

APPENDIX I.

Telephone Survey of Public Attitudes towards Female Political Leadership

[Interviewer read out: We would like to ask about your views on social and political participation in Hong Kong, such as becoming government officials, legislators, political party members, community leaders, leaders in policy advocacy, non-official members serving on public sector advisory and statutory bodies and so on.]

Desired Qualities of Political Leaders

[Interviewer read out]: In general, do you think each of the following characteristics is more true for men, more true for women, or equally true for both?

1. More true for women
2. More true for men
3. Equally true for both

8. Don't know
9. Refused to answer

[CATI: RANDOMISE ITEMS]

- QUAL_SEX1. Competent
- QUAL_SEX2. Compassionate
- QUAL_SEX3. Visionary
- QUAL_SEX4. Persuasive
- QUAL_SEX5. Prioritising the public interest
- QUAL_SEX6. Collaborative and working out compromises
- QUAL_SEX7. Hard-working
- QUAL_SEX8. Honest and ethical
- QUAL_SEX9. Standing up for what they believe in despite political pressure

[Interviewer read out: In general, do you think female or male leaders are more capable of dealing with the following issues?

1. Male leader is more capable
2. Female leader is more capable
3. No difference

8. Don't know
9. Refused to answer

- QUAL_AREA1. Economics, finance, and trade
- QUAL_AREA2. Security affairs
- QUAL_AREA3. Social welfare (such as poverty alleviation, medical service)
- QUAL_AREA4. Infrastructure and development
- QUAL_AREA5. Environment
- QUAL_AREA6. Education
- QUAL_AREA7. Political reforms

Perceptions of Gender Equality and Female Political Leadership in Hong Kong

PERCEPT1. In Hong Kong, do you think men or women generally make better political leaders?

1. Men
2. Women
3. No difference

8. Don't know
9. Refused to answer

PERCEPT1a. In Hong Kong, do you think men or women generally perform better as community/grassroots leaders?

1. Men
2. Women
3. No difference

8. Don't know
9. Refused to answer

PERCEPT 1b. In Hong Kong, do you have greater confidence in the performance of female or male members in the Legislative Council and District Councils?

1. More confidence in female council members
2. More confidence in male council members
3. Similar confidence in male and female council members

8. Don't know
9. Refused to answer

PERCEPT2. Do you think men or women leaders in Hong Kong have greater influence on social and political issues?

1. Women have greater influence
2. Men have greater influence
3. No difference

8. Don't know
9. Refused to answer

Barriers Faced by Women in Attaining Political Leadership

BAR1. In Hong Kong, do women or men face more challenges when attempting to attain higher political leadership positions (e.g. Legislative Council members, senior government officials)?

1. More difficult for men
2. More difficult for women
3. No difference

8. Don't know
9. Refused to answer

[Interviewer read out: In Hong Kong, other than personal choices, do you think the following factors prevent men or women from attaining political leadership?]

1. Obstacle for men
2. Obstacle for women
3. Obstacle for both men and women
4. Not an obstacle for either men or women

88. Don't know
99. Refused to answer

[CATI: RANDOMISE ITEMS]

- BAR_W1. Traditional attitudes towards gender roles (e.g. “women are to take care of the family while men are to work outside”)
- BAR_W2. Domestic responsibilities
- BAR_W3. Lack of confidence
- BAR_W4. Lack of experience
- BAR_W5. Lack of support from political parties and organisations
- BAR_W6. Lack of support from family
- BAR_W7. Lack of social network and connections
- BAR_W8. Double standards between genders to prove themselves

Views on Policies to Increase Female Political Leadership

POLICY1. Around 20% of the Legislative Council and District Council members and 37% of government officials on the directorate pay scale are women. Should we increase the proportion of women in political leadership positions?

1. Yes
2. No

8. Don't know
9. Refused to answer

[Interviewer read out: What should be done to increase women's political leadership? Among the following measures, which item(s) would you support?

1. Support
2. Do not support
3. Neither support or against

7. Insist not to answer these questions (do not read out)
8. Don't know
9. Refused to answer

POLICY1a. Make more female role models and mentors available

POLICY1b. Provide training for potential female leaders

POLICY1c. Implement family-friendly policies (e.g. maternity/paternal leave, subsidised care services, flexible work arrangements, etc.)

POLICY1d. Encourage women to lean in for opportunities

POLICY1e. Improve gender awareness and talk openly about the issue of gender equality

POLICY1f. Require the nomination/candidacy lists to have a certain number of women

POLICY1g. Reserve a certain number of seats for women in the Legislative Council, District Councils, and Government units

Others (do not read out)

POLICY2. If Hong Kong is to establish the above-mentioned quota system in the Government and councils, in general what should be the percentage allotted to women?

1. 50% or higher
2. 40–49%
3. 30–39%
4. 20–29%
5. 10–19%
6. Below 10%
7. Do not agree (do not read out)

8. Don't know
9. Refused to answer

Sociodemographic Status

AGE. Which age group are you in?

1. 15–24
2. 25–34
3. 35–44
4. 45–54
5. 55–64
6. 65 or above

9. Refused to answer

SEX. What is your gender?

[Note to interviewer: don't read out the options]

1. Male
2. Female
3. Other

MARITAL. What is your marital status at present?

1. Never married
2. Now married
3. Other
 - Cohabiting
 - Separated
 - Divorced
 - Widowed
8. Don't know
9. Refused to answer

EDU. What is the highest level of education you have attained?

1. Primary or below
2. Lower secondary (Form 1 to Form 3)
3. Upper secondary (Form 4 to Form 7)
4. Tertiary non-degree
5. Bachelor's degree
6. Postgraduate (master's or doctoral degree)
7. Other (please specify _____)
8. Don't know
9. Refused to answer

W1. Are you currently employed? If not, are you doing housekeeping, a student, retired or looking for a job?

1. Employed
2. Housekeeping
3. Retired
4. Unemployed/looking for a job
5. Student
6. Other (please specify: _____)
9. Refused to answer

INCOME. What is your average monthly income?

[Note to interviewer: Read out options 1 to 5 only]

1. Less than HK\$10,000
2. HK\$10,000–19,999
3. HK\$20,000–29,999
4. HK\$30,000–49,999
5. HK\$50,000 or above

8. Unstable income
9. Refused to answer

CHILD. Do you have any children aged 18 or under?

1. Yes
2. No

POL. Which political camp do you think best reflects your political orientation?

1. Pan-democrats
2. Moderate groups
3. Pro-establishment
4. Localist

6. (Do not read) None
7. (Do not read) Others (please specify)
8. (Do not read) Don't know/hard to say
9. (Do not read) Refused to answer

Web-based Survey of Public Attitudes towards Female Political Leadership

AGE. Which age group are you in?

1. 15–17 (Please answer CONSENT)
2. 18–24
3. 25–34
4. 35–44
5. 45–54
6. 55–64
7. 65 or above

CONSENT. If you are at the age of 15-17, did your parent/guardian consent to your participation in this survey?

1. I am under 18 and my parent/guardian consented to my participation in this survey (PROCEED TO SURVEY)
2. I am under 18 and my parent/guardian DID NOT consent to my participation in this survey (END SURVEY)

SEX. What is your gender?

4. Male
5. Female
6. Other

Desired Qualities of Political Leaders

In general, do you think each of the following characteristics is more true for men, more true for women, or equally true for both?

	1. More true for women	2. More true for men	3. Equally true for both
QUAL_SEX1. Competent			
QUAL_SEX2. Compassionate			
QUAL_SEX3. Visionary			
QUAL_SEX4. Persuasive			
QUAL_SEX5. Prioritising the public interest			
QUAL_SEX6. Collaborative and working out compromises			
QUAL_SEX7. Hard-working			
QUAL_SEX8. Honest and ethical			
QUAL_SEX9. Standing up for what they believe in despite political pressure			

In general, do you think female or male leaders are more capable of dealing with the

following issues?

	1. Male leader is more capable	2. Female leader is more capable	3. No difference
QUAL AREA1. Economics, finance, and trade			
QUAL AREA2. Security affairs			
QUAL AREA3. Social welfare (such as poverty alleviation, medical service)			
QUAL AREA4. Infrastructure and development			
QUAL AREA5. Environment			
QUAL AREA6. Education			
QUAL AREA7. Political reforms			
QUAL AREA8. Labour issues			

Perceptions of Gender Equality and Female Political Leadership in Hong Kong

What do you think about the following questions regarding male or female political leaders and officials?

	1. Men	2. Women	3. No difference
PERCEPT1. In Hong Kong, who do you think generally make better political leaders ?			
PERCEPT1a. In Hong Kong, who do you think generally perform better as community/grassroots leaders ?			
PERCEPT 1b. In Hong Kong, do you have greater confidence in the performance of female or male members in the Legislative Council and District Councils?			
PERCEPT2. In Hong Kong, do women or men face more challenges when attempting to attain higher political leadership positions (e.g. Executive Council members, Legislative Council members, senior government officials)?			

In the context of Hong Kong, do you agree or disagree with the following statements?

	1. Strongly agree	2. Agree	3. Neither agree nor disagree	4. Disagree	5. Strongly disagree
PERCEPT3. Women and men should have an equal role in running the government.					
PERCEPT4. Female leaders have a responsibility to represent the interests of women in society at large.					
PERCEPT5. Male leaders have a responsibility to represent the interests of men in society at large.					
PERCEPT6. The more women leaders there are in government and councils, the greater influence they will have on political priorities and policy.					
PERCEPT7. Male leaders can sufficiently represent the interests of women in politics.					
PERCEPT8. Female leaders can sufficiently represent the interests of men in politics.					
PERCEPT9. Women are 50% of the population and should be as equally represented as men in decision-making positions.					
PERCEPT10. Women's presence will increase the political legitimacy of government and councils.					
PERCEPT11. Women should be represented in decision making because this right is enshrined in laws.					
PERCEPT12. Women bring					

different views, perspectives and talents to politics.					
PERCEPT13. The empowerment of women will lead to the development of society at large.					
PERCEPT14. Including more women will increase the electoral appeal of political parties or groupings.					

Structural and Other Barriers Faced by Women and Men in Attaining Political Leadership

BAR1. Has your gender helped or hurt your political career, or made no difference?

1. Helped my political career
2. Hurt my political career
3. Made no difference to my political career

BAR2. The following factors commonly hinder career success/promotions and candidacy for political leaders and government officials. According to your experience, are they preferable for describing males or females?

	1. Males	2. Females	3. Obstacle for both men and women	4. Not an obstacle for either men or women	5. Yourself
BAR_W1. Traditional attitudes towards gender roles (e.g. “women are to take care of the family while men are to work outside”)					
BAR_W2. Domestic responsibilities					
BAR_W3. Lack of confidence					
BAR_W4. Lack of experience					
BAR_W5. Lack of support from political parties and organisations					
BAR_W6. Lack of support from family					
BAR_W7. Lack of social network and connections					
BAR_W8. Double standards between genders to prove themselves					

BAR2A. Regarding factors that commonly hinder career success/promotions and candidacy for political leaders and government officials, according to your experience, is another

factor preferable for describing males or females?

	1. Male	2. Female	3. Obstacle for both men and women	4. Not an obstacle for either men or women	5. Yourself
BAR_W9. Other, please specify:					

**BAR3. What can contribute to your successful advancement in your organisation?
(Select all that apply)**

	Should adopt
BAR3a. Mentoring and experience sharing	
BAR3b. Provide training to those with potential	
BAR3c. Improve promotion pipelines	
BAR3d. Implement family-friendly policies (e.g. maternity/parental leave, subsidised care services, flexible work arrangements)	
BAR3e. Provide chances for me to lean in for opportunities	
BAR3f. Improving gender awareness and talking openly about the issue of gender equality	
BAR3g. Require the nomination/candidacy lists to have a certain number of seats based on genders	
BAR3h. Reserve a certain number of seats at the leadership and managerial levels based on genders	
BAR3i. Other, please specify	
BAR3j. None of the above	

Views on Policies to Increase Female Political Leadership

POLICY1. Around 20% of the Legislative Council and District Council members and 37% of government officials on the directorate pay scale are women. Should we increase the proportion of women in political leadership positions?

1. Yes
2. No

POLICY2. In which of the following areas would it be good to see more women? (Select all that apply)

1. Senior government officials (e.g. secretary for a bureau)
2. Legislative Council
3. District Councils
4. The legal system
5. Party leaders
6. None of the above

POLICY3. What should be done to increase women's political leadership? Among the following measures, which item(s) would you support?

	1. Support	2. Neither support nor against	3. Do not support
POLICY3a. Make more female role models and mentors available			
POLICY3b. Provide training for potential female leaders			
POLICY3c. Implement family-friendly policies (e.g. maternity/parental leave, subsidised care services, flexible work arrangements, etc.)			
POLICY3d. Encourage women to lean in for opportunities			
POLICY3e. Improve gender awareness and talk openly about the issue of gender equality			
POLICY3f. Require the nomination/candidacy lists to have a certain number of women			
POLICY3g. Reserve a certain number of seats for women in the Legislative Council, District Councils, and Government units			

POLICY3h. What should be done to increase women's political leadership? Except for the above measures, what other measures would you support?

POLICY3h. Other (please specify: _____)

POLICY4. If Hong Kong is to establish the above-mentioned quota system in the Government and councils, in general what should be the percentage allotted to women?

1. 50% or higher
2. 40–49%
3. 30–39%
4. 20–29%
5. 10–19%
6. Below 10%
7. Do not agree

POLICY5. What are your views on the following statements regarding the use of **gender quotas** to increase women’s participation in governments, councils, and parties?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Policy5a. Quotas are a necessary measure to address the under-representation of women and increase their numbers in governments and councils.					
Policy5b. Quotas should only be implemented on a temporary basis.					
Policy5c. Voluntary quotas adopted by political parties are preferable to quotas legislated by governments and councils.					
Policy5d. Quotas that are legislated must be accompanied by enforcement provisions.					
Policy5e. Quotas are useful but not sufficient and must be accompanied by other measures, such as awareness programmes.					
Policy5f. Quotas are not useful and lead to tokenism for women.					
Policy5g. Quotas are not necessary. Women should be elected on merit.					
Policy5h. Quotas are discriminatory.					
Policy5i. Leaders who gain their mandate through reserved seats, political party quotas or appointments are viewed differently to other leaders.					

Sociodemographic Status

MARITAL. What is your marital status at present?

1. Never married
2. Now married
3. Cohabiting
4. Separated
5. Divorced
6. Widowed

EDU. What is the highest level of education you have attained?

1. Primary or below
2. Lower secondary (Form 1 to Form 3)
3. Upper secondary (Form 4 to Form 7)
4. Tertiary non-degree
5. Bachelor's degree
6. Postgraduate (master's or doctoral degree)
7. Other (please specify _____)

W1. Are you currently employed? If not, are you doing housekeeping, a student, retired or looking for a job?

1. Employed
2. Housekeeping
3. Retired
4. Unemployed/looking for a job
5. Student
6. Other (please specify: _____)

INCOME. What is your average monthly income?

1. Less than HK\$10,000
2. HK\$10,000–19,999
3. HK\$20,000–29,999
4. HK\$30,000–49,999
5. HK\$50,000 or above

8. Unstable income

CHILD. How many children aged 0–15 or at or above the age of 16 do you have?

Child/children aged 0–15 _____

Child/children at or above the age of 16 _____

POL. Which political camp do you think reflects your political orientation?

1. Pan-democrates
2. Moderate groups
3. Pro-establishment
4. Localist

6. None
7. Other (please specify)

FAM_HISTORY. Do you have family members who have served in politics?

1. Yes
2. No

Leader-level Identification

Q2. What is/was your position? (Select all that apply)

	Past	Current
1. Government: Directorate pay officials		
2. Legislative Council members		
3. District Council members		
4. Members of Advisory and Statutory Bodies		
5. Party leaders		
6. Non-government organisation (NGO) /non-profit organisation (NPO) leaders		
7. Community organisation leaders		
8. Think tank leaders		
9. Private organisation leaders		
10. Other, please specify:		

Q29a. Do you think you are a political leader now (at any level)?

1. Yes, I think I am currently a political leader
2. No, I think I am not a political leader

Q29b. Do you want to be a political leader?

1. Yes, I do
2. No, I don't

Q30. If you have further views concerning the previous questions, you are welcome to leave your contact information and we may contact you later:

Email address:

Phone number:

APPENDIX II. Interview Guide

A Study on Public Attitudes towards Female Political Leadership In-depth Interview Guide

Part 1: Personal experience

(More about past experiences for former leaders and more about estimations for potential leaders)

1. Can you share with us your journey leading to your current position: when and how did you start your current role, or how did you expect to take up leadership?
 - In your opinion, what is a leader?
 - What experience/who inspires you most?
2. What were some highlights and low points of your journey? Did you experience any **barrier(s)** in the process, or what barriers do you expect to face in the future?
3. What is the most challenging part of your role as a leader?
 - How did you overcome these challenges? Did you receive any help from anybody along the way?
 - What is the most important leadership lesson you have learned?
4. Regarding your male and female colleagues/working partners (randomise: male and female/female and male), what kinds of **difficulties** and **opportunities** may they face in moving up towards leadership positions?
 - Do you think men and women face the same challenges? And do you think that women will encounter more challenges in moving up towards leadership positions?
 - What are the important characteristics, advantages, and disadvantages of being a male leader or a female leader?
5. What kind of **support** did you get, or would you like to get at every step of your career, or when you are gradually moving up to be a leader?
6. What motivates or inspires you to continue to persevere as a leader or be willing to take up a leadership role?
 - How do you see yourself in five years' time in terms of further development in your current role?

(Note for the interviewer: please ask this follow-up question if applicable)

For the following groups (if you belong to one or more of these groups), do you have specific experience of and views regarding being/becoming a political leader in Hong Kong? If yes, would you please share with us? Ethnic minorities; persons with disabilities; other (please specify).

Part 2: Your views on the situation in Hong Kong

1. How well is Hong Kong doing in terms of **gender ratio** at senior political leadership and decision-making levels? How would you evaluate it (how about the ideal gender ratio)?
 - What are the **active spheres within the political field** for men and women leaders (randomise: men and women leaders/woman and men leaders)?

2. What factors are affecting women/men from being political leaders (at any level)?
 - Prompt (let respondents name, elaborate, and rank them for men and women respectively):
 - General attitudes towards gender roles;
 - Domestic responsibilities;
 - Overly long working hours;
 - Lack of confidence;
 - Lack of experience;
 - Lack of support from political parties, organisations, mentors;
 - Lack of support from family;
 - Lack of social network and connections;
 - Double standards between genders that require them to do more to prove themselves.

 - Can you share any **best practices** that address some of these barriers (or the kinds of support that help to overcome these barriers)?
 Prompt (let respondents name, elaborate, and rank them for men and women respectively):
 - Make more female role models and mentors available;
 - Provide training for potential female leaders;
 - Require the nomination/candidacy lists to have a certain number of women;
 - Reserve a certain number of seats for women in the Legislative Council, District Councils, and Government agencies;
 - Enhance family-friendly policies (such as leave, care services, flexible work arrangements);
 - Encourage women to lean in for opportunities;
 - Improve gender awareness and talk openly about the issue of gender equality;
 - Minimise the issue and shift the attention away from gender.

 - What systems or organisations can play a role in these processes (Government, party, social organisation, education bureau, etc.)?

3. How do you evaluate and estimate the current and future trends of their representativeness for men and women leaders (randomise: men and women leaders/woman and men leaders)?
 - Are you aware of some effective **measures to address the issues** (Prompt: quota system, financial support, etc.)?

4. What suggestions would you like to offer young or aspiring female leaders? Finally, what kinds of policies do you think the Government, political parties or other political organisations can implement to assist more women to become leaders?

APPENDIX III.

Supplementary Graphs for the Telephone Survey (Chapter 4) and the Web-based Survey (Chapter 5)

Figure 4.2.2 Public perception: “Competent” (by subgroups) (*: P<0.05)

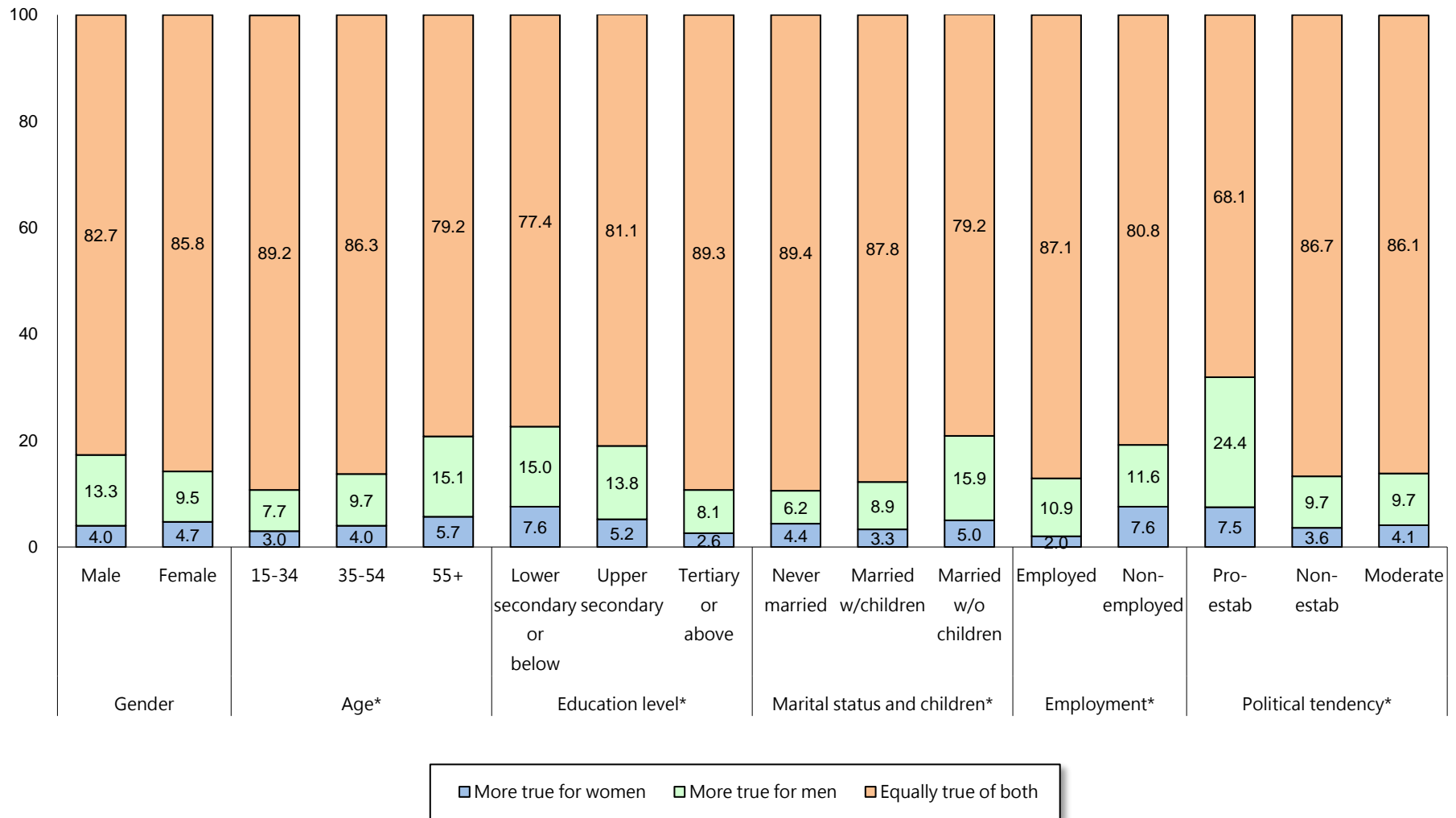


Figure 4.2.3 Public perception: “Compassionate” (by subgroups)

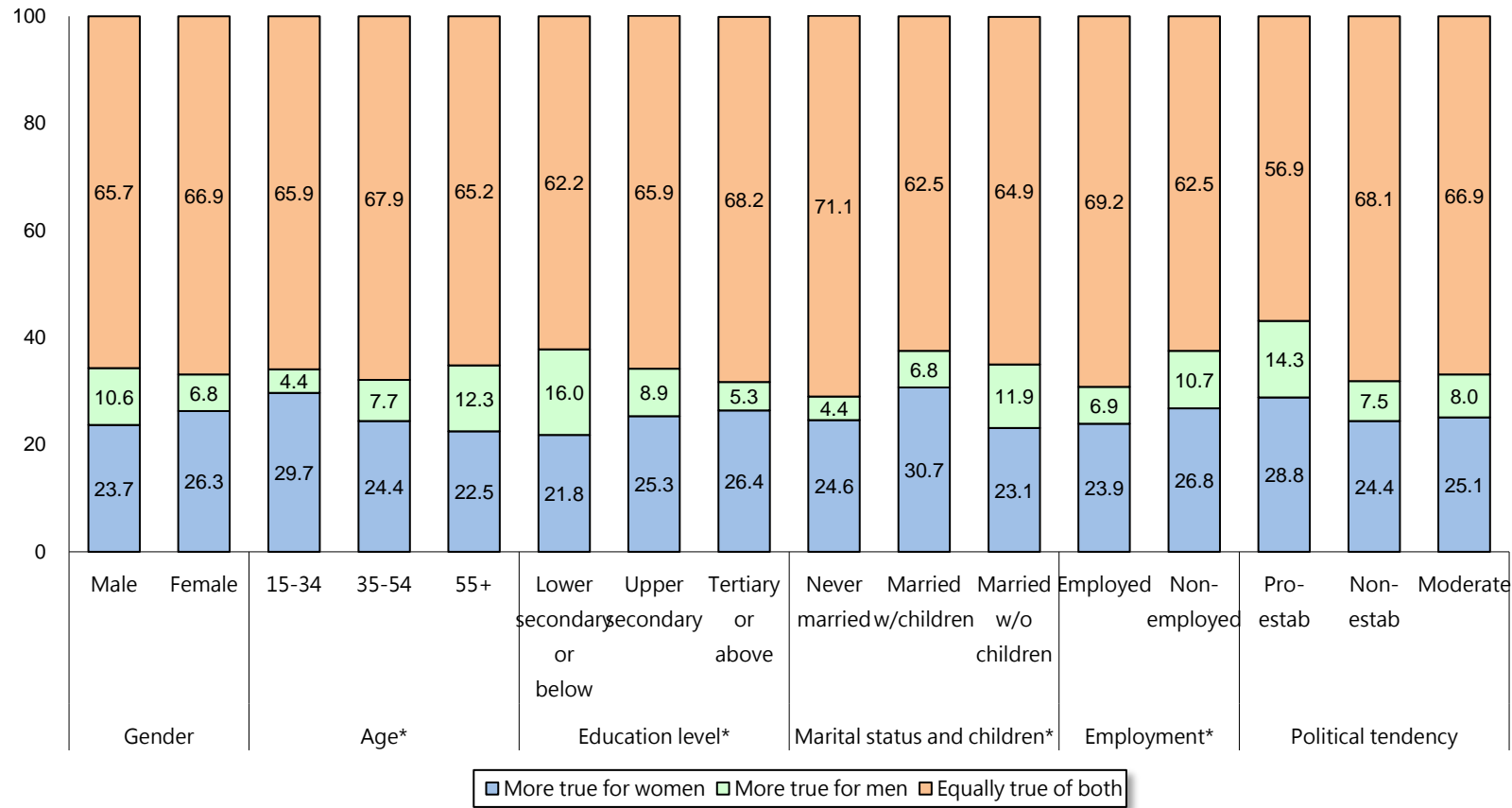


Figure 4.2.4 Public perception: “Visionary” (by subgroups)

