% | 2.9% |
| 14. Overall speaking, should legal protection against discrimination be provided for people of different sexual orientation, gender identity and intersex status in Hong Kong? | 13.8% | 21.0% | 7.3% | 41.7% | 14.0% | 2.1% |

(E) Same-sex marriage

| Please rate in a scale of 1-5. '1' is 'Very much oppose', whereas '5' is 'Very much support'. | 1- Very much oppose | 2- Oppose | 3- Neutral | 4- Support | 5- Very much support | N- Not Sure/ Don't Know |
|--|---------------------|-----------|------------|------------|----------------------|-------------------------|
| 15. For the legislating of same sex marriage, what is your view? | 22.8% | 19.6% | 26.1% | 22.3% | 6.8% | 2.5% |
| 16. If a homosexual couple can have the same rights as a heterosexual couple in Hong Kong through the legal procedure of 'civil partnership', without being recognized as 'marriage'. What is your view? | 19.9% | 22.9% | 14.2% | 31.0% | 6.4% | 5.6% |

(F) Human rights and family values

| 17. Do you agree with the following views? Please rate in a scale of 1-5. '1' is 'Completely disagree', whereas '5' is 'Completely agree'. | 1- Completely disagree | 2- Somewhat disagree | 3- Neutral | 4- Somewhat agree | 5- Completely agree | N- Not Sure/ Don't Know |
|---|------------------------|----------------------|------------|-------------------|---------------------|-------------------------|
| i) Human Rights: Everyone in society should be equal in terms of their dignity and rights. | 3.0% | 4.4% | 2.2% | 38.1% | 51.6% | 0.6% |
| ii) Family Values: Fulfilling parental expectations and following their thoughts are very important. | 14.7% | 31.1% | 9.0% | 28.4% | 16.3% | 0.6% |

(G) Extent of discrimination on the grounds of other characteristics

| 18. Do you agree with the following views? Please rate in a scale of 1-5. '1' is 'Completely disagree', whereas '5' is 'Completely agree'. | 1- Completely disagree | 2- Somewhat disagree | 3- Neutral | 4- Somewhat agree | 5- Completely agree | N- Not Sure/Don't Know |
|---|-------------------------------|-----------------------------|-------------------|--------------------------|----------------------------|-------------------------------|
| a) Males are generally more suitable than females to perform management or leading roles | 36.3% | 37.7% | 6.2% | 16.1% | 3.2% | 0.5% |
| b) People with disabilities can only pick up junior works | 48.2% | 43.8% | 2.1% | 4.4% | 0.8% | 0.8% |
| c) People with mental illness are not suitable for work, because they may be emotionally unstable. | 18.1% | 34.8% | 12.6% | 26.1% | 5.9% | 2.3% |
| d) People living with HIV pose a hazard to fellow employees as they may infect others when working together. | 40.2% | 35.3% | 3.8% | 13.0% | 3.9% | 3.8% |
| e) South Asians are not suitable to do office work because they have only attained low educational level. | 46.2% | 42.8% | 2.3% | 5.8% | 1.1% | 1.8% |
| f) Single persons will pay greater efforts on work than married persons | 33.6% | 40.9% | 3.6% | 15.8% | 4.7% | 1.3% |
| g) The working attitude for most of the new immigrants from the Mainland is perfunctory. | 24.2% | 40.6% | 6.2% | 20.0% | 5.9% | 3.1% |
| h) Young people are not patient enough to learn, and thus it will waste company's resources on their training. | 19.9% | 32.7% | 7.2% | 32.0% | 7.2% | 1.0% |
| i) Middle-aged persons work less efficiently than younger persons. | 43.0% | 44.7% | 4.4% | 6.6% | 0.8% | 0.6% |
| j) Homosexual people should not work as teachers, because they will impose negative impacts on students' morality. | 29.0% | 30.6% | 7.8% | 18.3% | 8.8% | 5.6% |

End