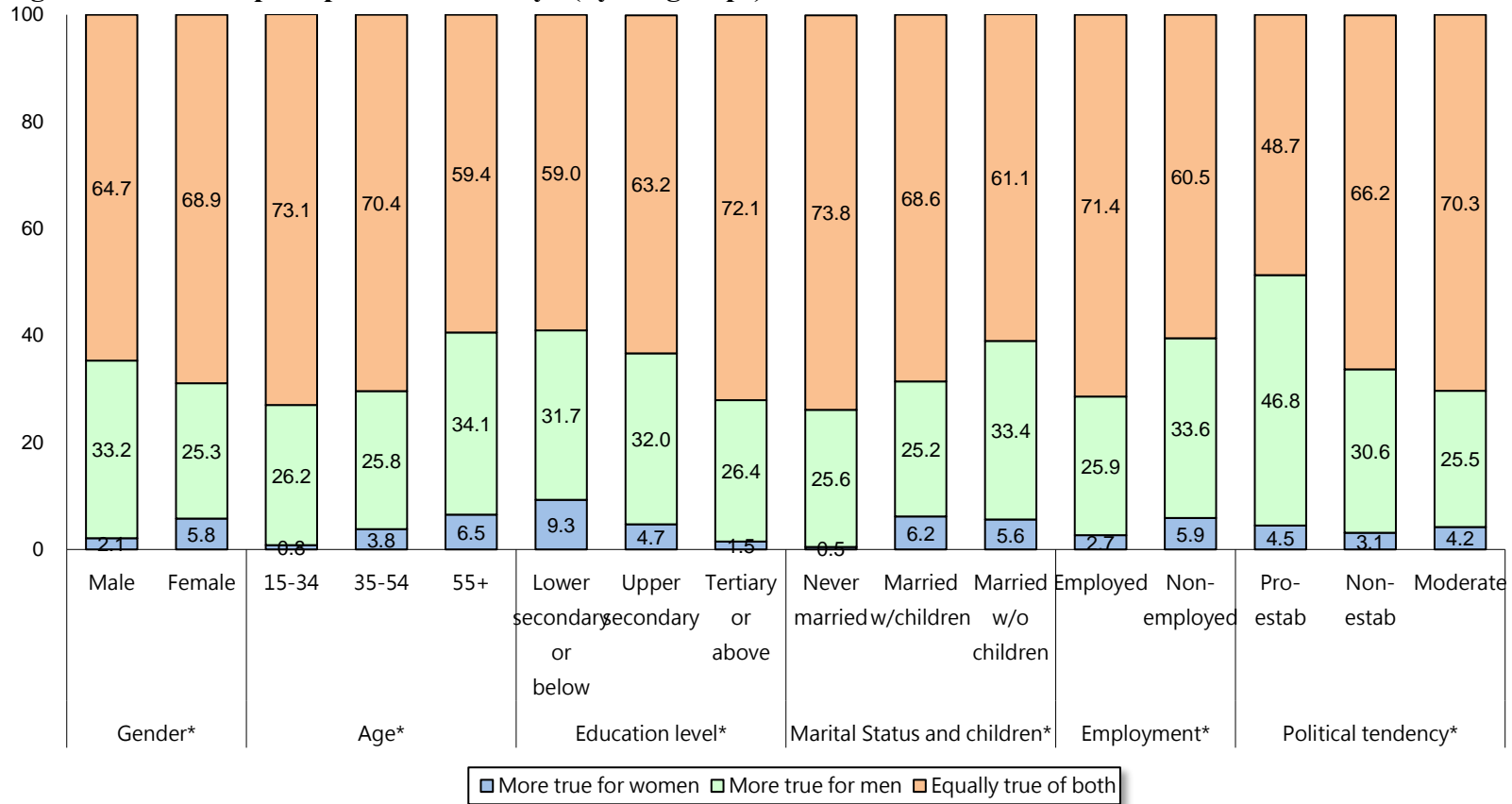


Figure 4.2.5 Public perception: “Persuasive” (by subgroups)

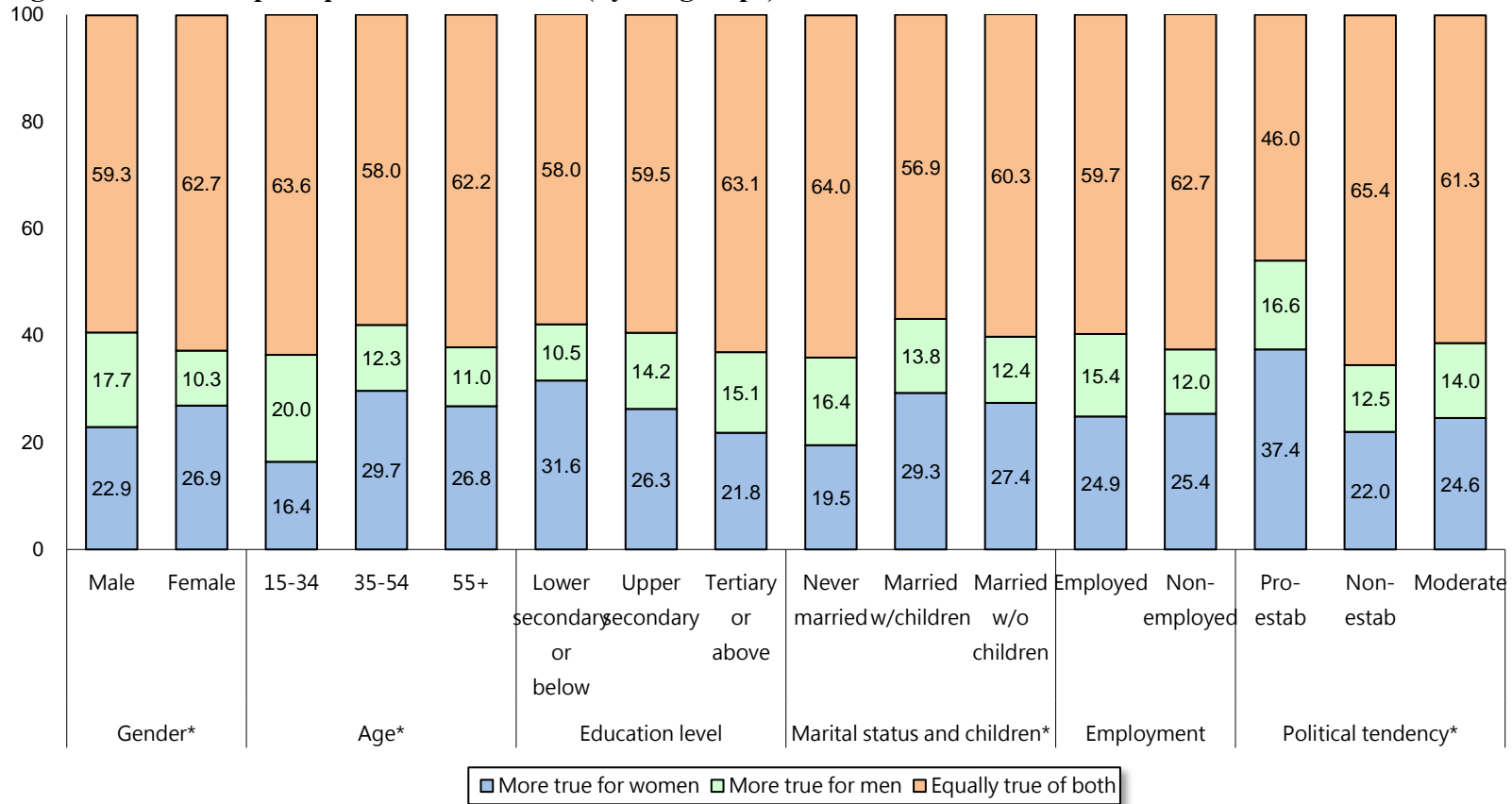


Figure 4.2.6 Public perception: “Prioritising the public interest” (by subgroups)

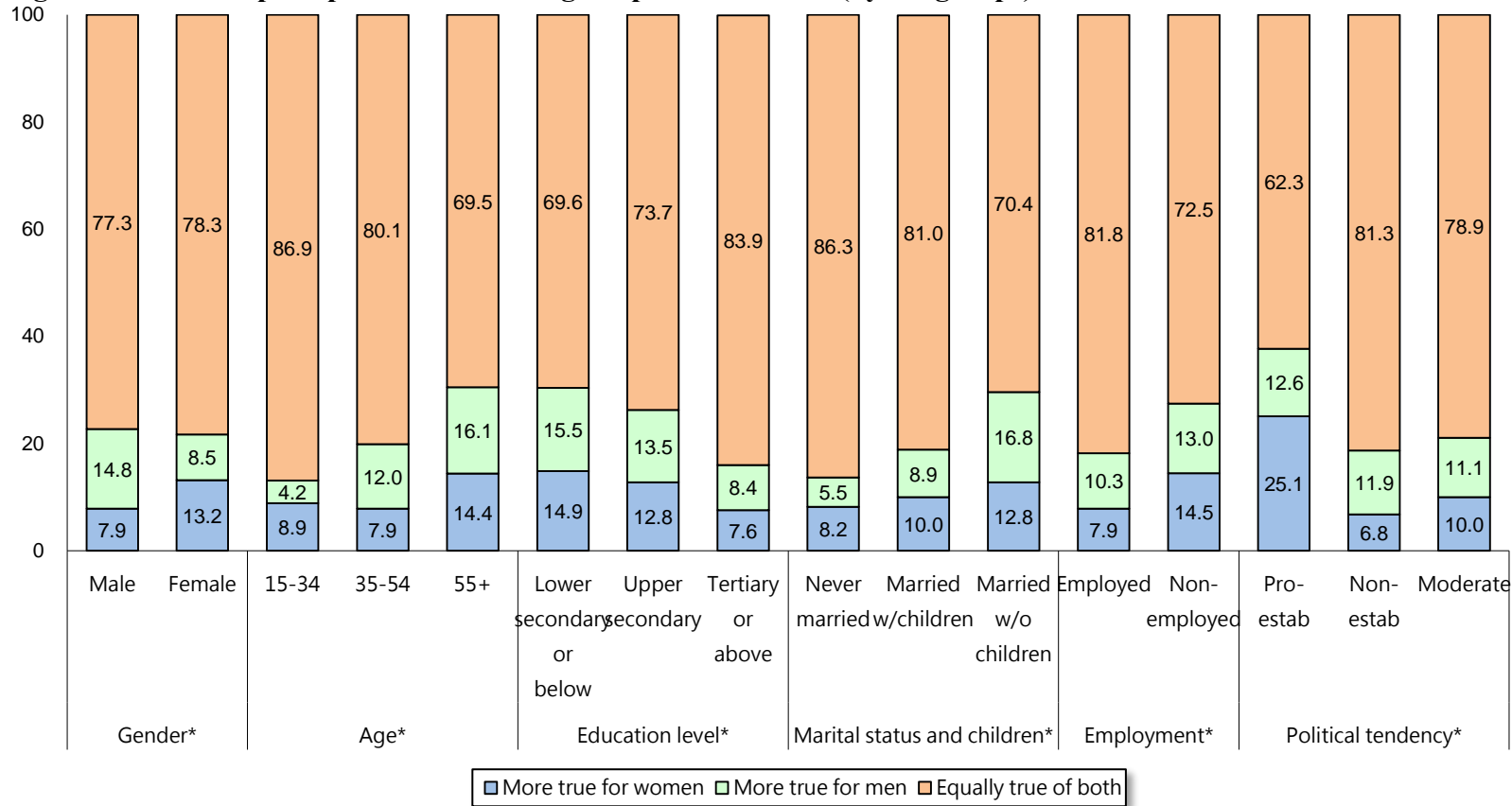


Figure 4.2.7 Public perception: “Collaborative and working out compromises” (by subgroups)

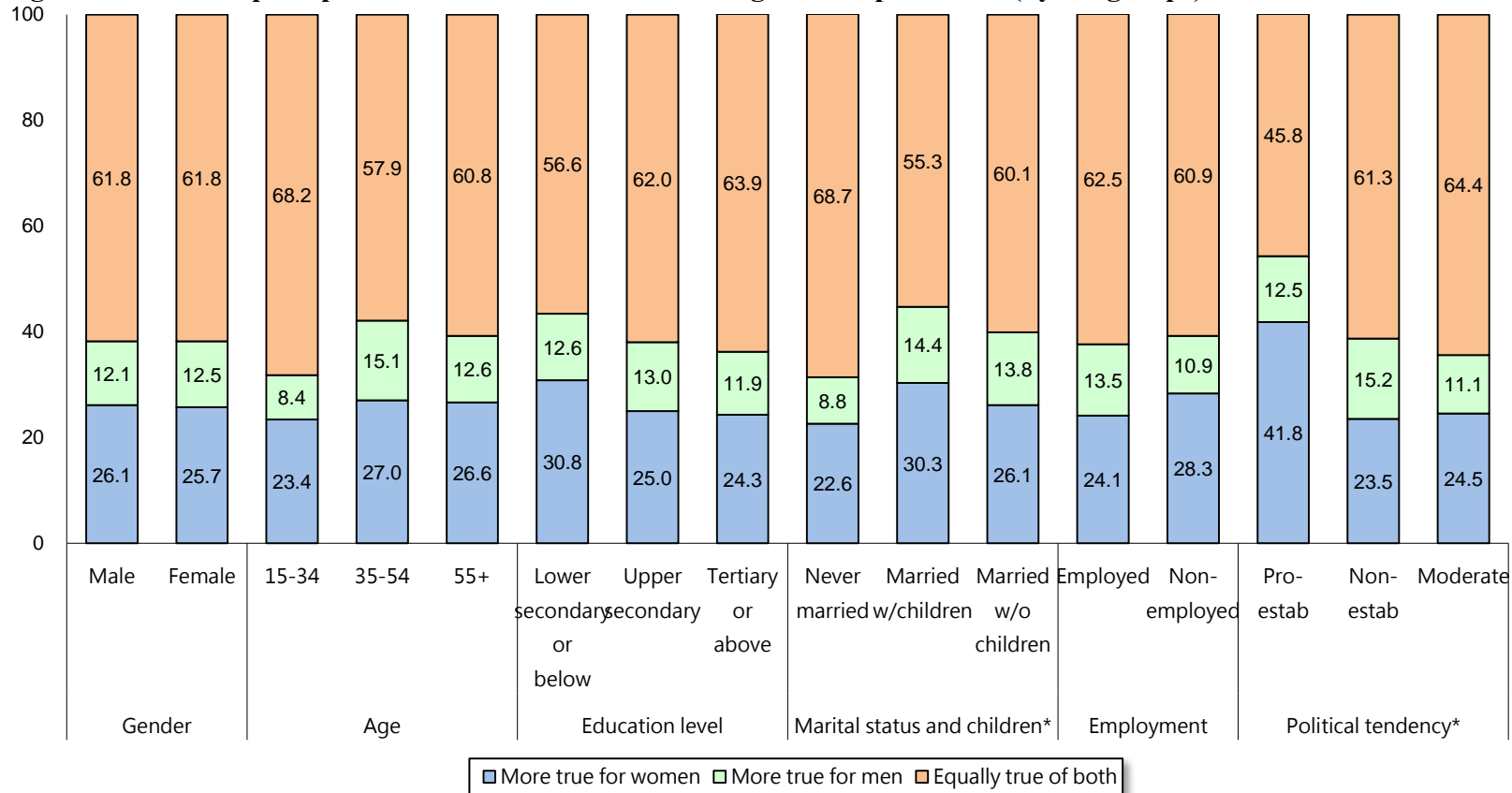


Figure 4.2.8 Public perception: “Hard-working” (by subgroups)

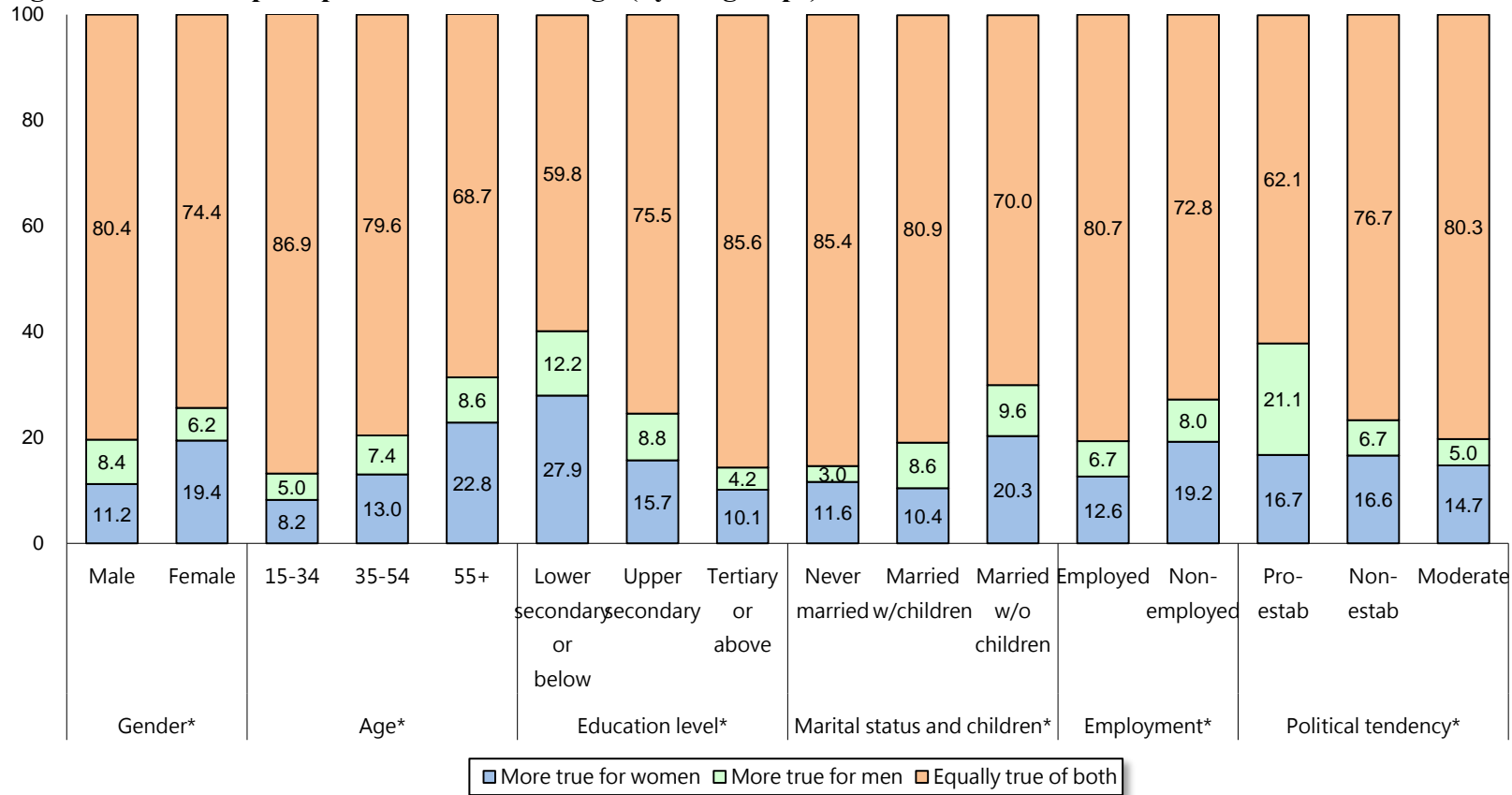


Figure 4.2.9 Public perception: “Honest and ethical” (by subgroups)

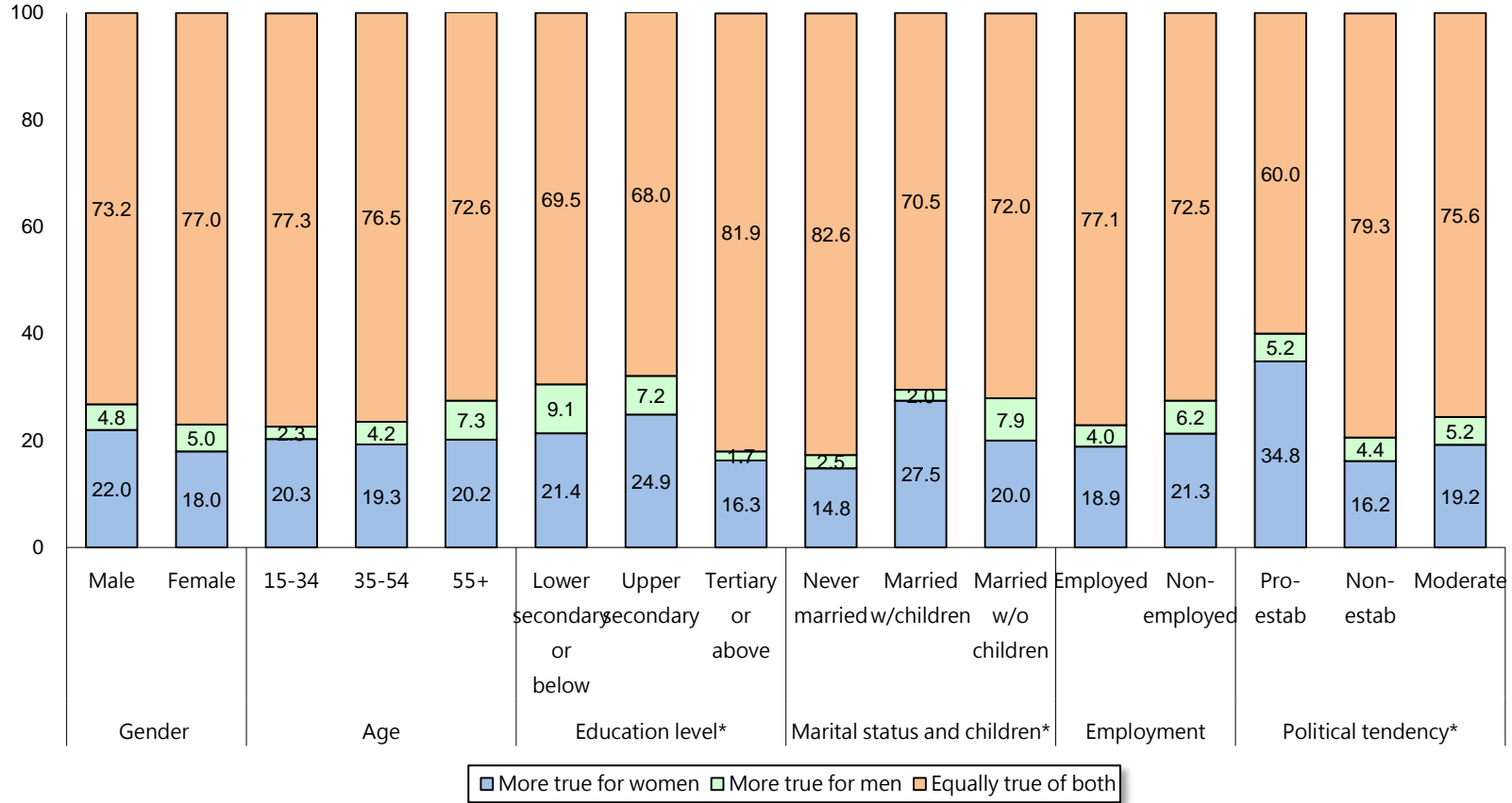


Figure 4.2.10 Public perception: “Standing up for what they believe in despite political pressure” (by subgroups)

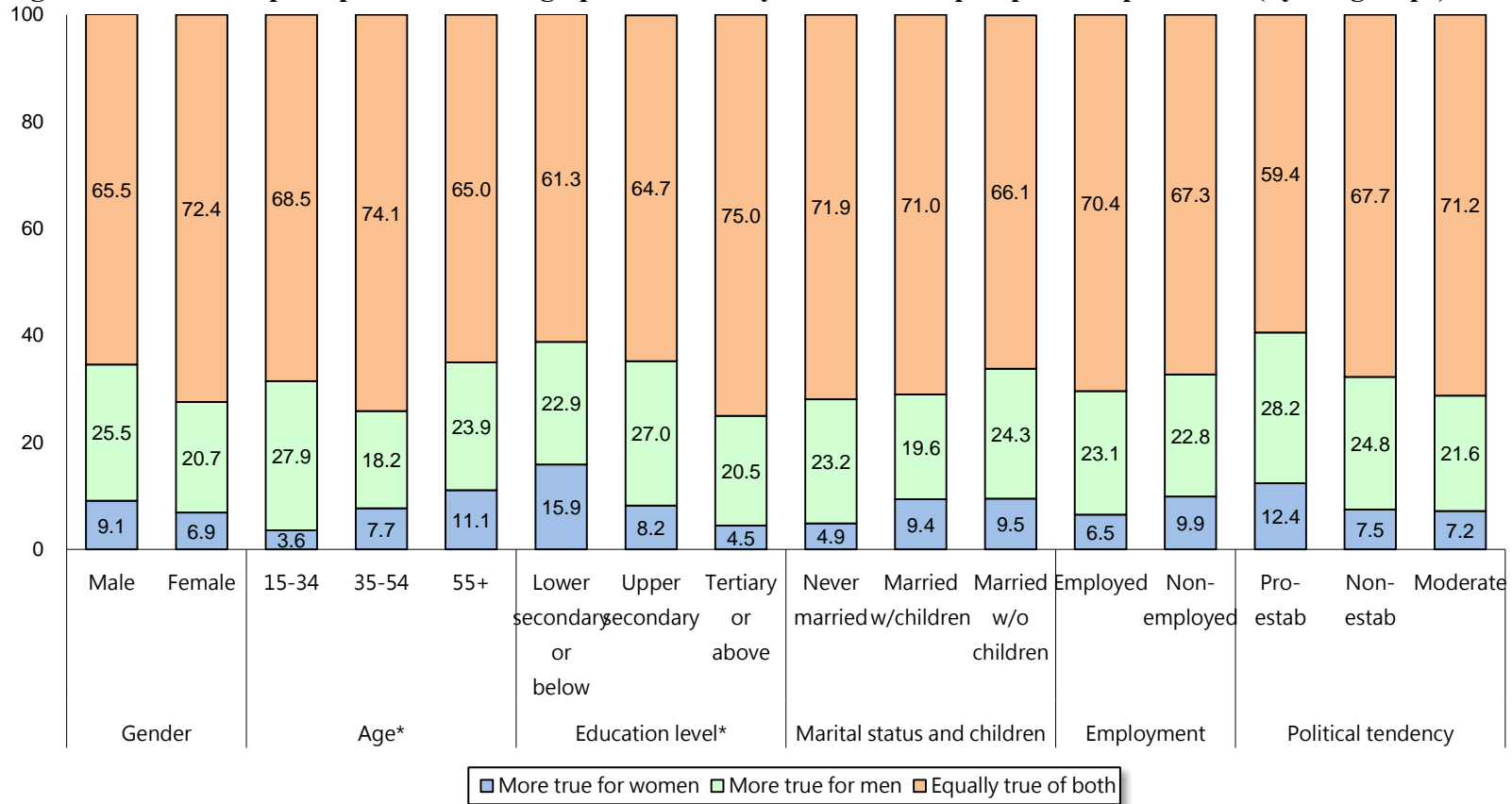


Figure 4.3.2 Female or male leaders are more capable in “economics, finance, and trade” (by subgroups)

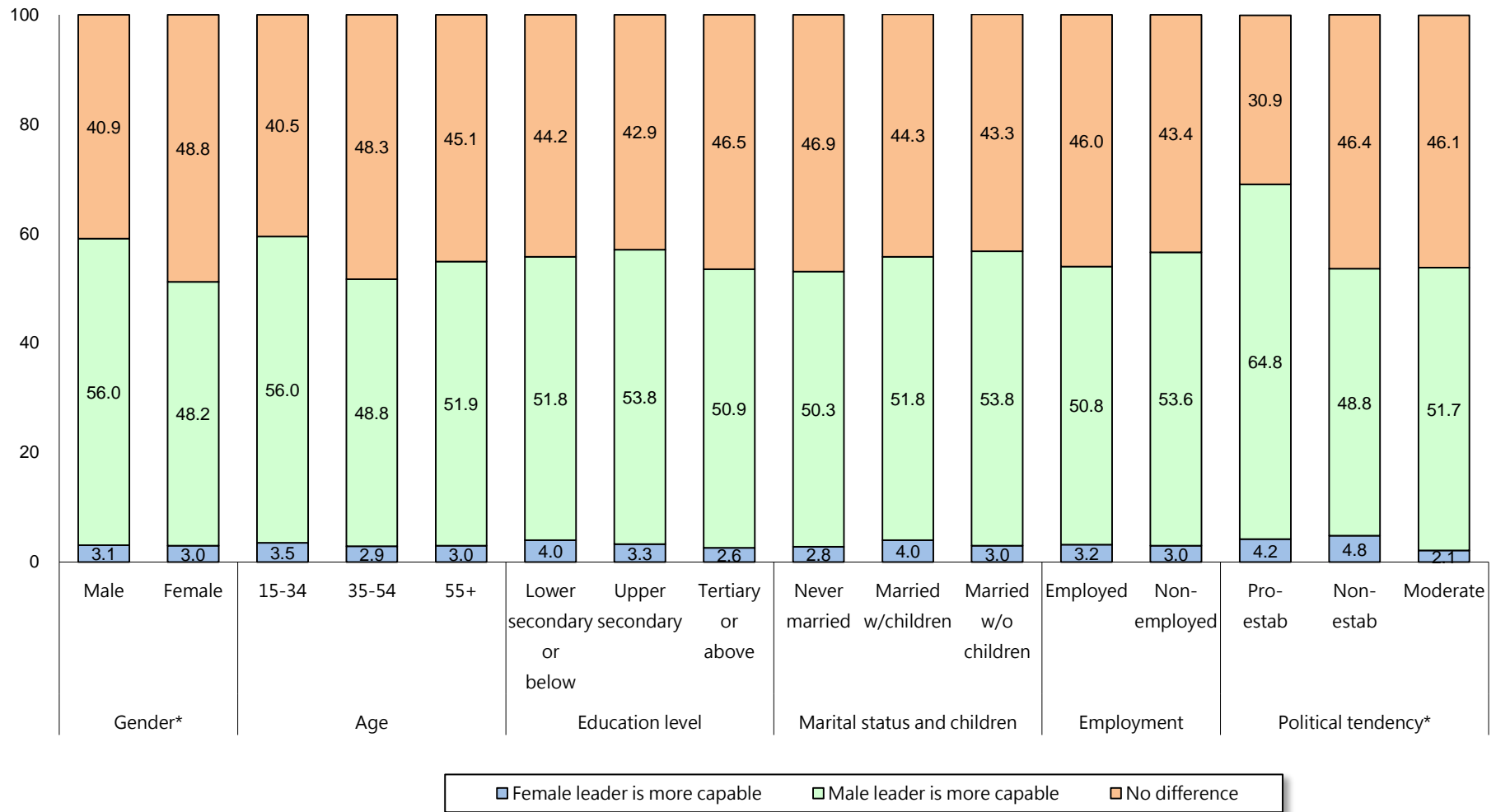


Figure 4.3.3 Female or male leaders are more capable in “security affairs” (by subgroups)



Figure 4.3.4 Female or male leaders are more capable in “social welfare” (by subgroups)

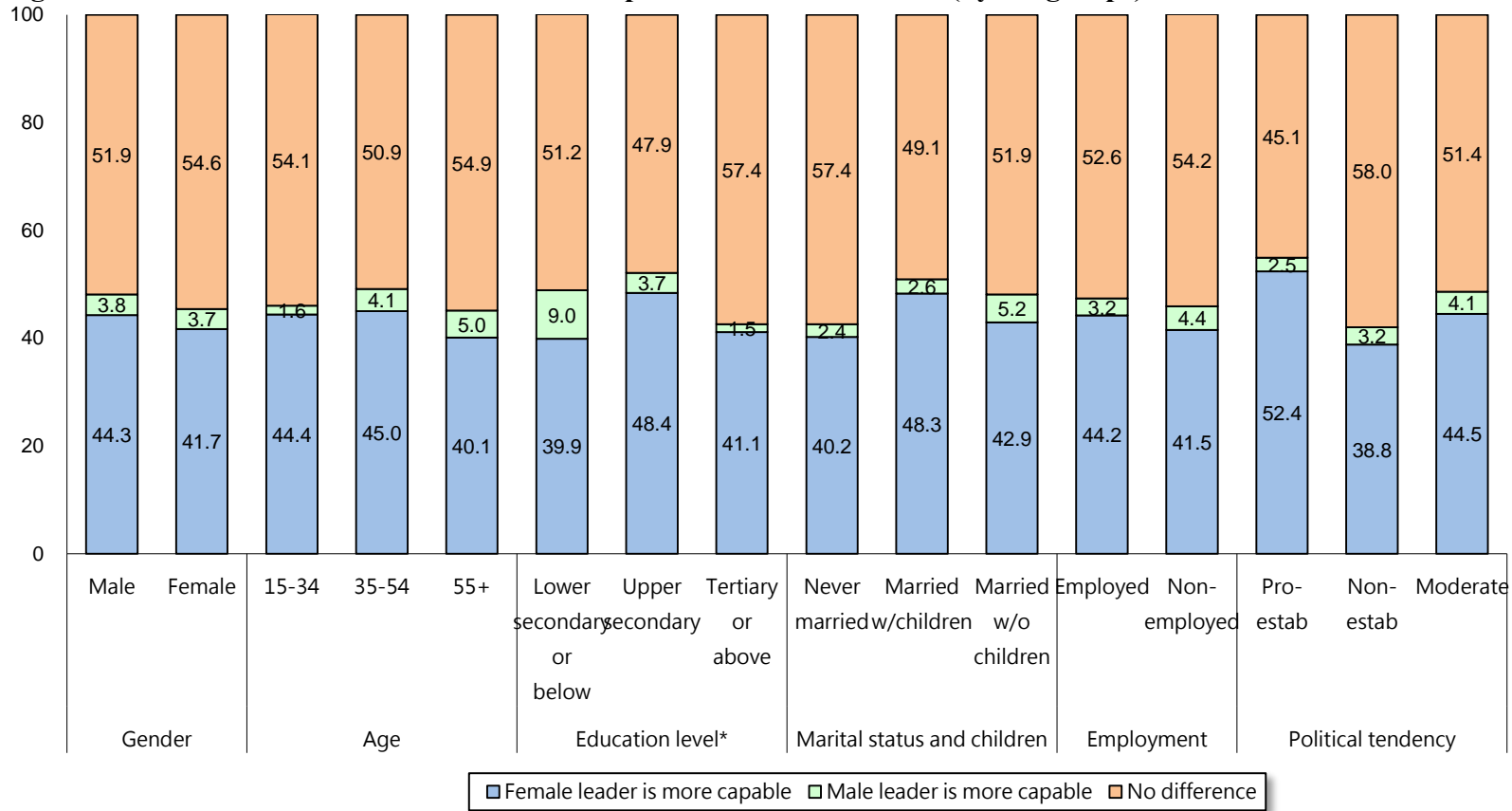


Figure 4.3.5 Female or male leaders are more capable in “infrastructure and development” (by subgroups)

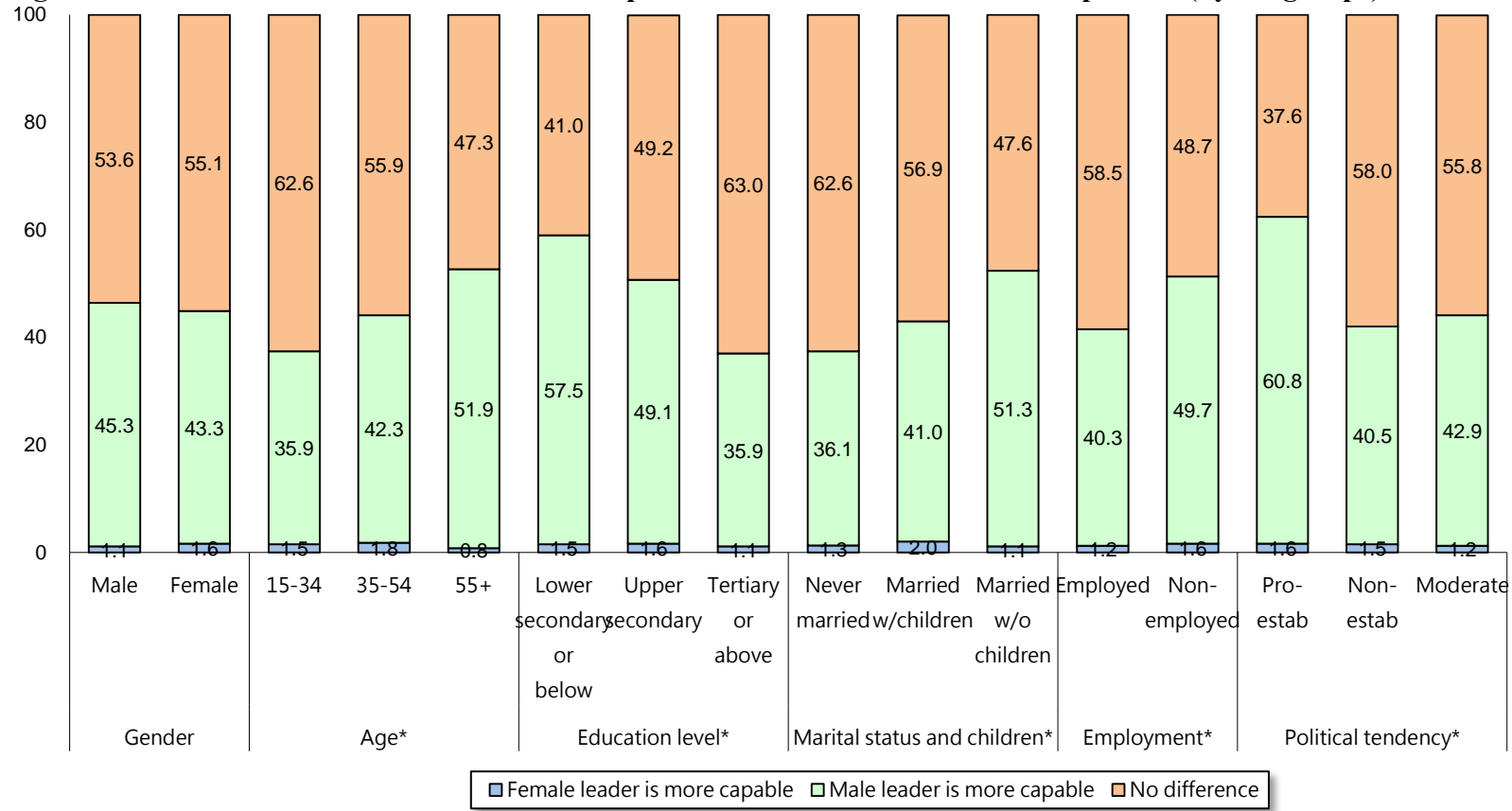


Figure 4.3.6 Female or male leaders are more capable in “environment” (by subgroups)

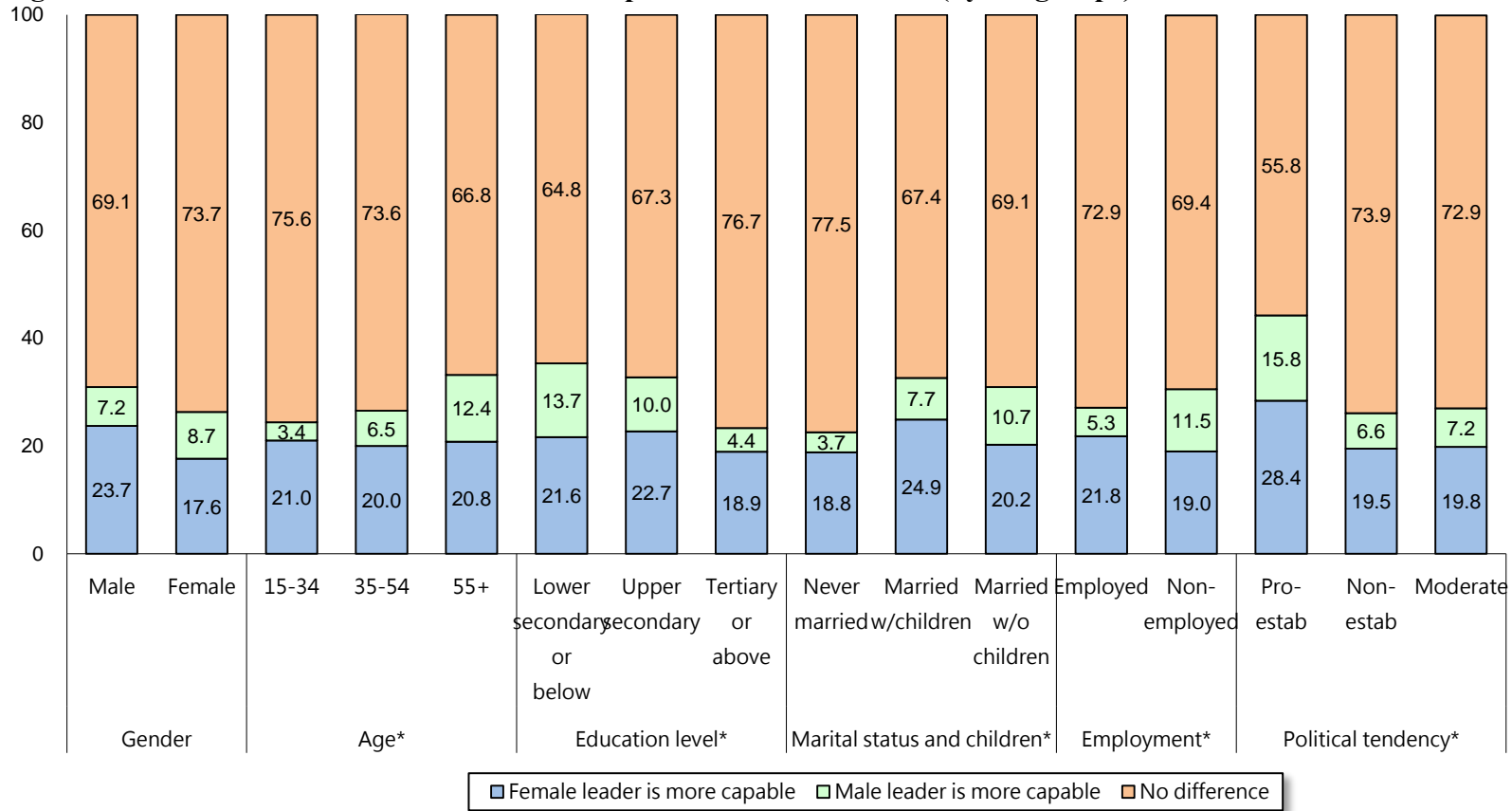


Figure 4.3.7 Female or male leaders are more capable in “education” (by subgroups)

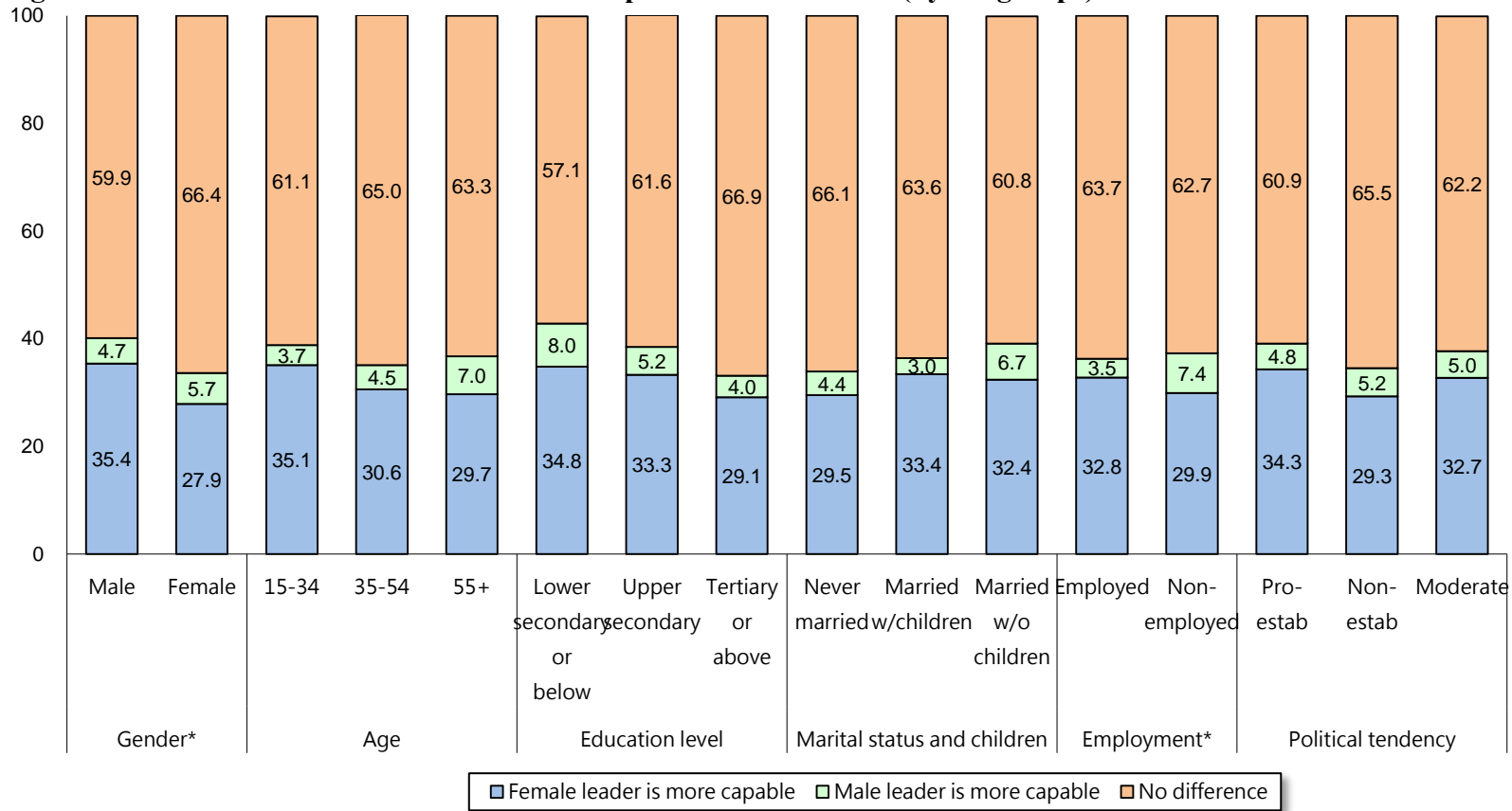


Figure 4.3.8 Female or male leaders are more capable in “political reforms” (by subgroups)

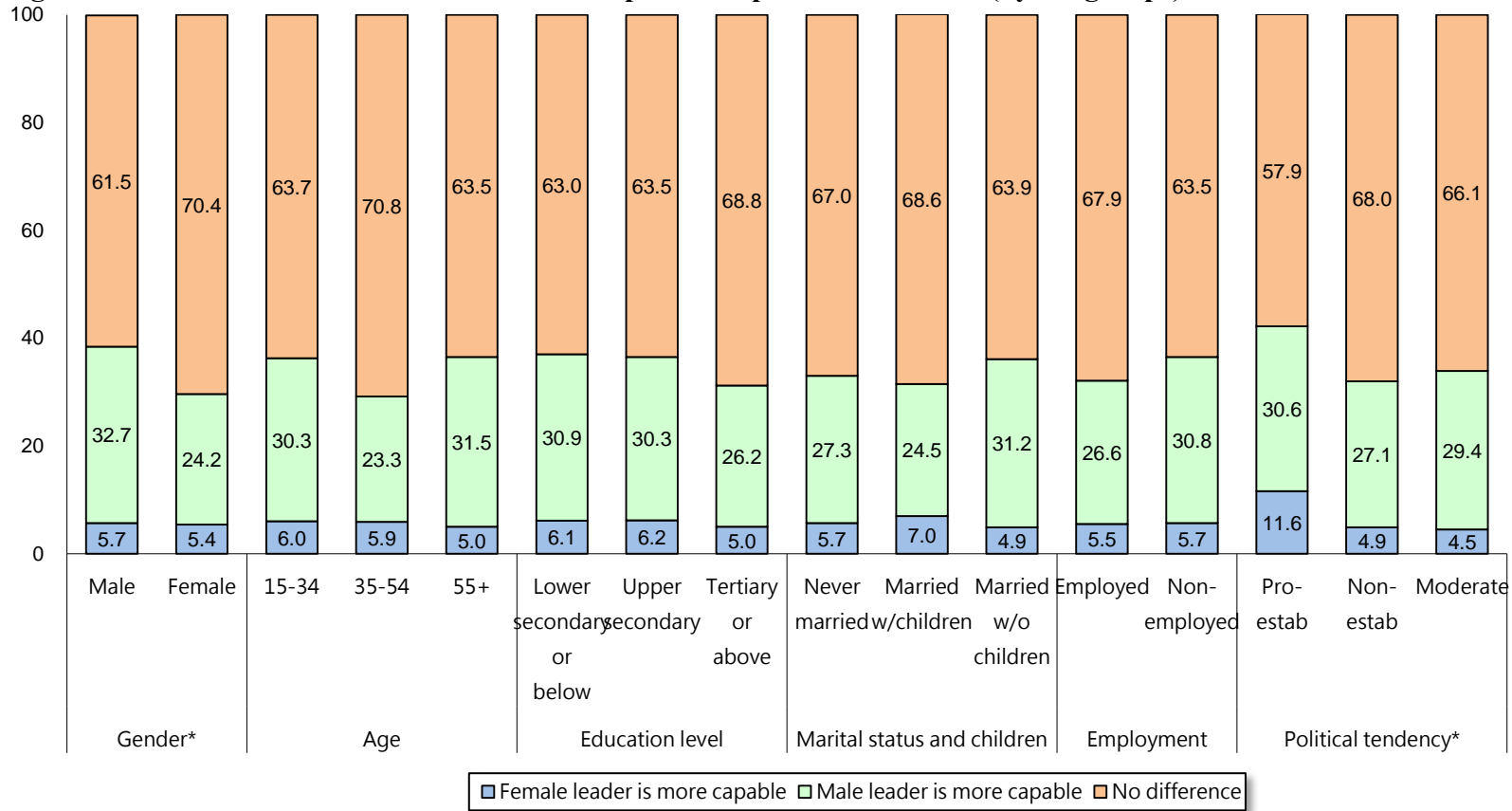


Figure 4.3.9 Female or male leaders are more capable in “labour issues” (by subgroups)

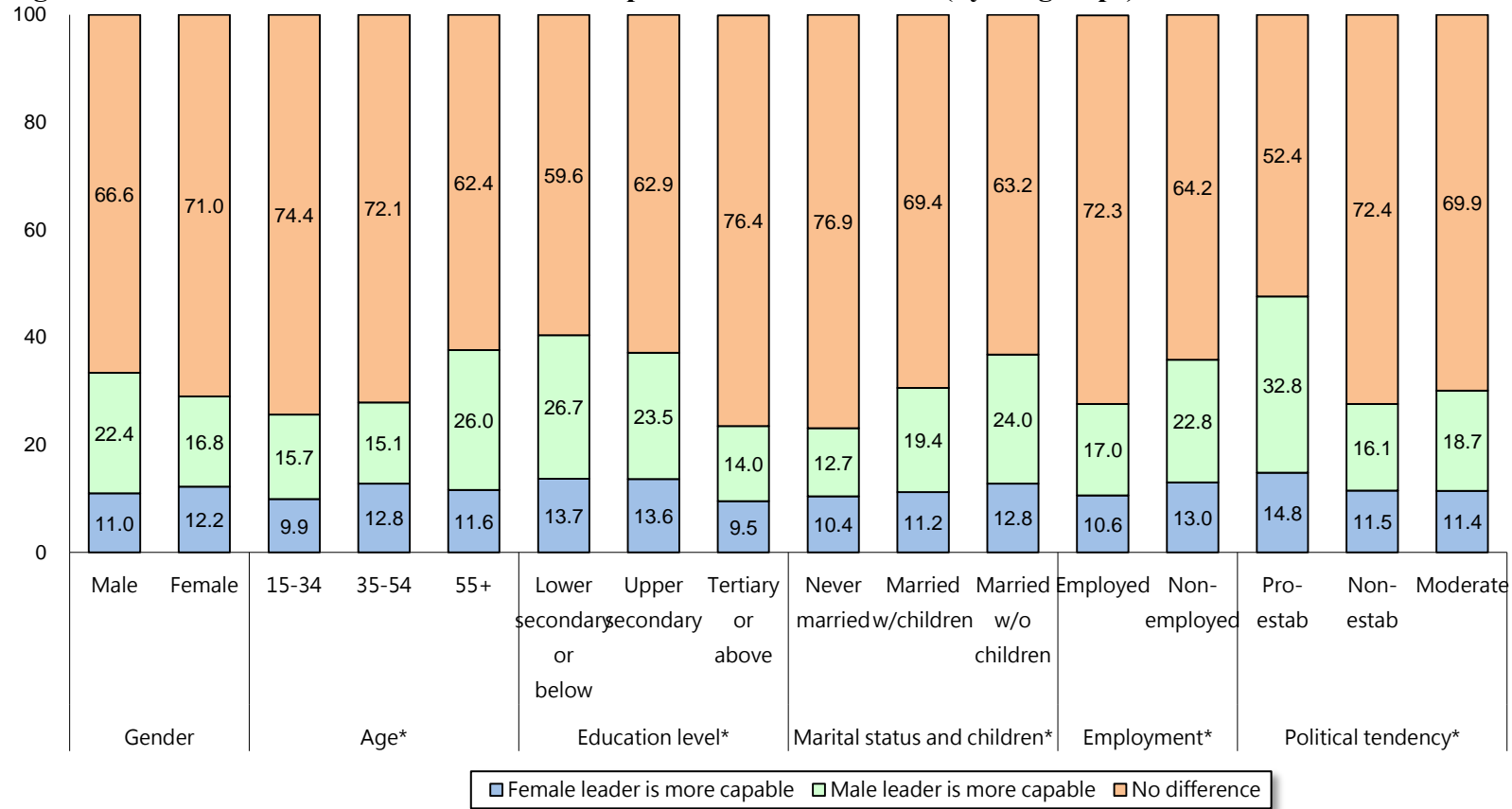


Figure 4.4.3 In Hong Kong, do you think men or women generally make better political leaders? (by subgroups)

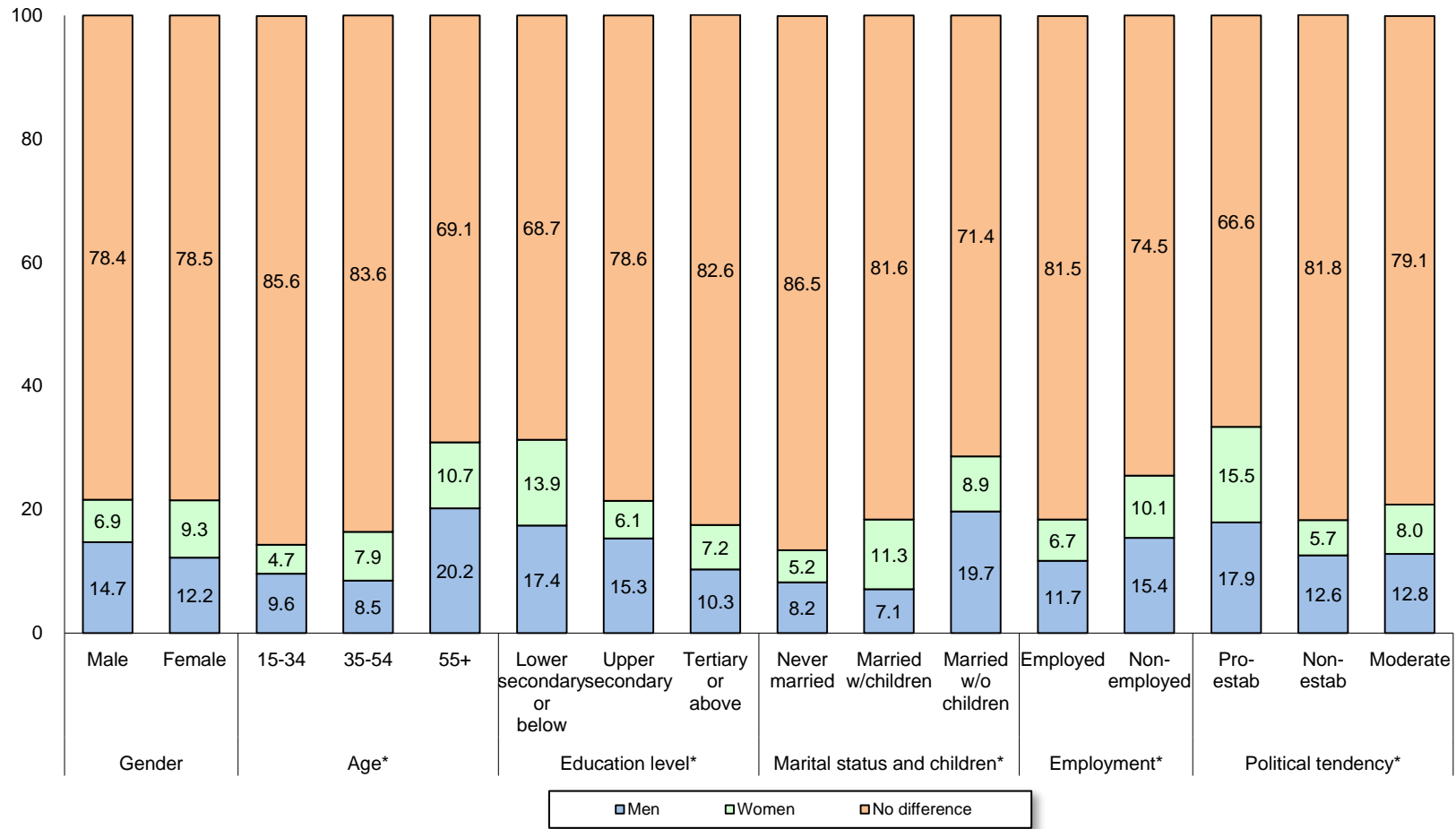


Figure 4.4.4 In Hong Kong, do you think men or women generally perform better as community/grassroots leaders? (by subgroups)

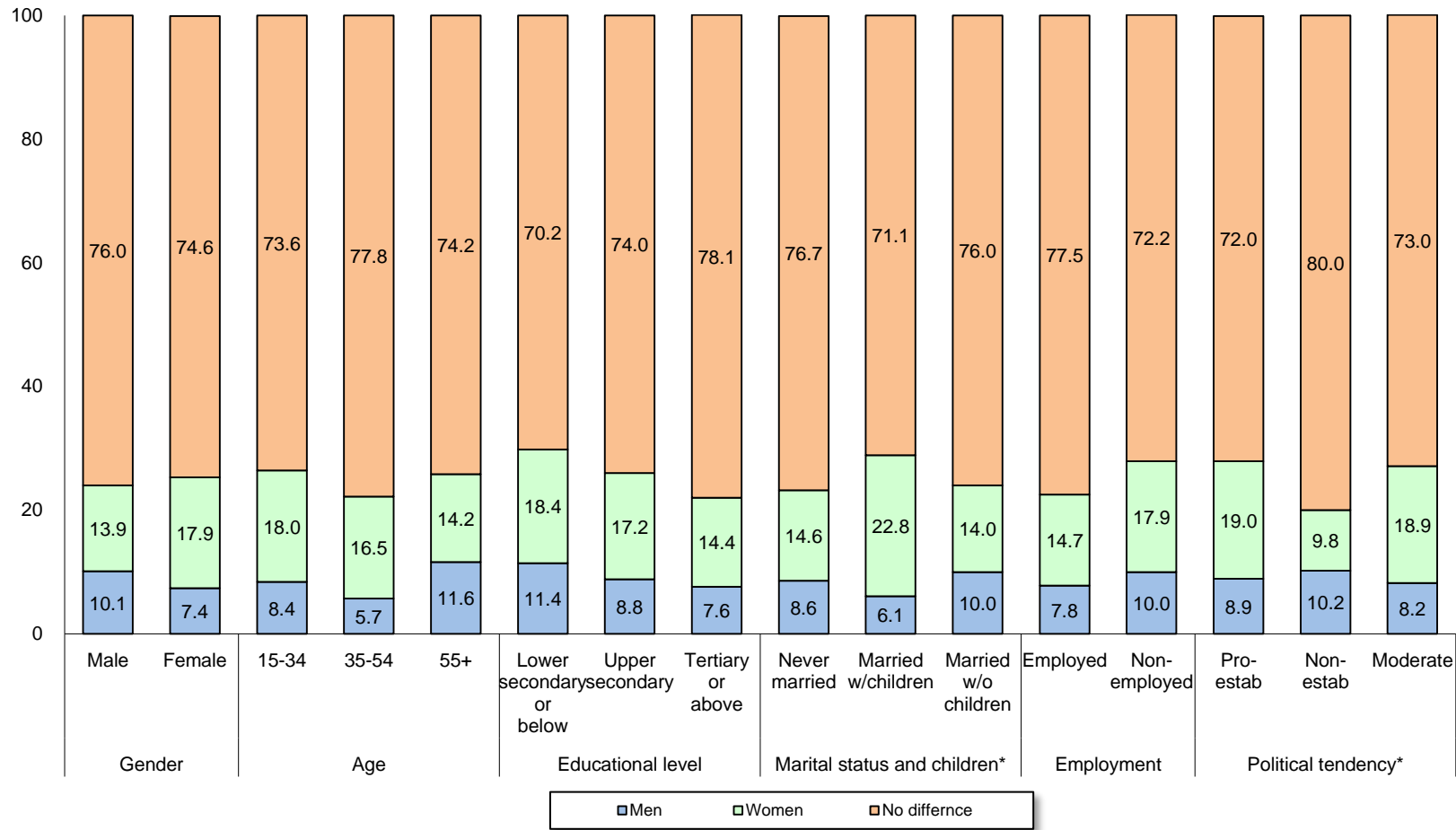


Figure 4.4.5 In Hong Kong, do you have greater confidence in the performance of female or male members in the Legislative Council and District Councils? (by subgroups)

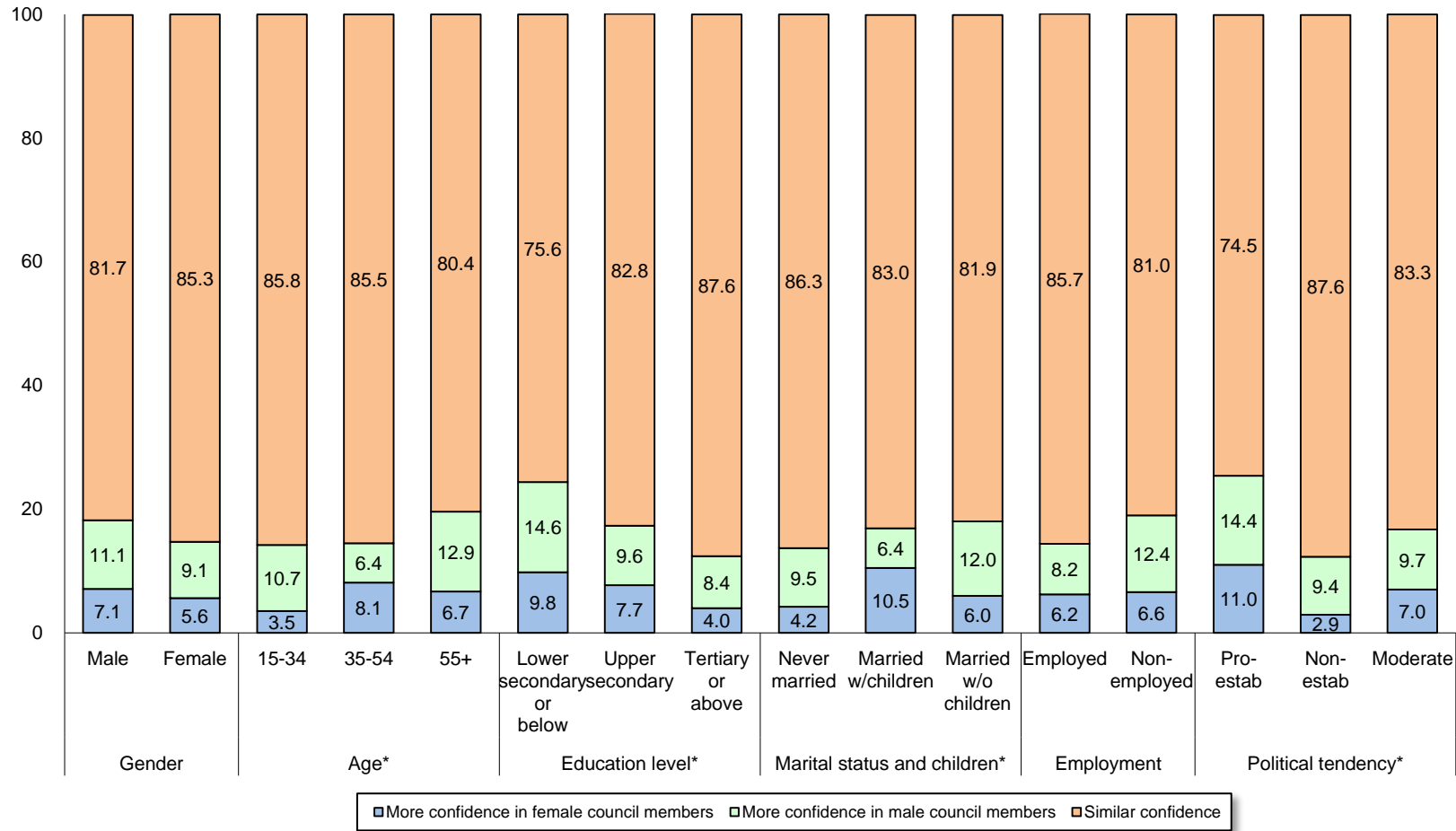


Figure 4.4.6 Do you think men or women leaders in Hong Kong have greater influence on social and political issues? (by subgroups)

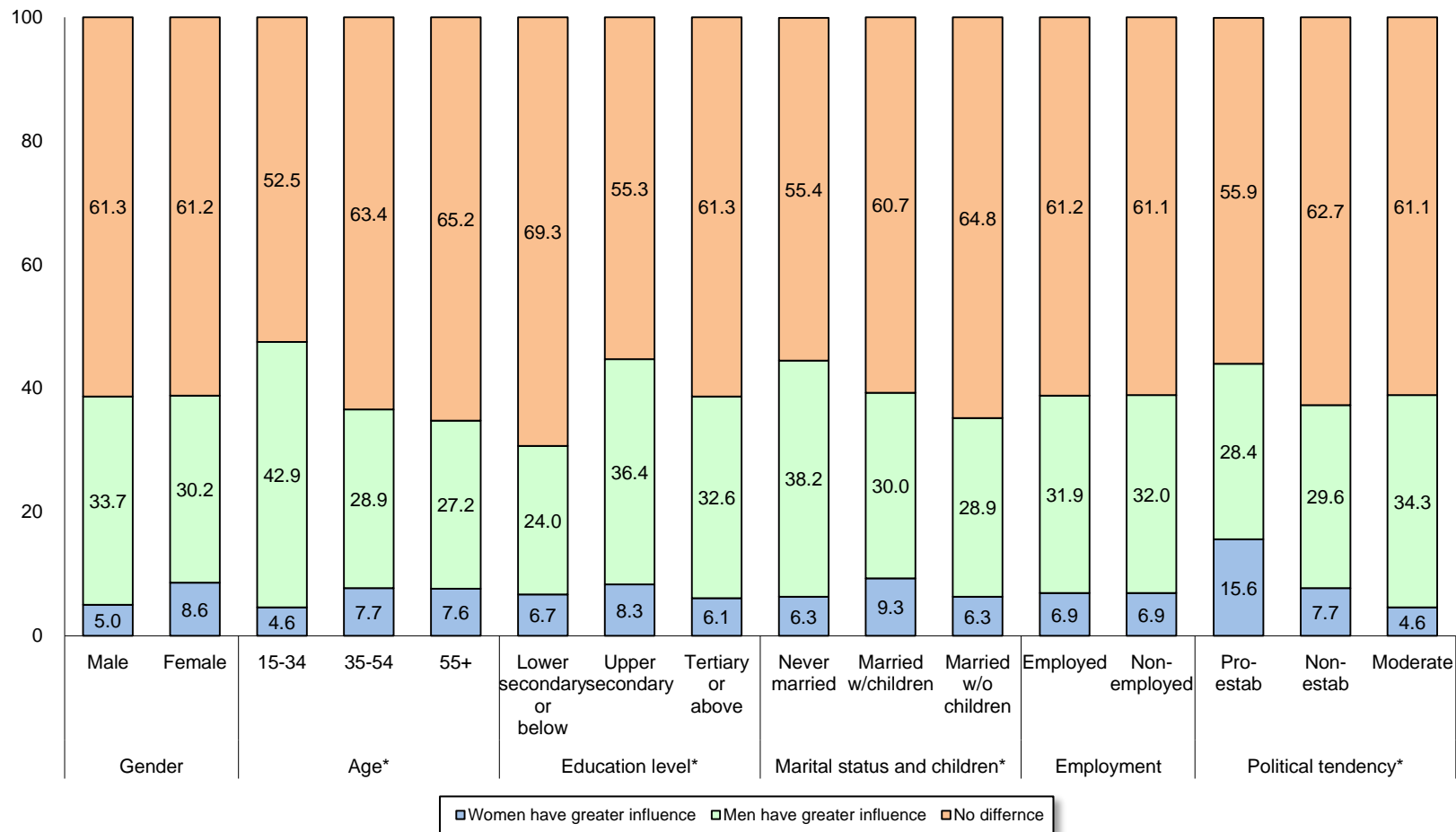


Figure 4.4.7 In Hong Kong, do women or men face more challenges when attempting to attain higher political leadership positions? (by subgroups)

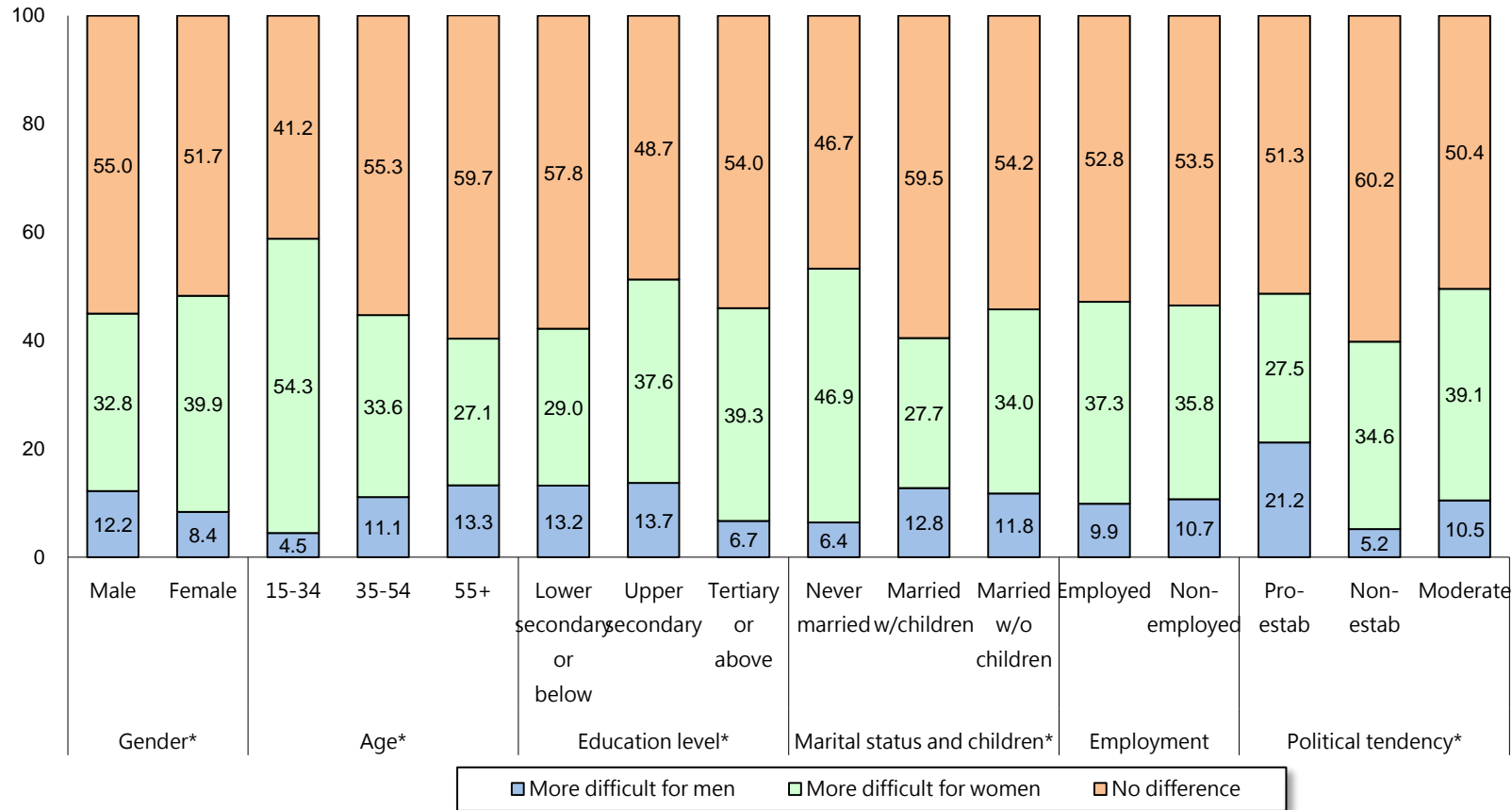


Figure 4.5.2 Public perception: “Traditional attitudes towards gender roles (e.g. ‘women are to take care of the family while men are to work outside’)” (by subgroups)

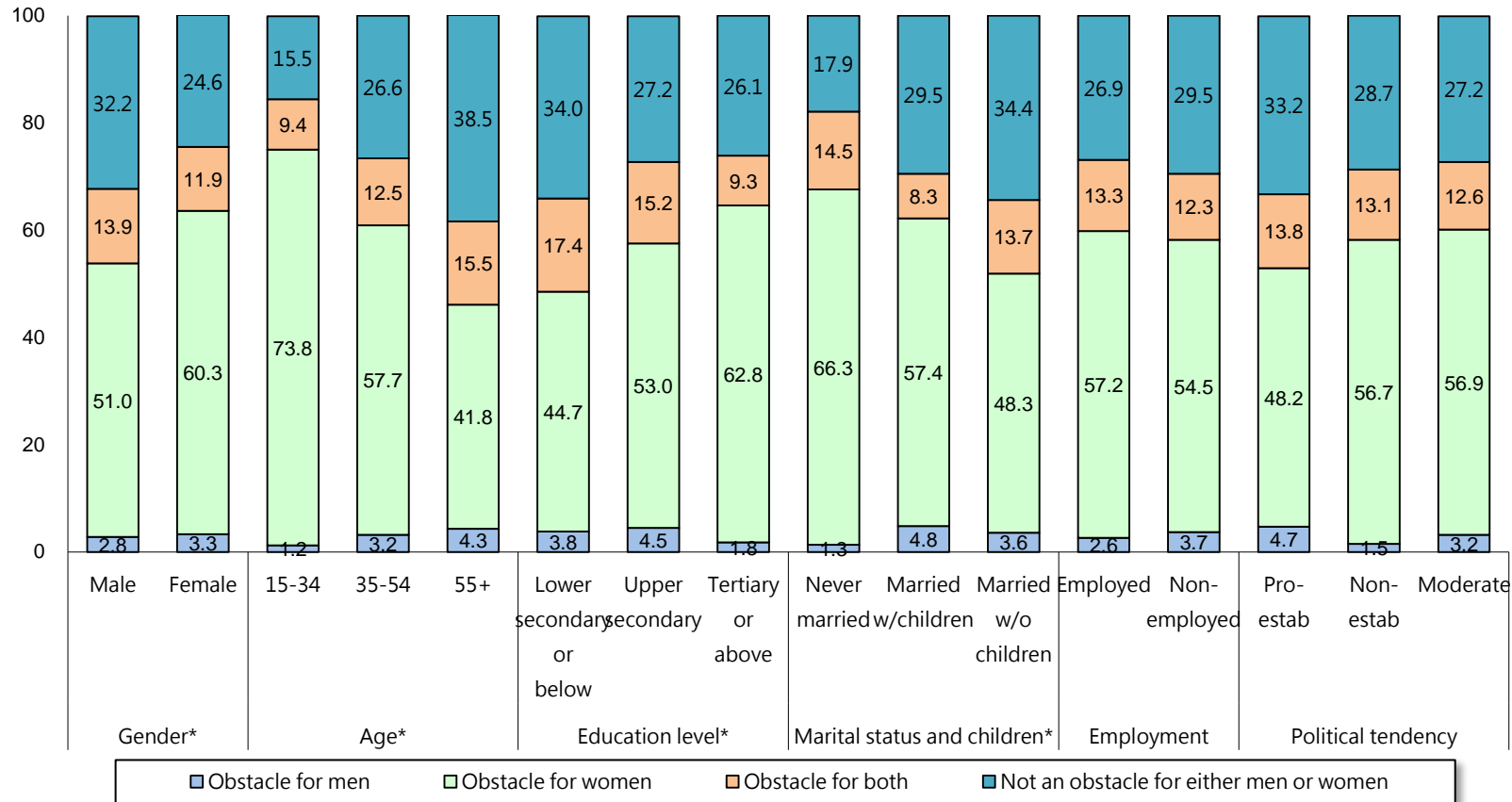


Figure 4.5.3 Public perception: “Domestic responsibilities” (by subgroups)

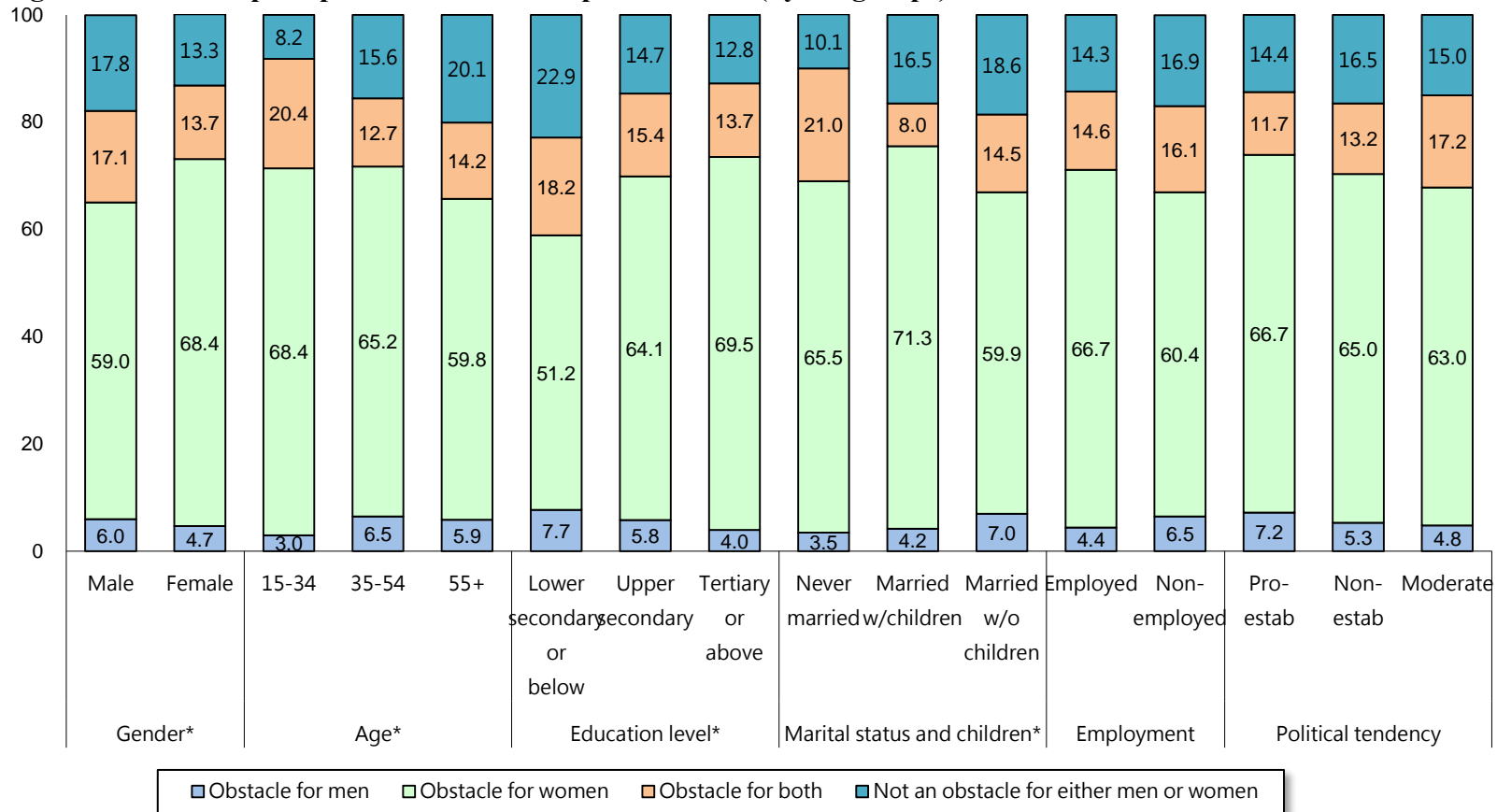


Figure 4.5.4 Public perception: “Lack of confidence” (by subgroups)

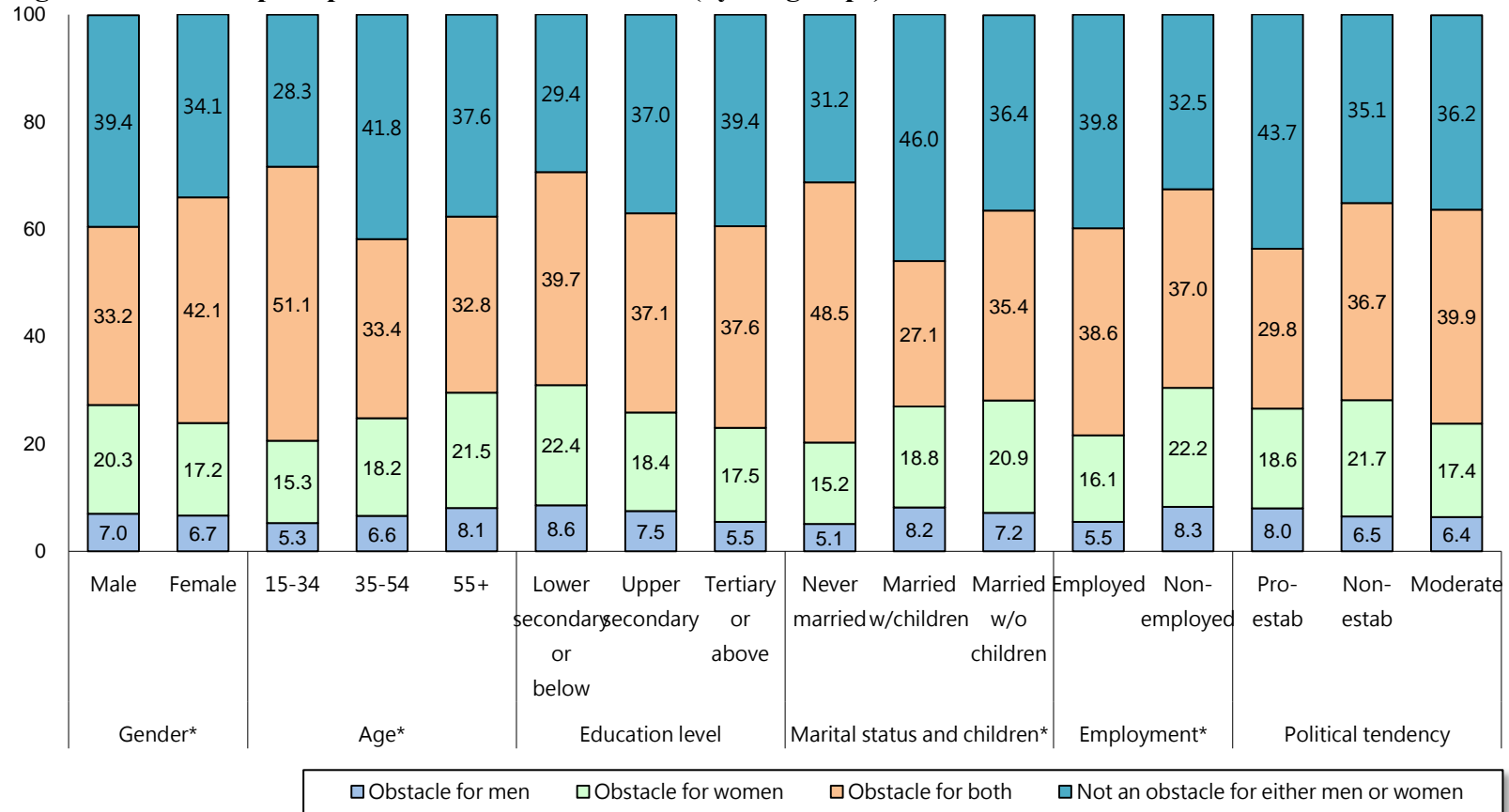


Figure 4.5.5 Public perception: “Lack of experience” (by subgroups)

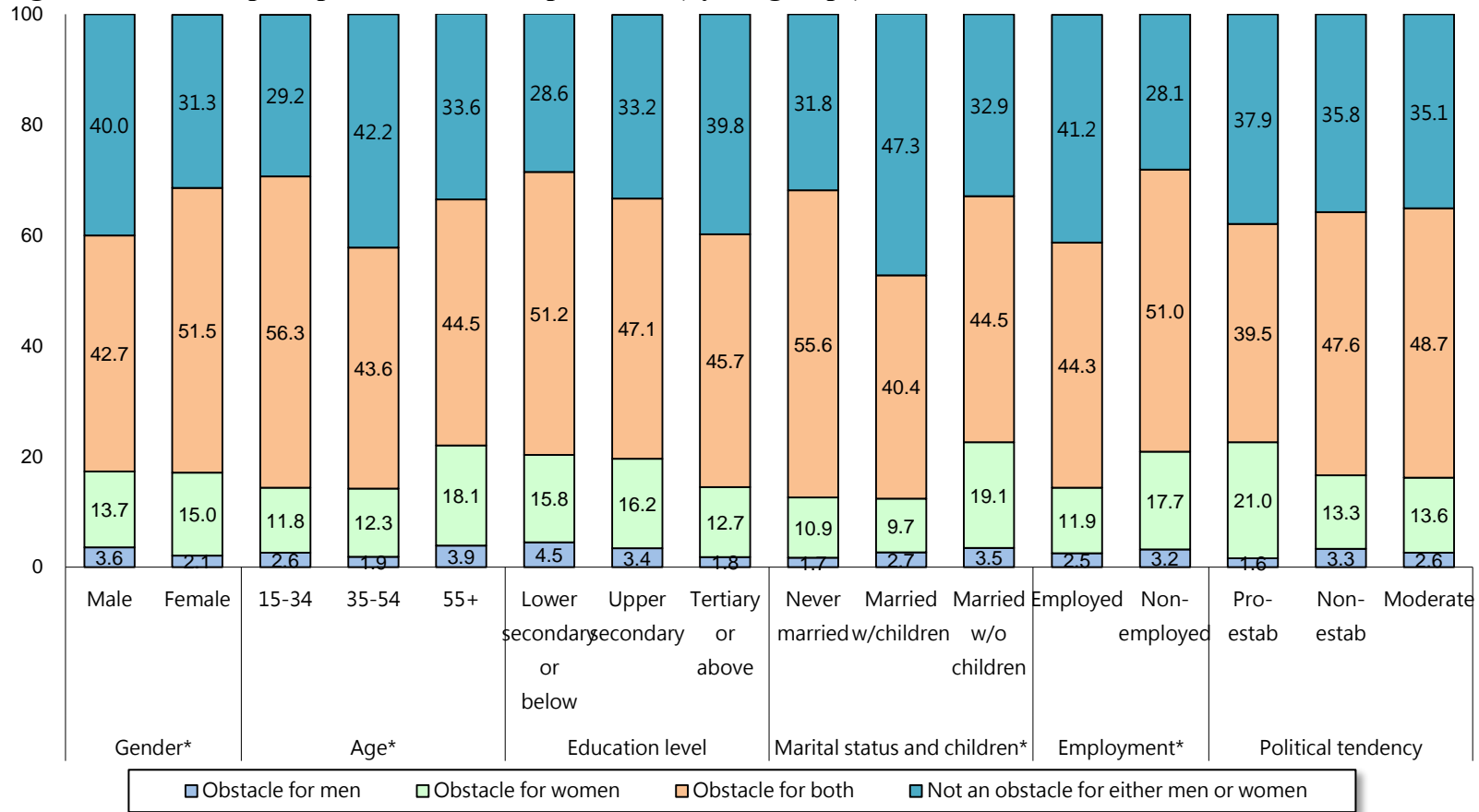


Figure 4.5.6 Public perception: “Lack of support from political parties and organisations” (by subgroups)

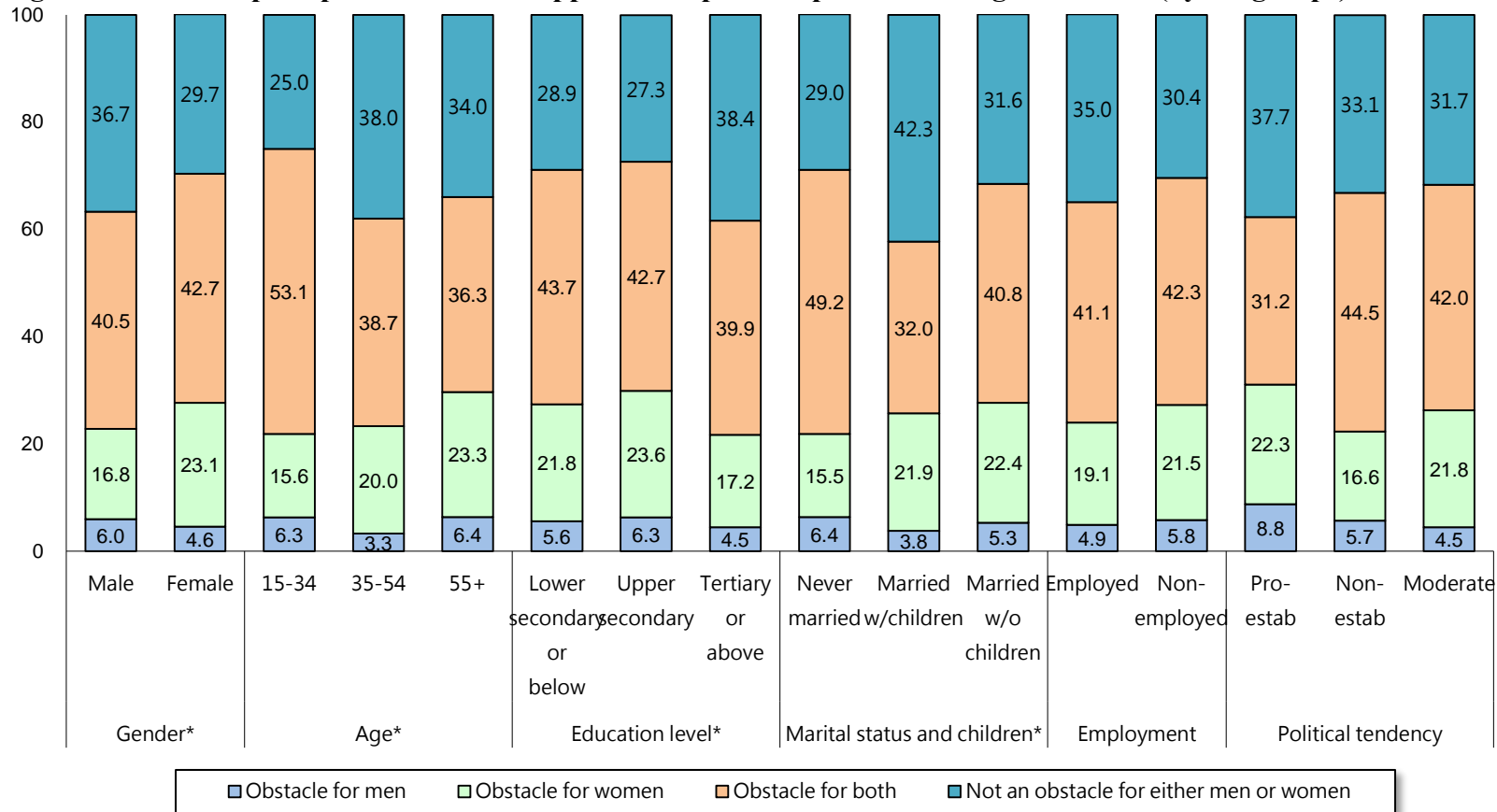


Figure 4.5.7 Public perception: “Lack of support from family” (by subgroups)

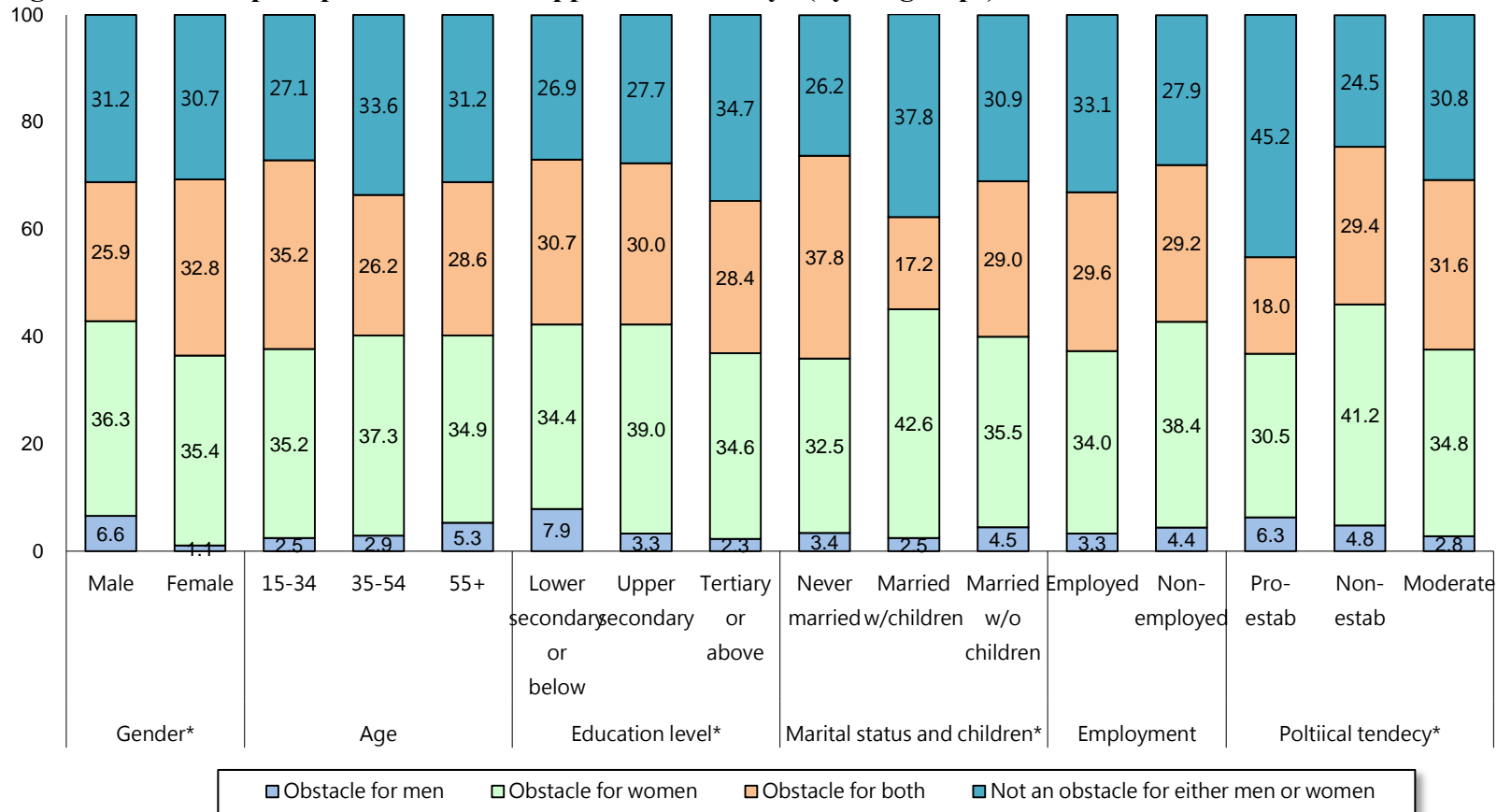


Figure 4.5.8 Public perception: “Lack of social network and connections” (by subgroups)

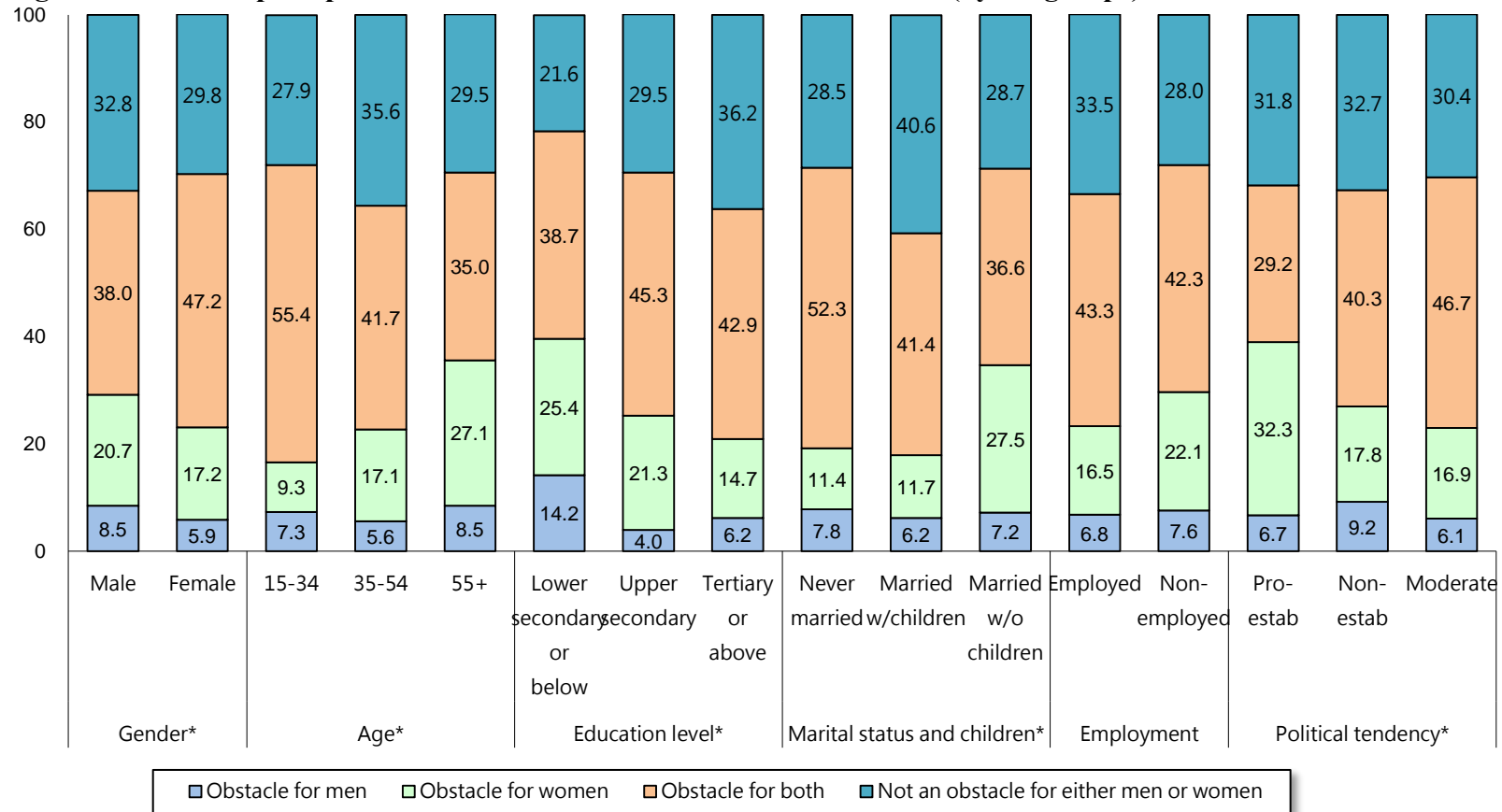


Figure 4.5.9 Public perception: “Double standards between genders to prove themselves” (by subgroups)

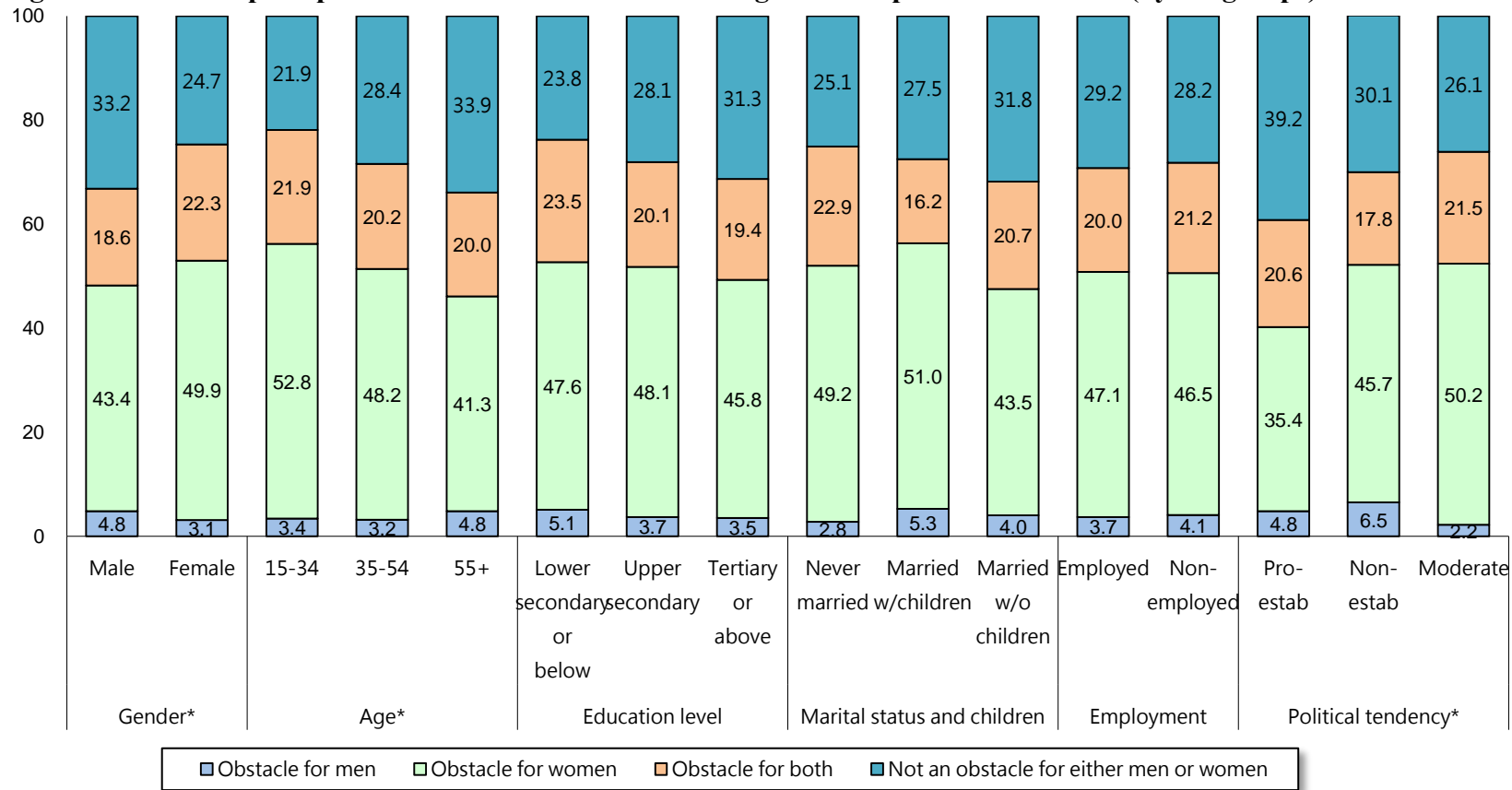


Figure 4.6.2 Should we increase the proportion of women in political leadership positions? (by subgroups)

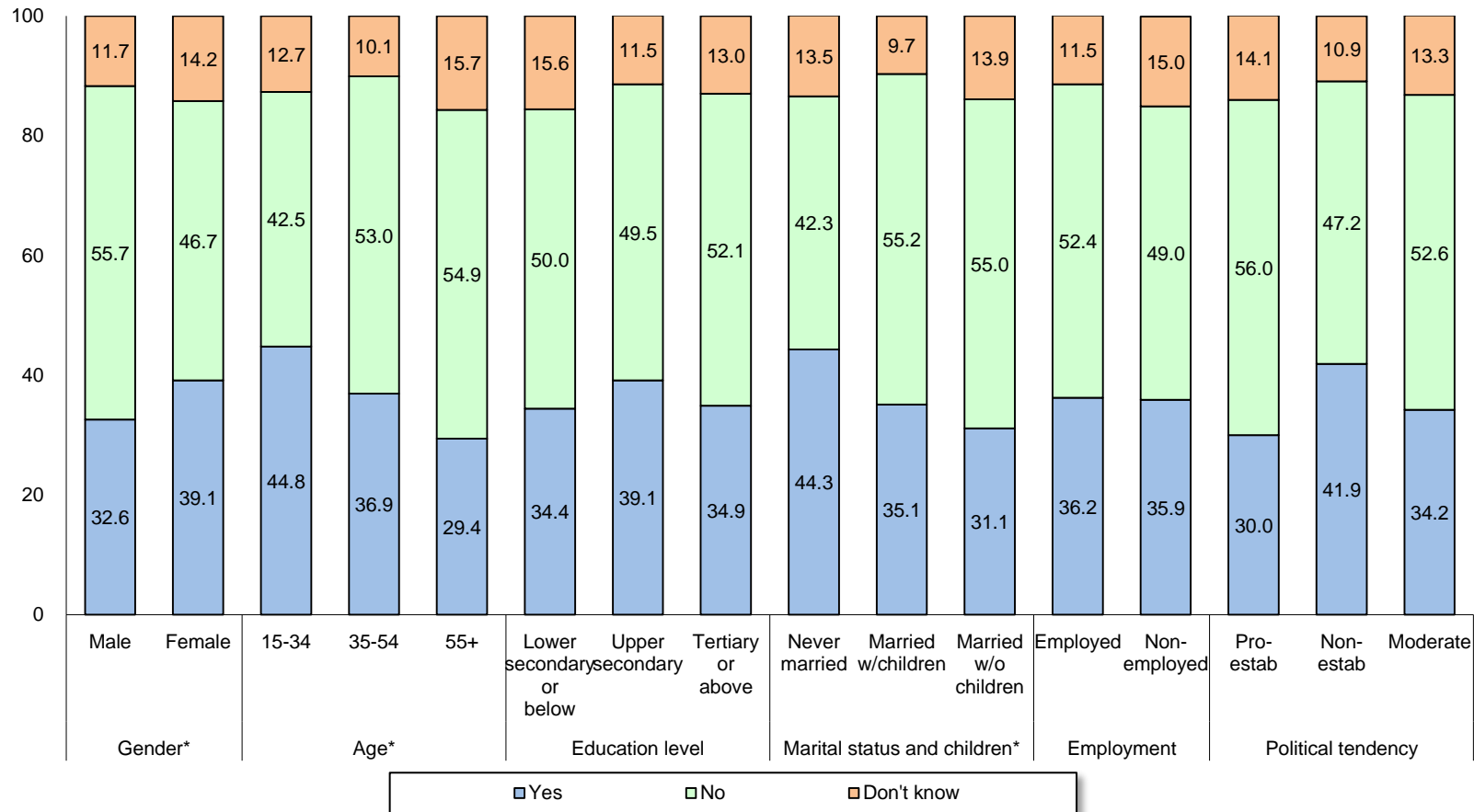


Figure 4.6.4 Perception: “Make more female role models and mentors available” (by subgroups)

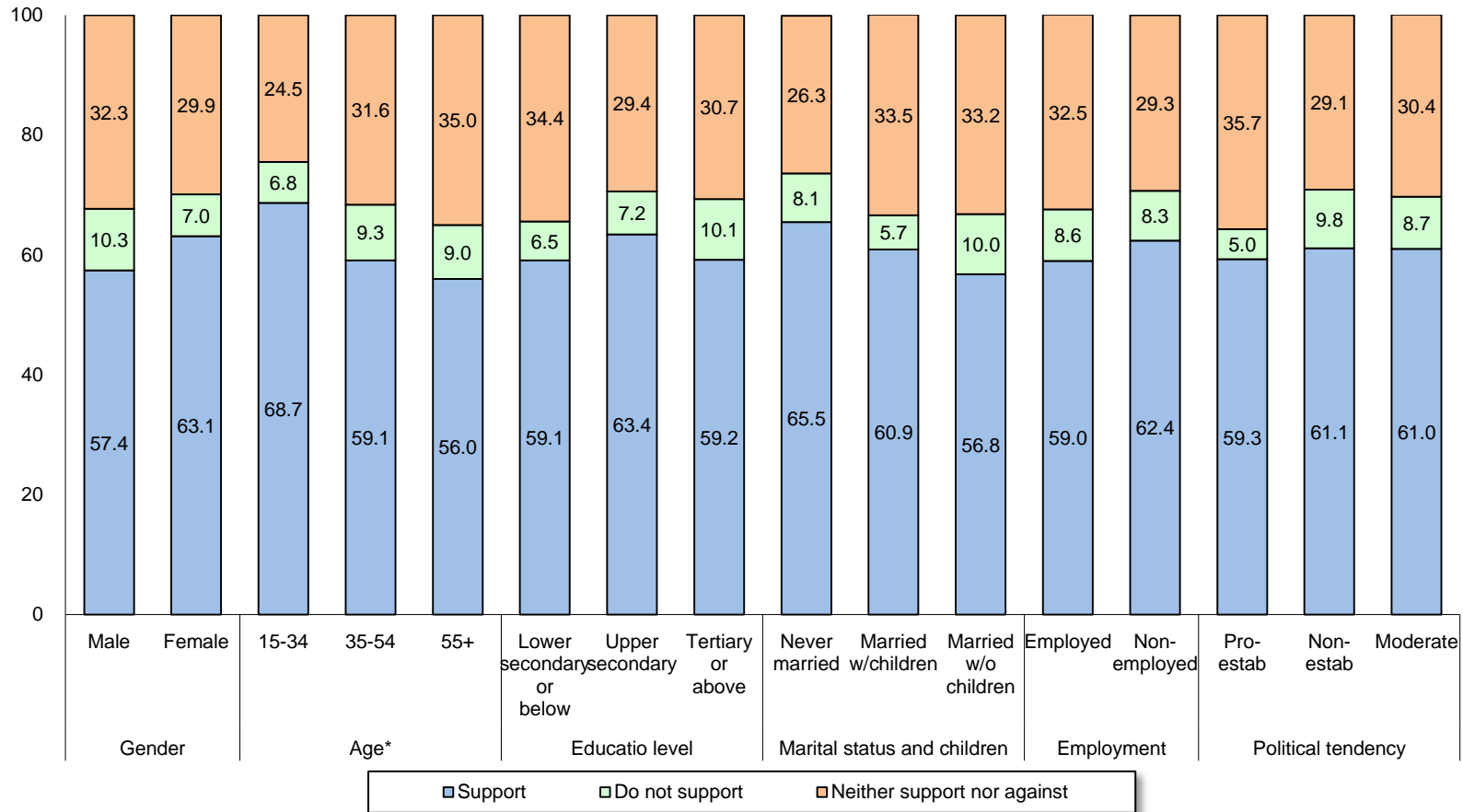


Figure 4.6.5 Perception: “Provide training for potential female leaders” (by subgroups)

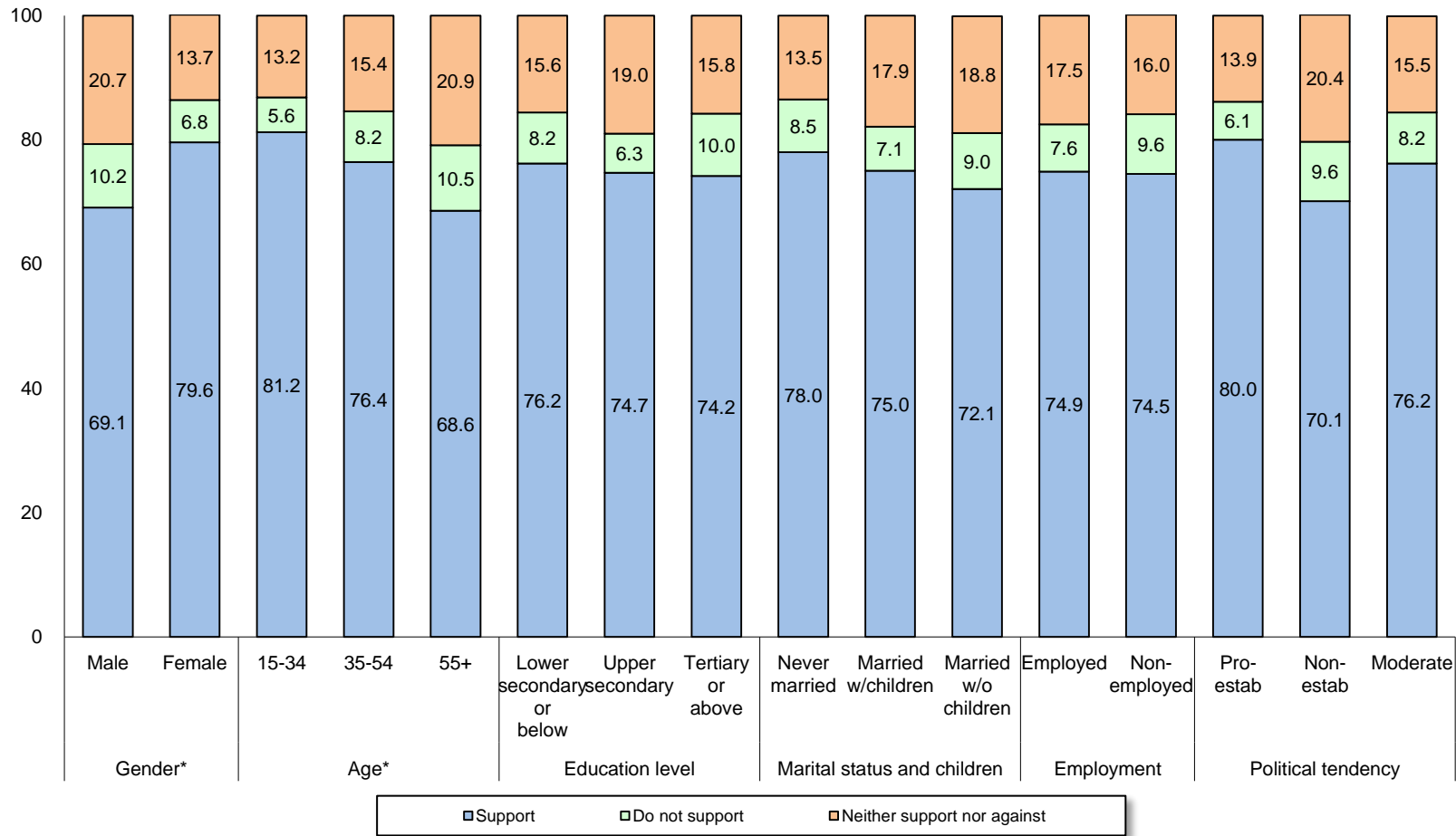


Figure 4.6.6 Perception: “Implement family-friendly policies” (by subgroups)

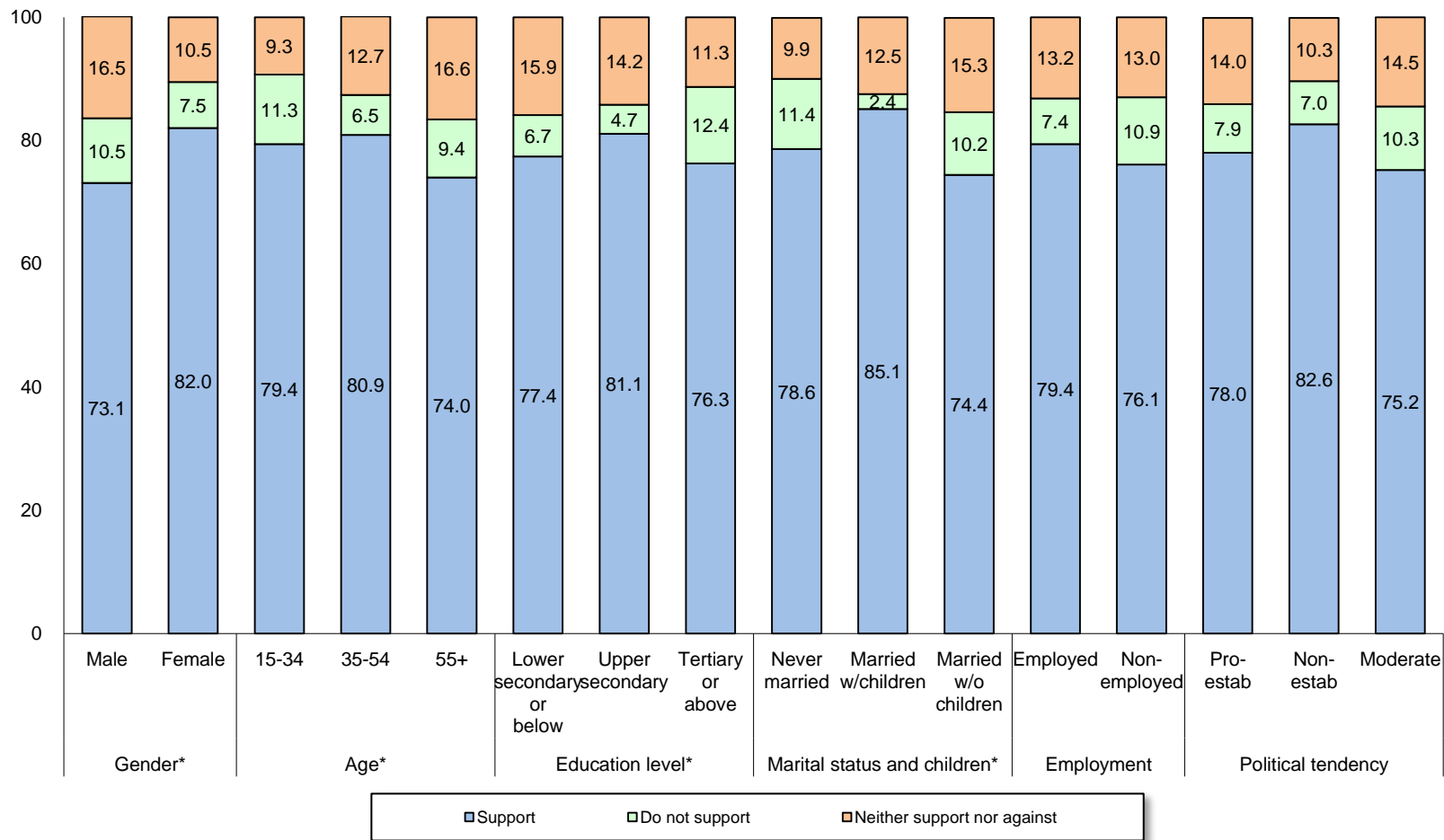


Figure 4.6.7 Perception: “Encourage women to lean in for opportunities” (by subgroups)

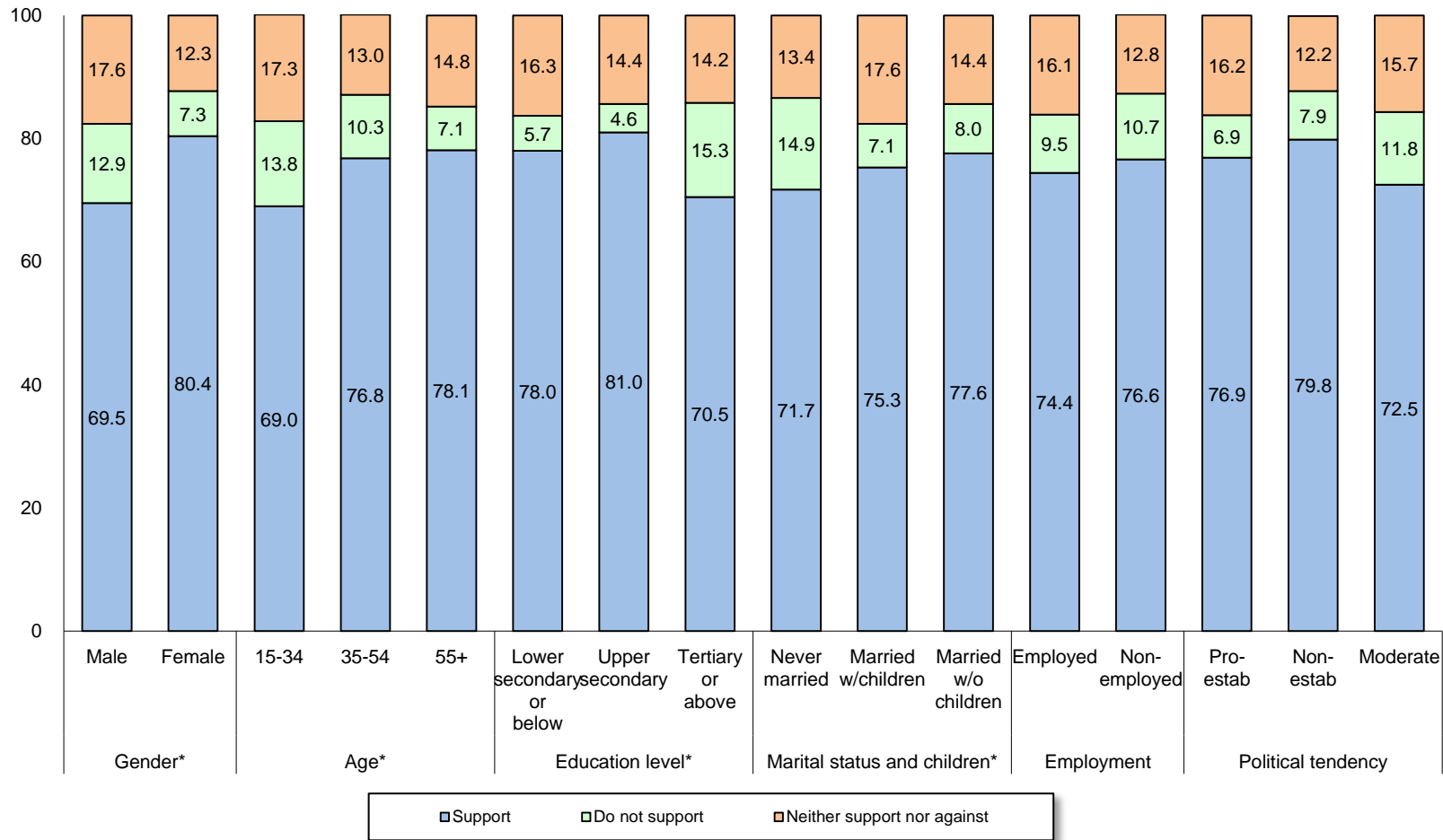


Figure 4.6.8 Perception: “Improve gender awareness and talk openly about the issue of gender equality” (by subgroups)

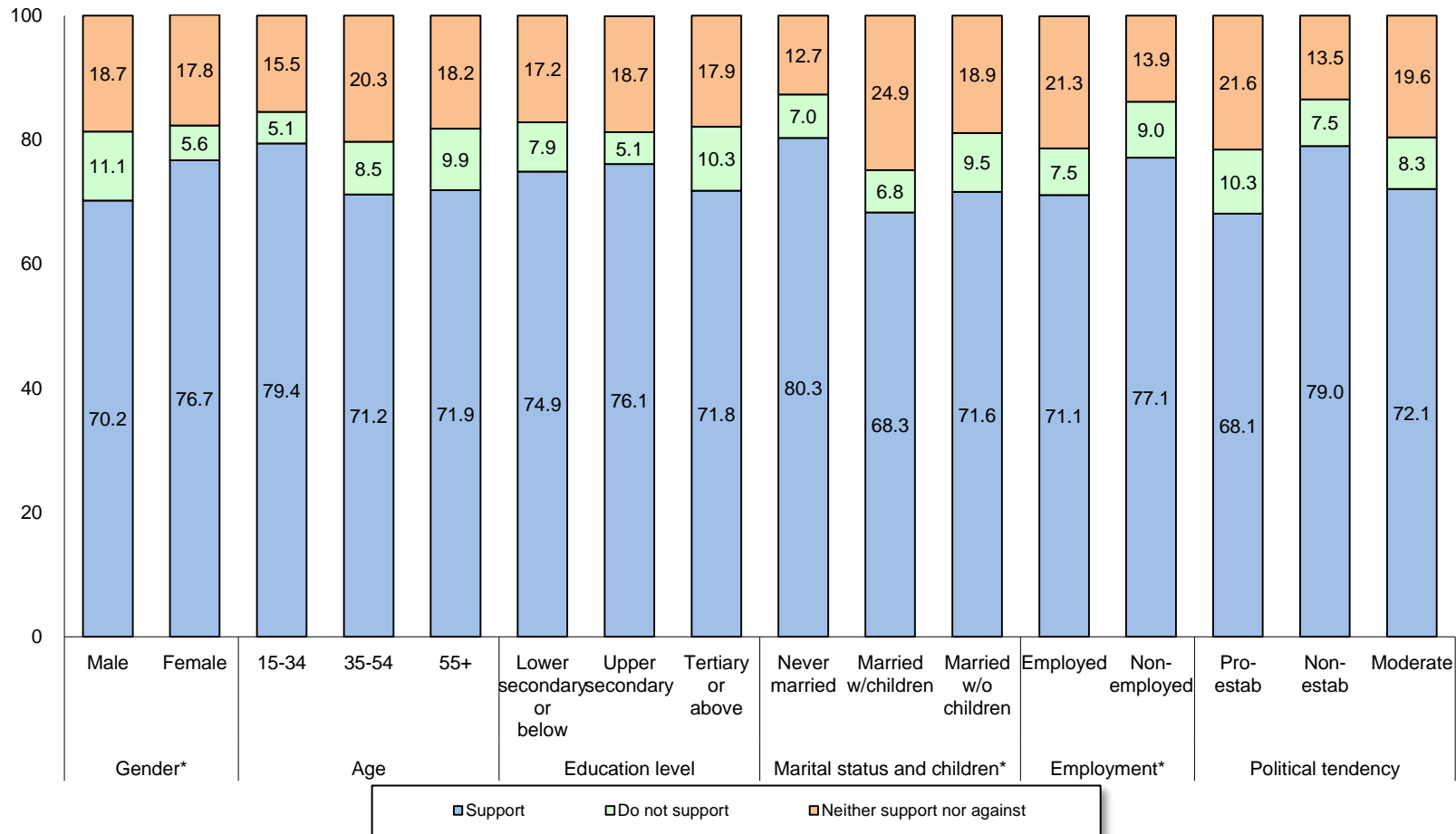


Figure 4.6.9 Perception: “Require the nomination/candidacy lists to have a certain number of women” (by subgroups)

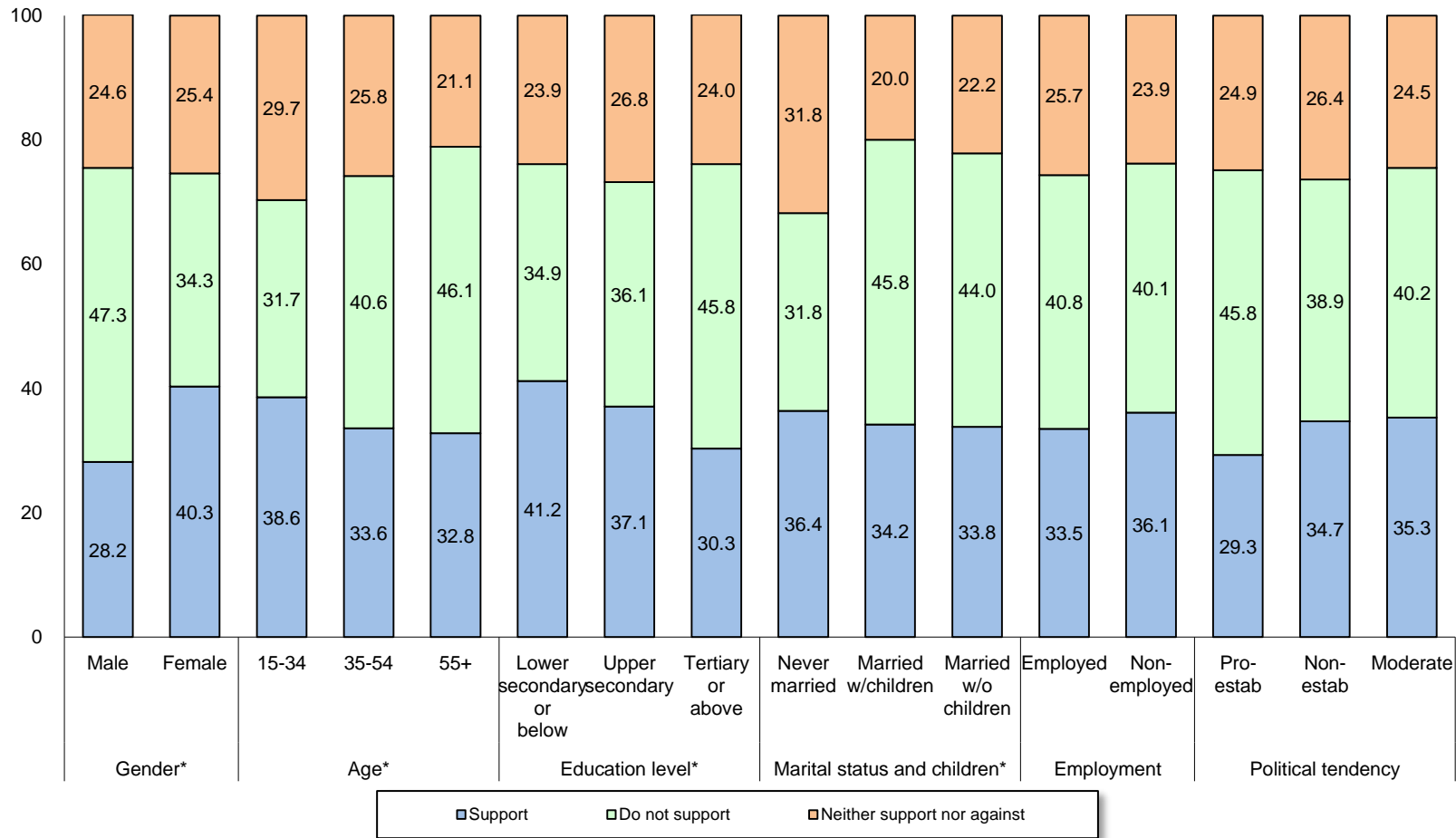


Figure 4.6.10 Perception: “Reserve a certain number of seats for women in the Legislative Council, District Councils, and Government units” (by subgroups)

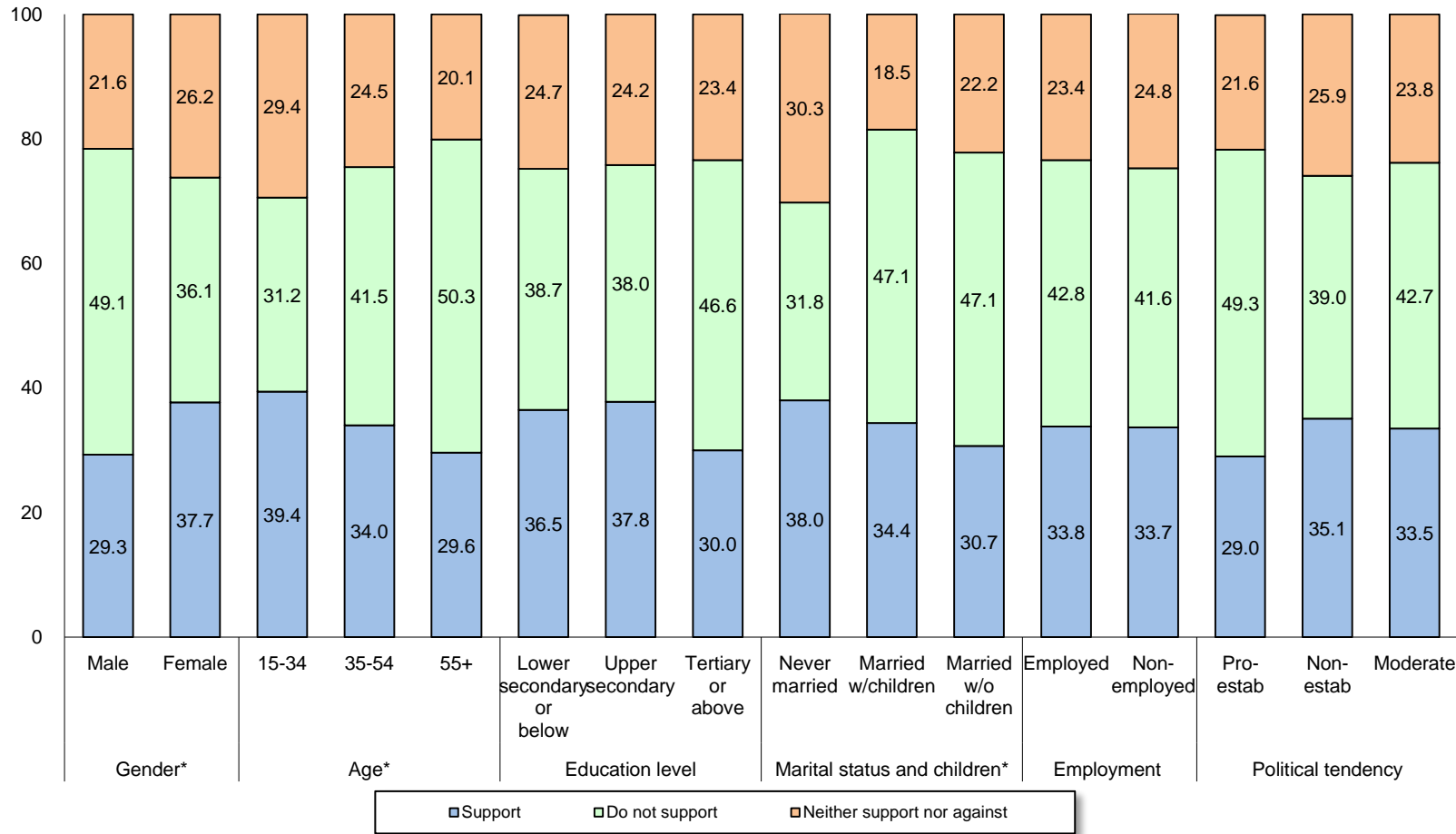


Figure 4.6.12 What should be the percentage allotted to women? (by subgroups)

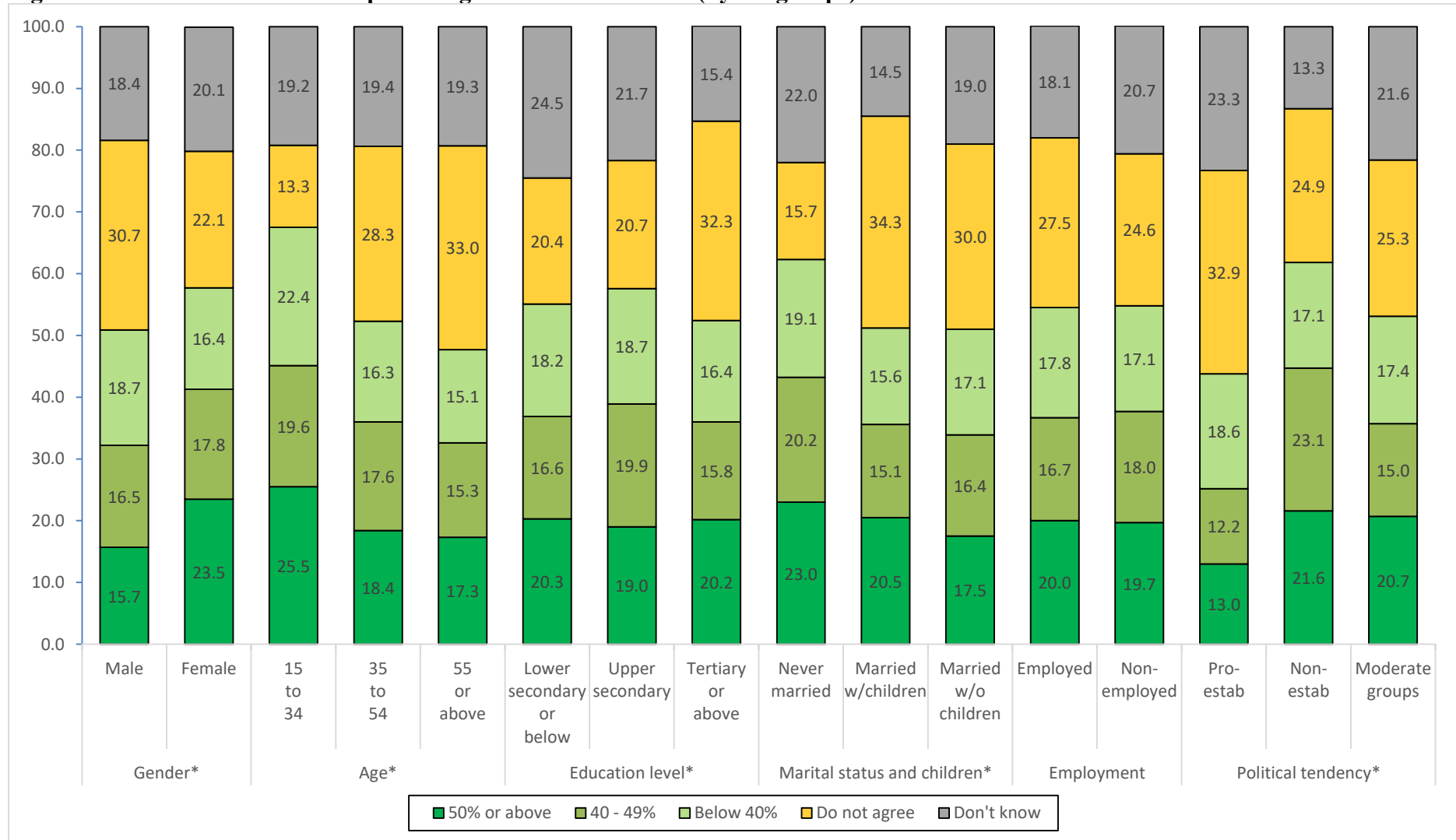


Figure 5.2.2 Perception: “Competent” (by subgroups) (*: P<0.05)

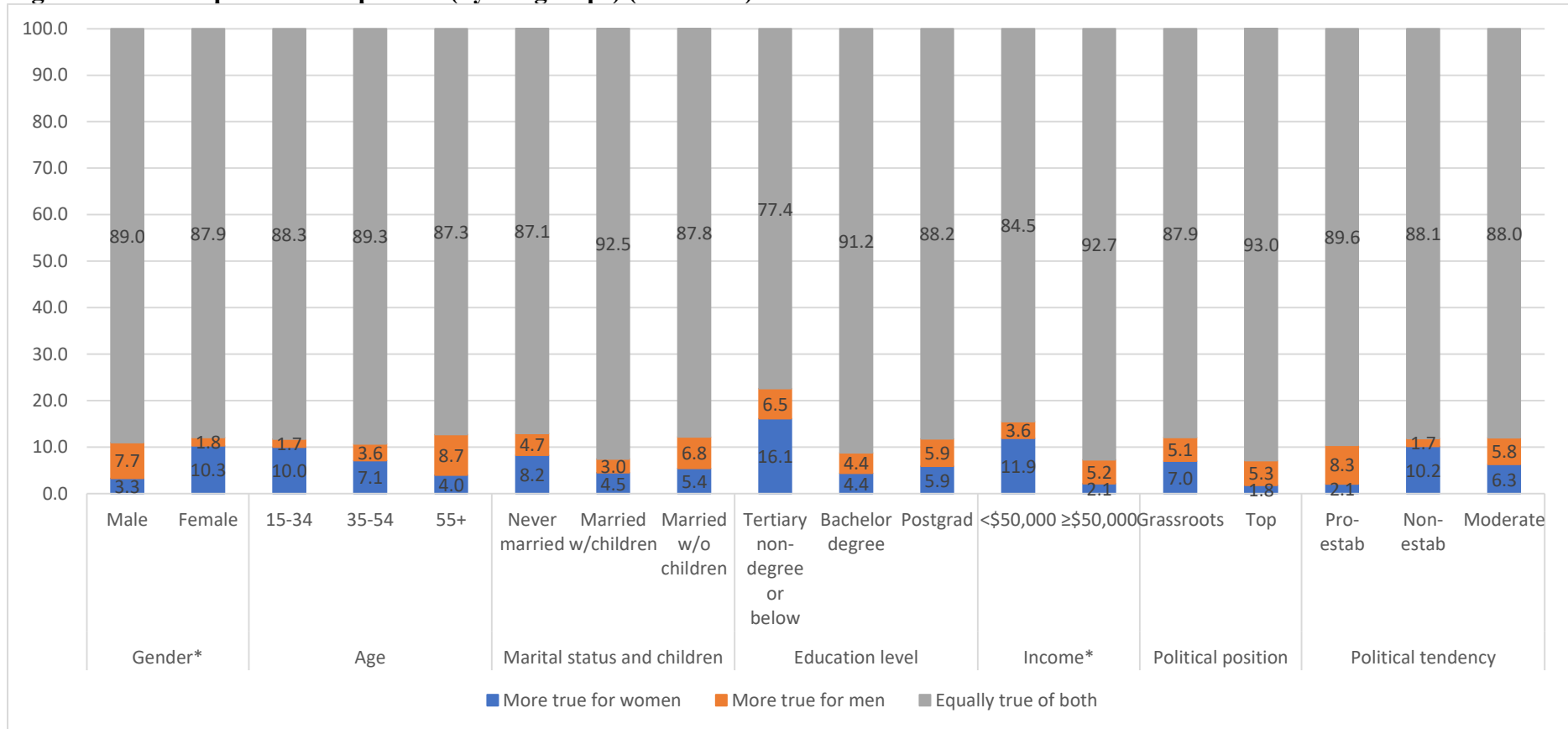


Figure 5.2.3 Perception: “Compassionate” (by subgroups)

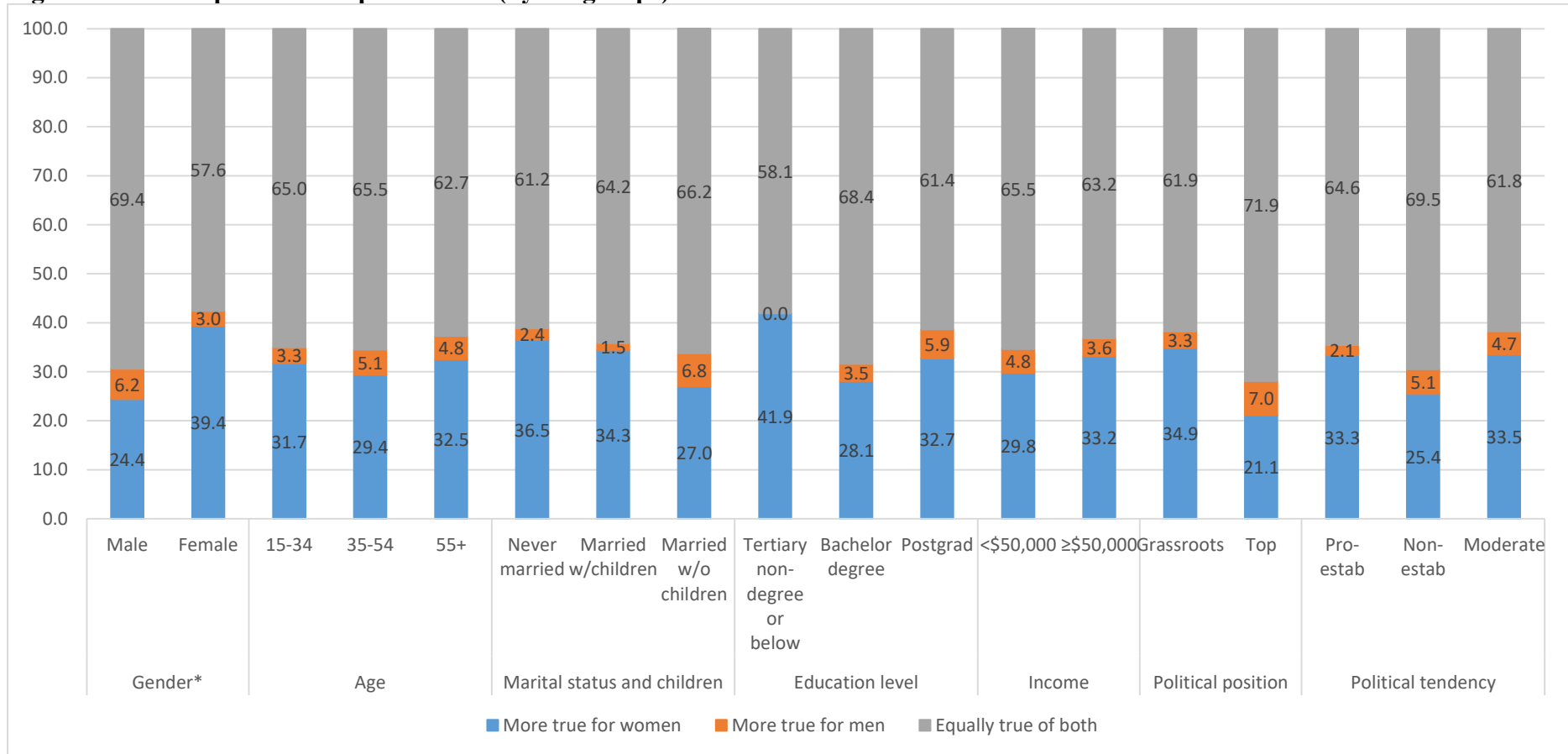


Figure 5.2.4 Perception: “Visionary” (by subgroups)

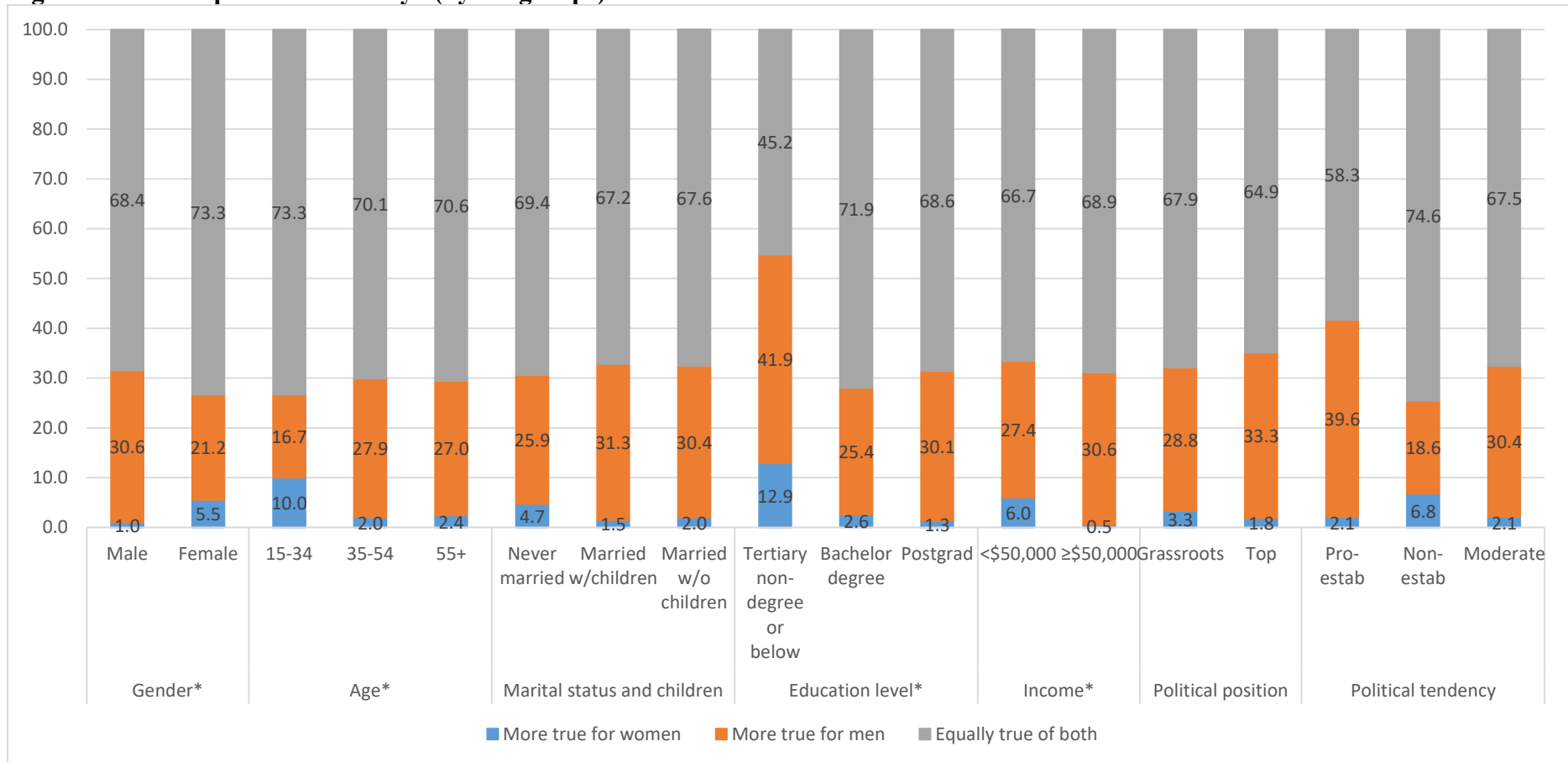


Figure 5.2.5 Perception: “Persuasive” (by subgroups)

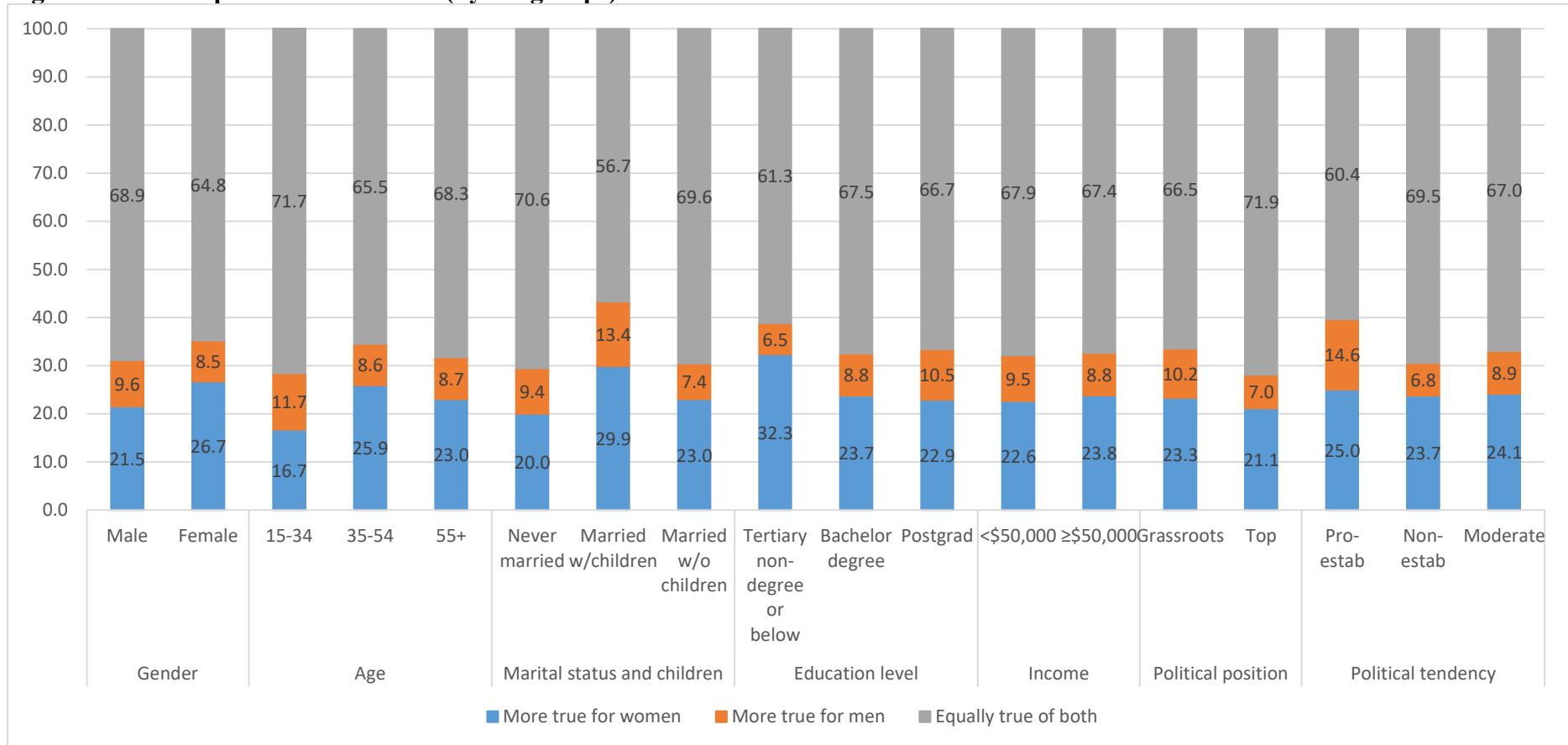


Figure 5.2.6 Perception: “Prioritising the public interest” (by subgroups)

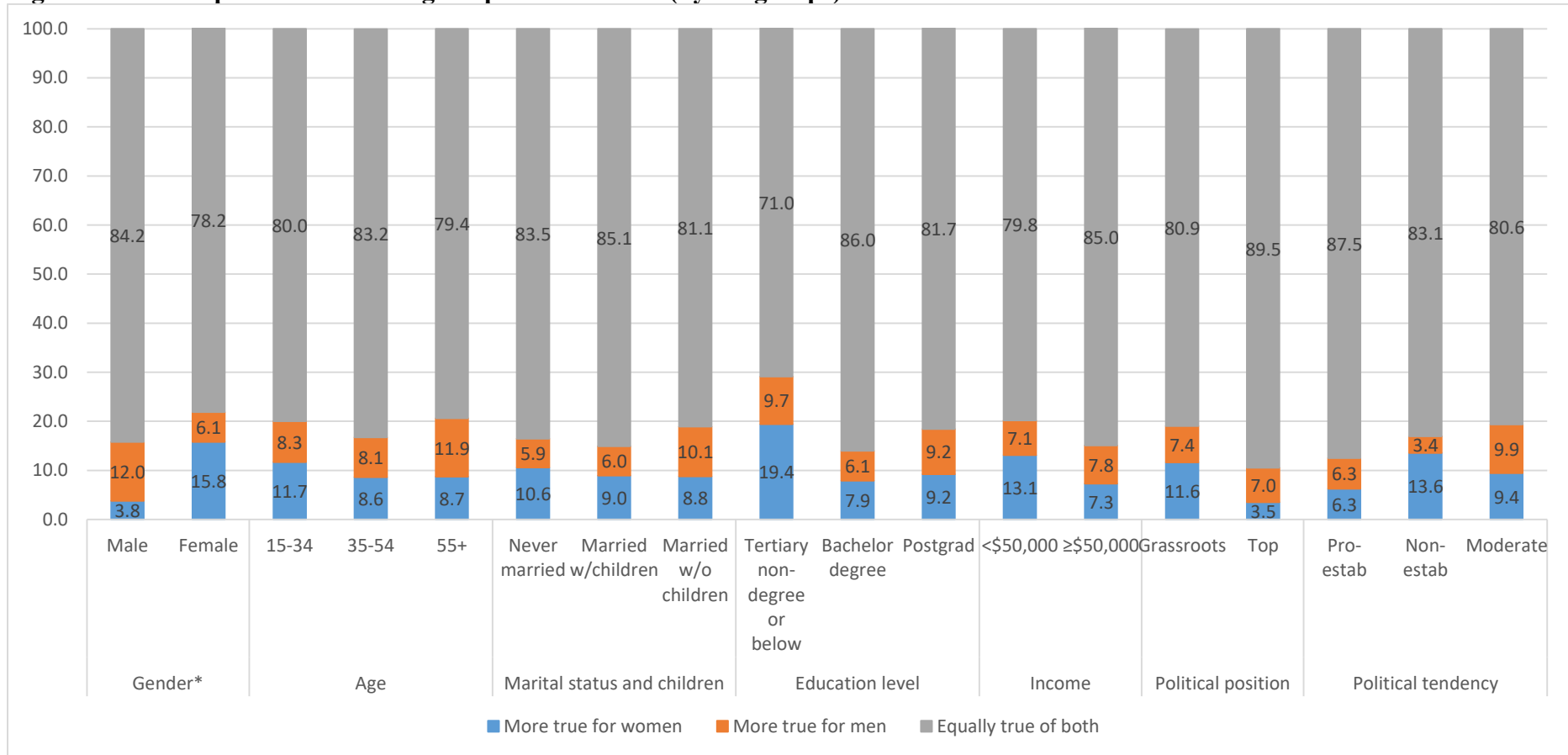


Figure 5.2.7 Perception: “Collaborative and working out compromises” (by subgroups)

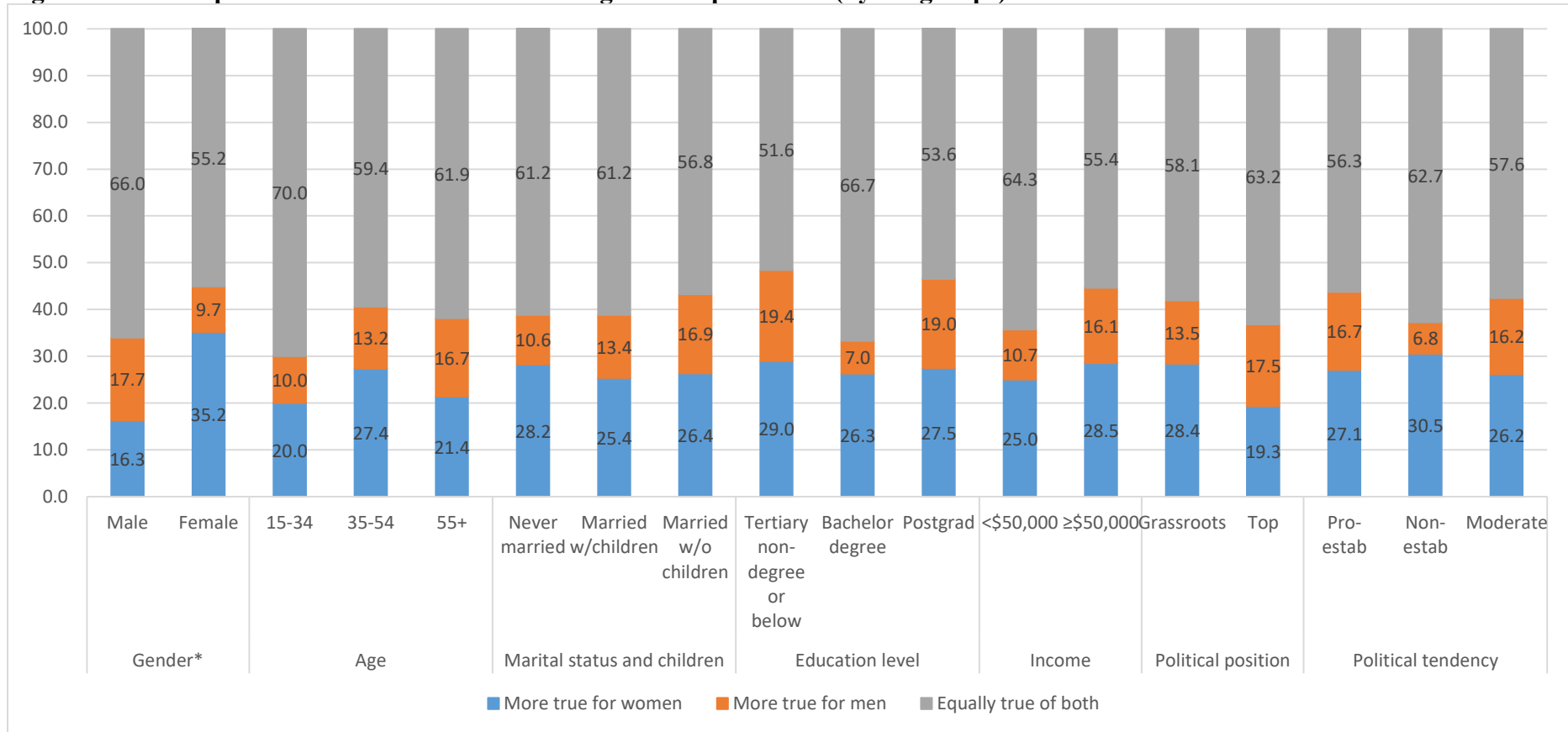


Figure 5.2.8 Perception: “Hard-working” (by subgroups)

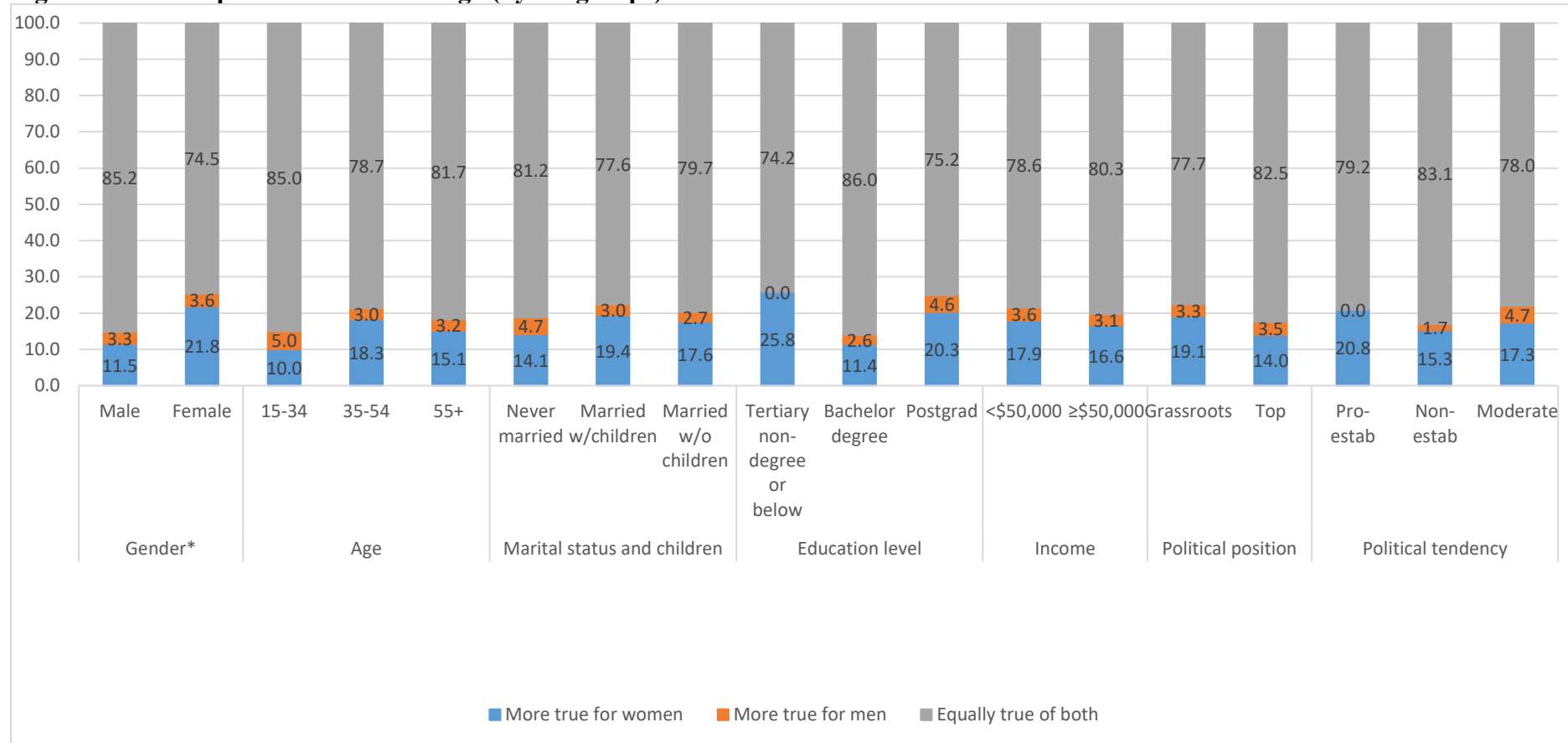


Figure 5.2.9 Perception: “Honest and ethical” (by subgroups)

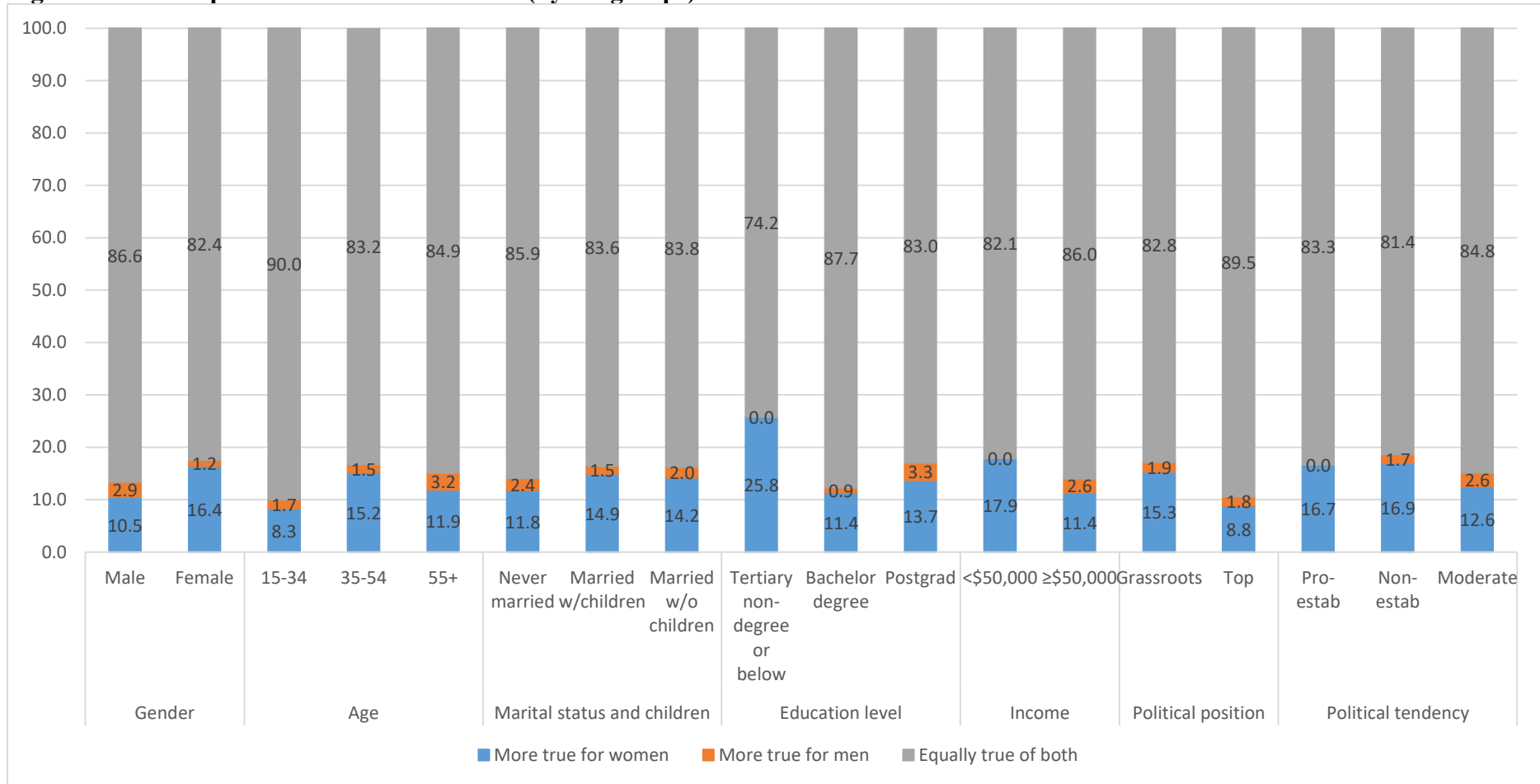


Figure 5.2.10 Perception: “Standing up for what they believe in despite political pressure” (by subgroups)

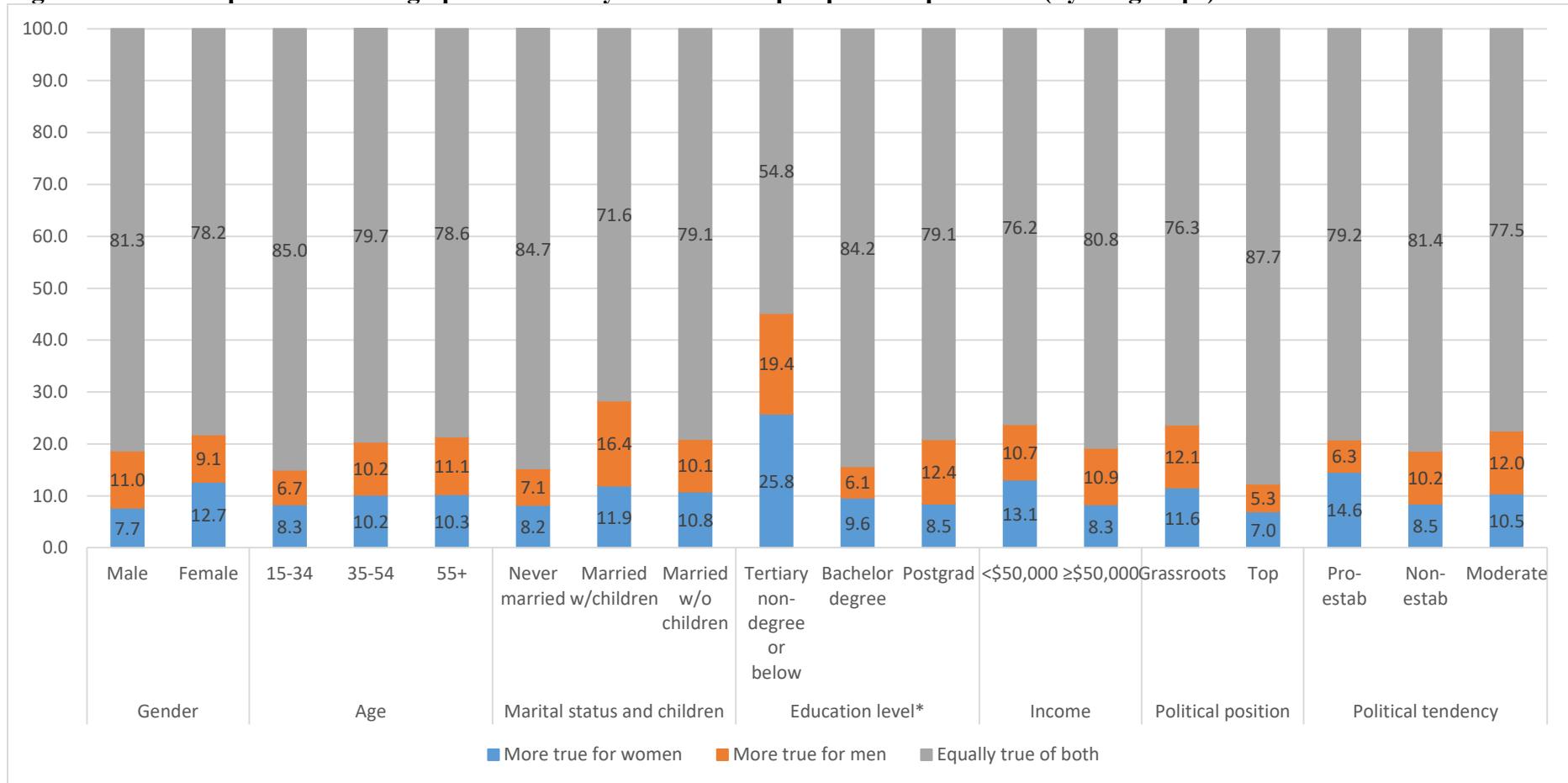


Figure 5.3.2 Female or male leaders are more capable in “economics, finance, and trade” (by subgroups)

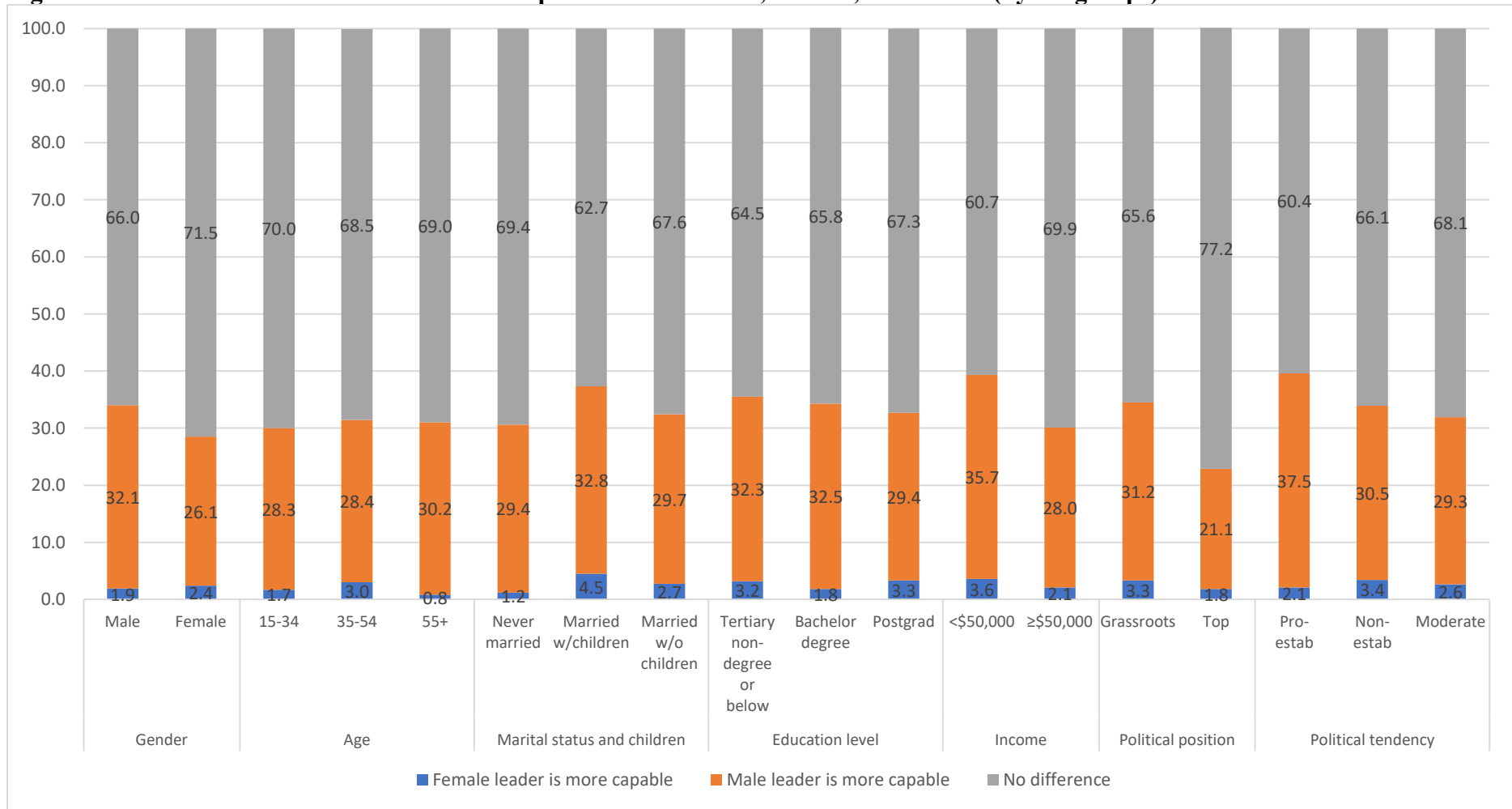


Figure 5.3.3 Female or male leaders are more capable in “security affairs” (by subgroups)

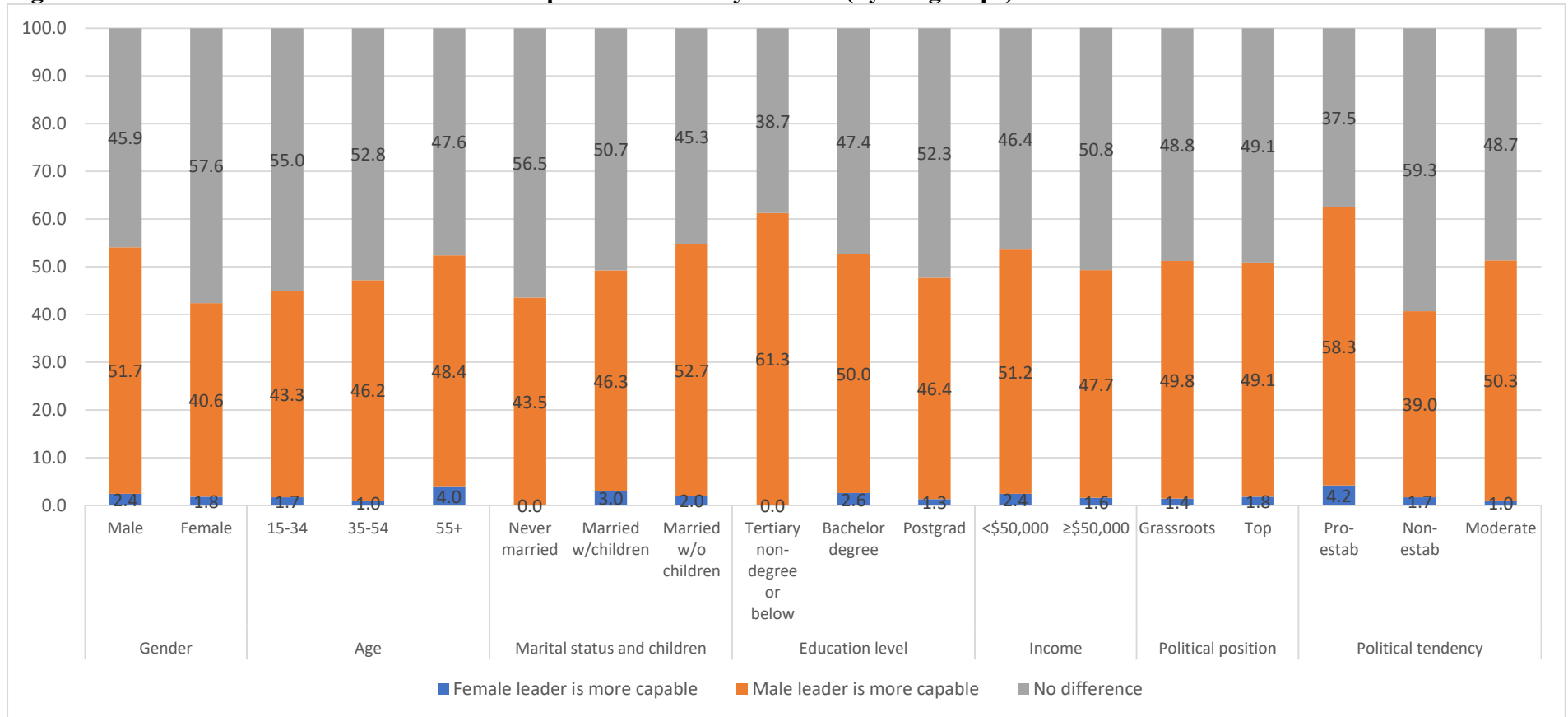


Figure 5.3.4 Female or male leaders are more capable in “social welfare” (by subgroups)

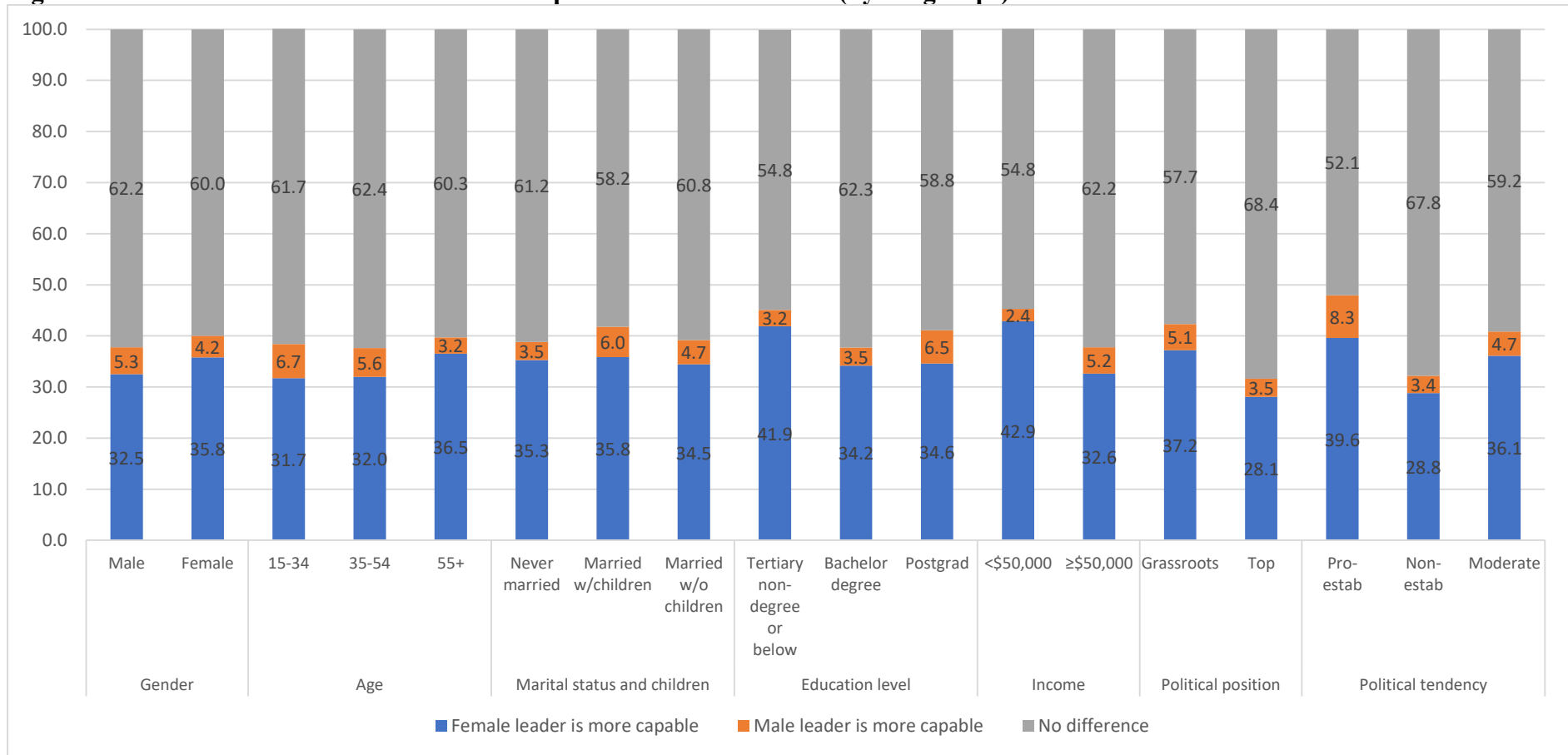


Figure 5.3.5 Female or male leaders are more capable in “infrastructure and development” (by subgroups)

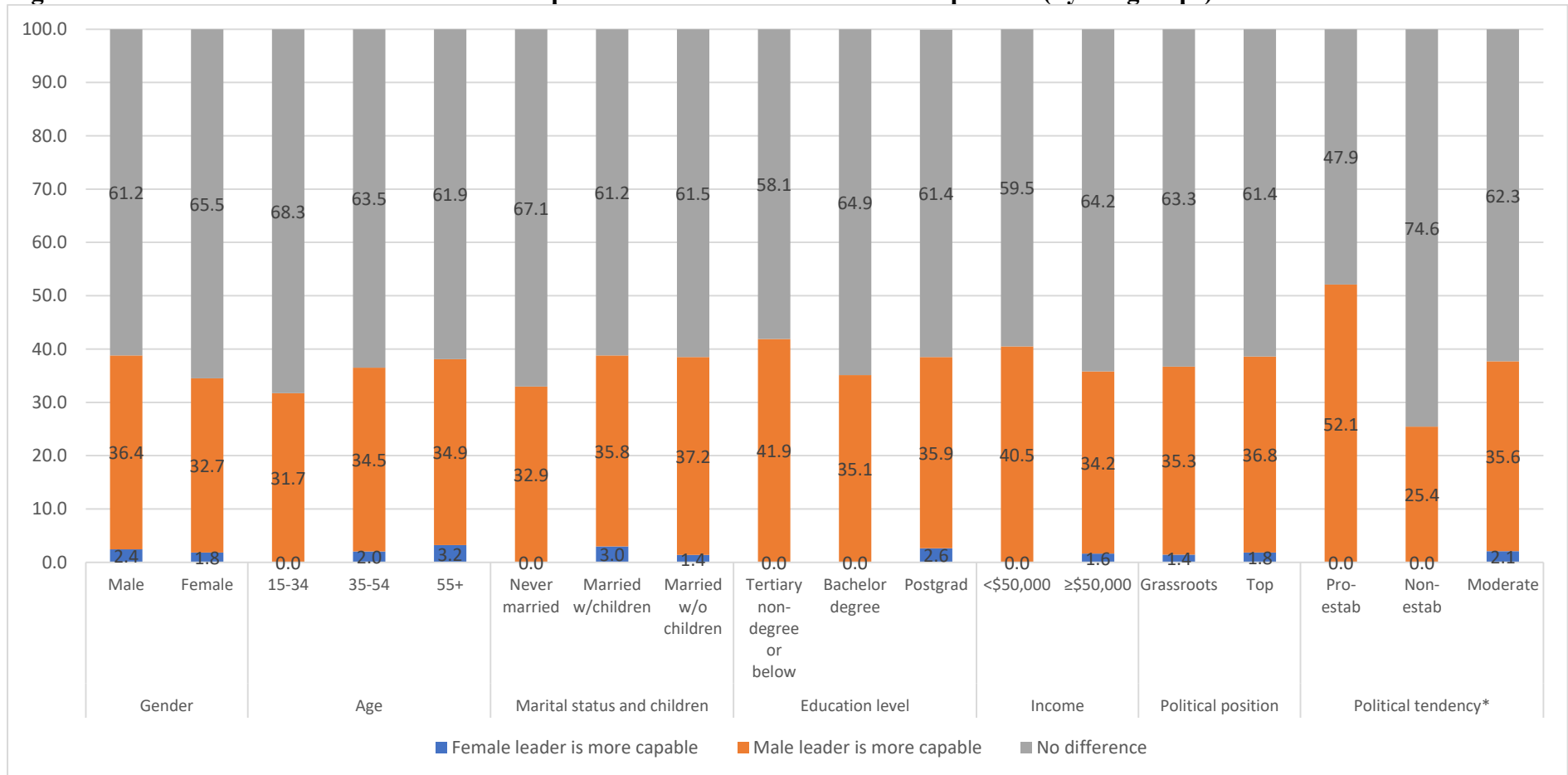


Figure 5.3.6 Female or male leaders are more capable in “environment” (by subgroups)

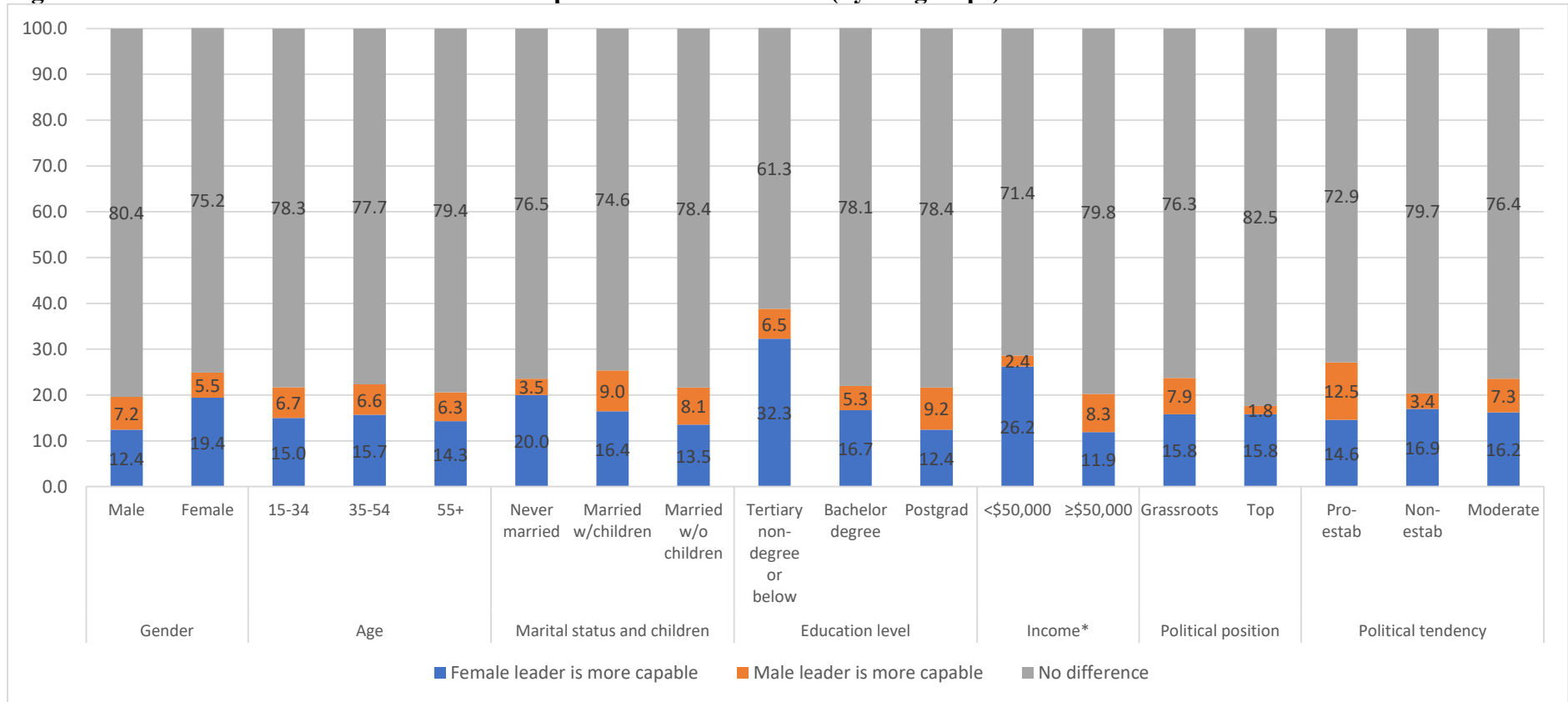


Figure 5.3.7 Female or male leaders are more capable in “education” (by subgroups)

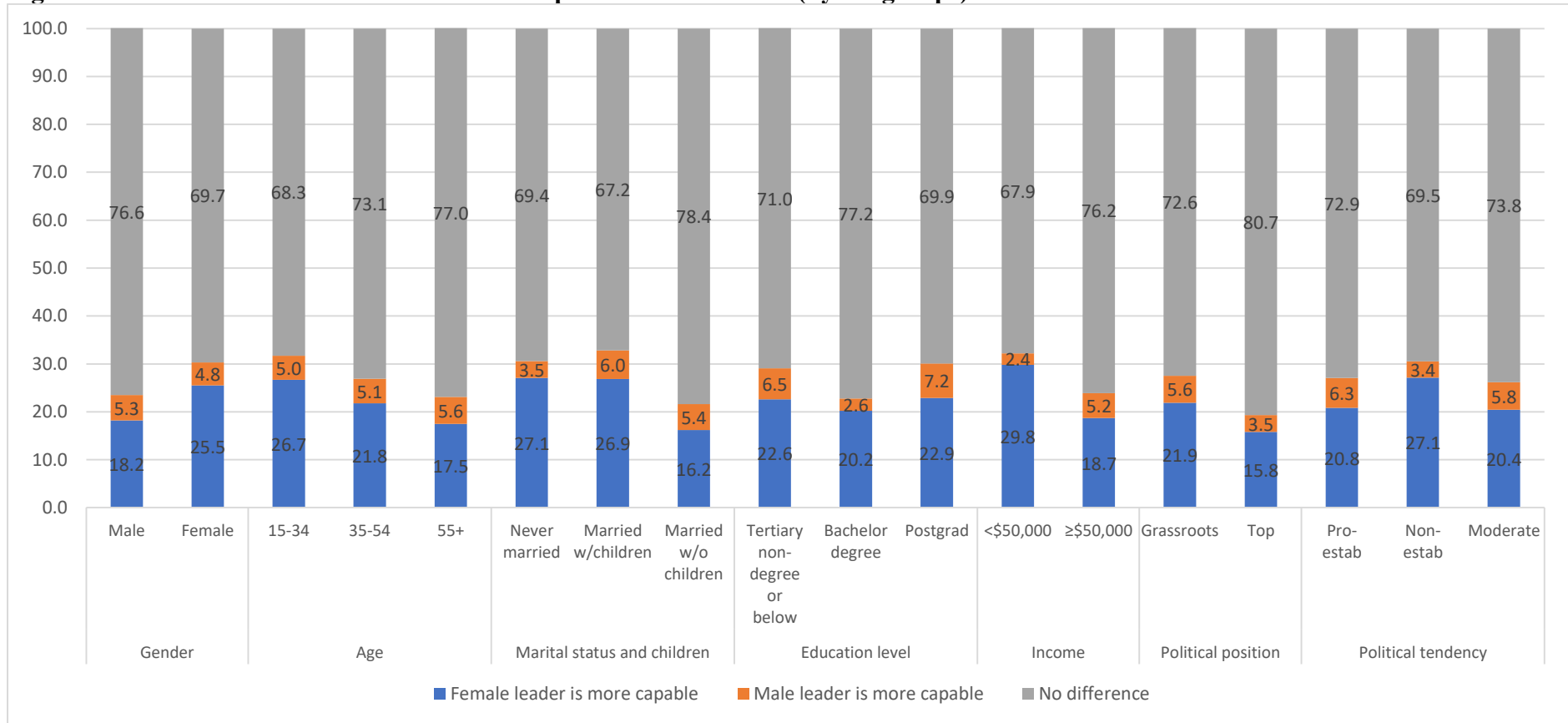


Figure 5.3.8 Female or male leaders are more capable in “political reforms” (by subgroups)

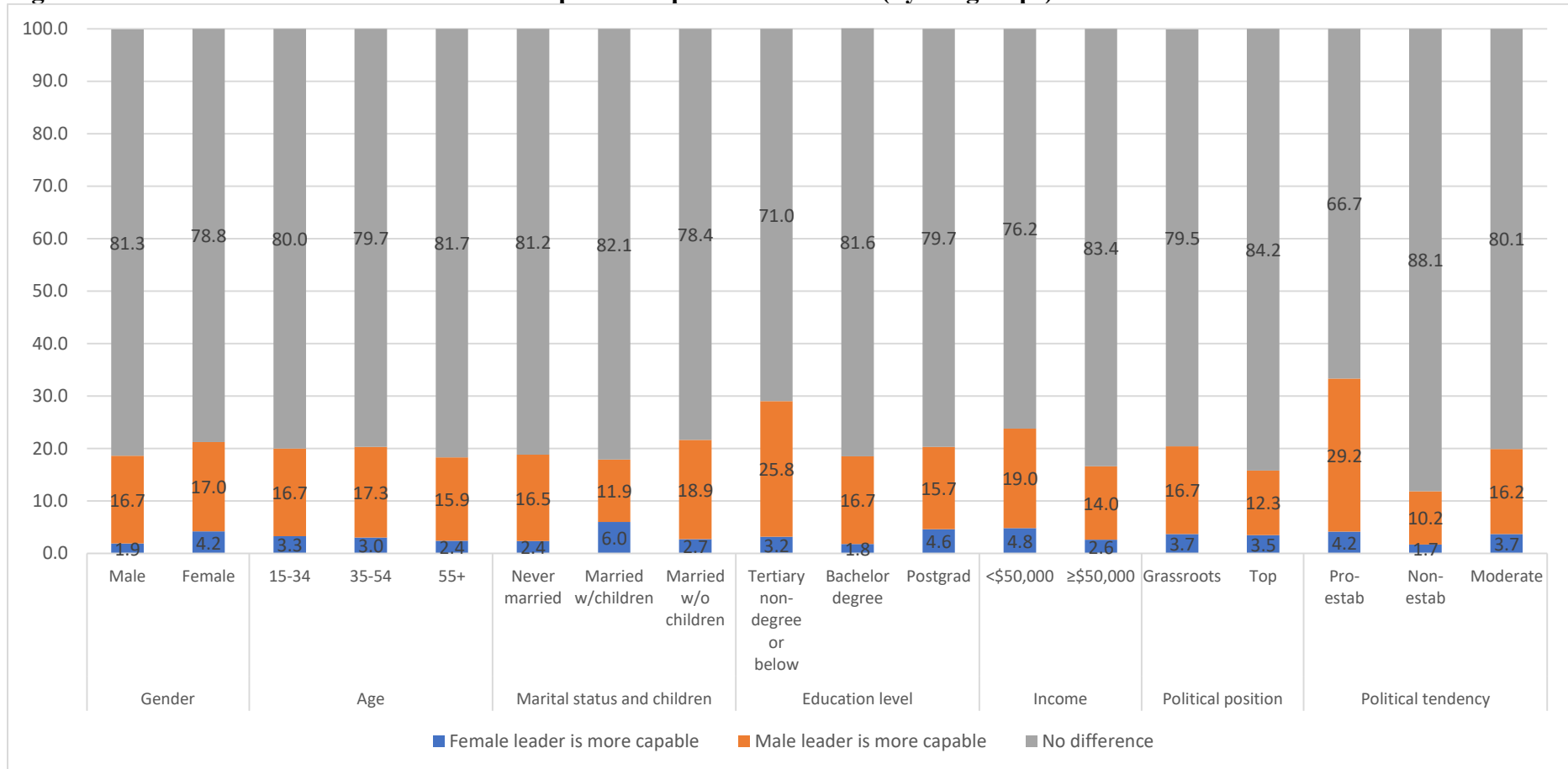


Figure 5.3.9 Female or male leaders are more capable in “labour issues” (by subgroups)

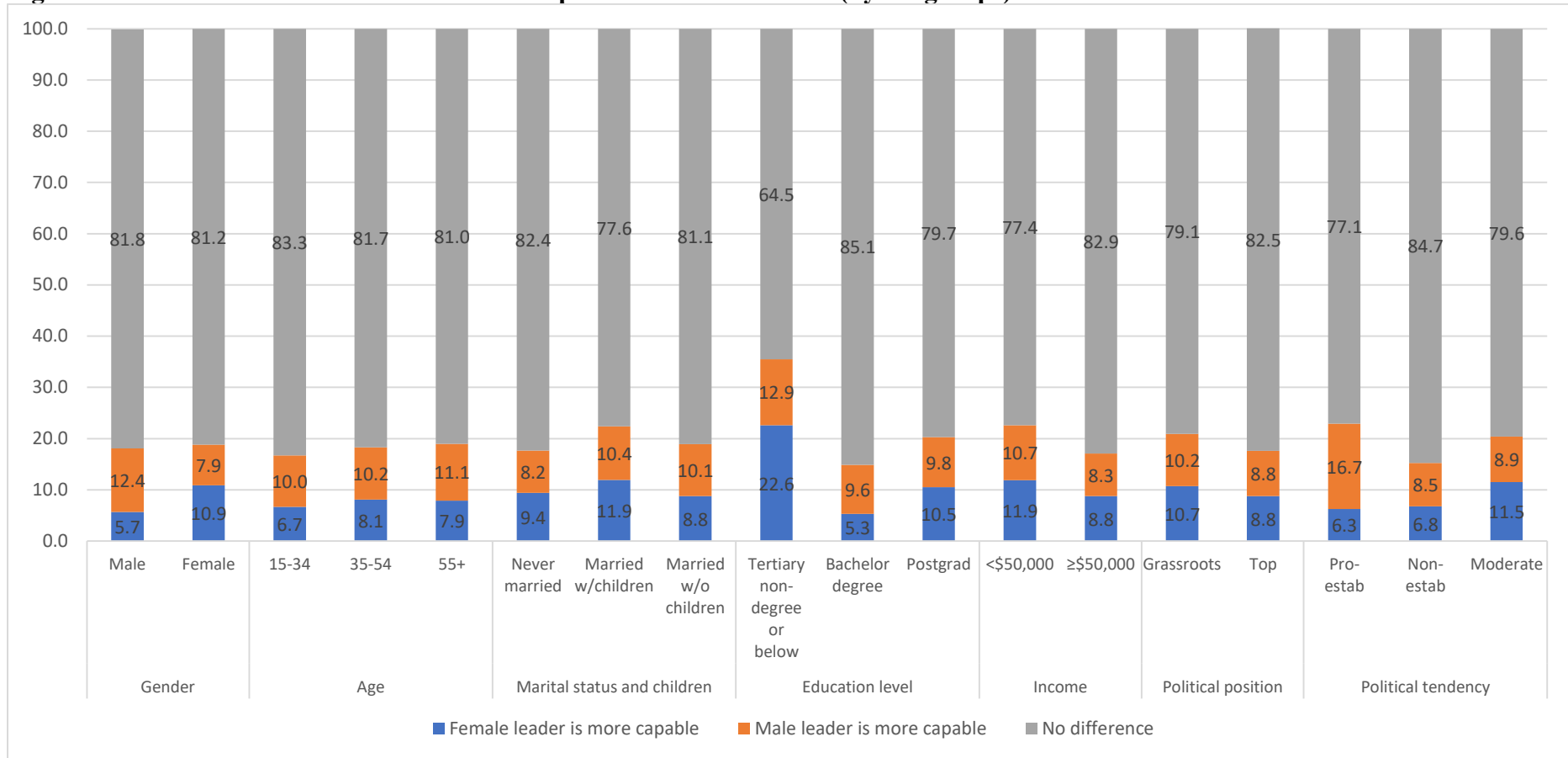


Figure 5.3.11 In Hong Kong, who make better political leaders? (by subgroups)

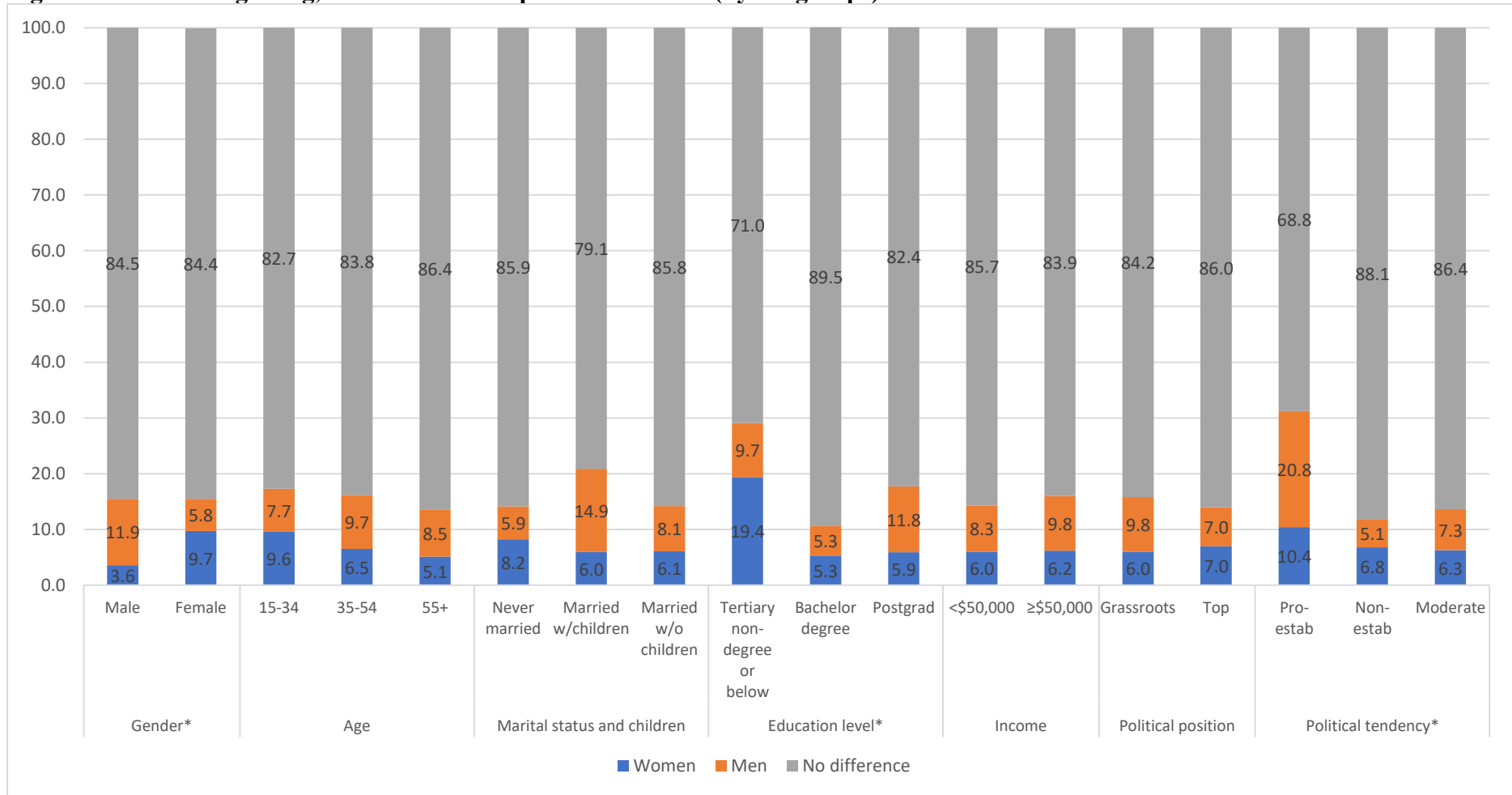


Figure 5.3.12 In Hong Kong, who perform better as community/grassroots leaders? (by subgroups)

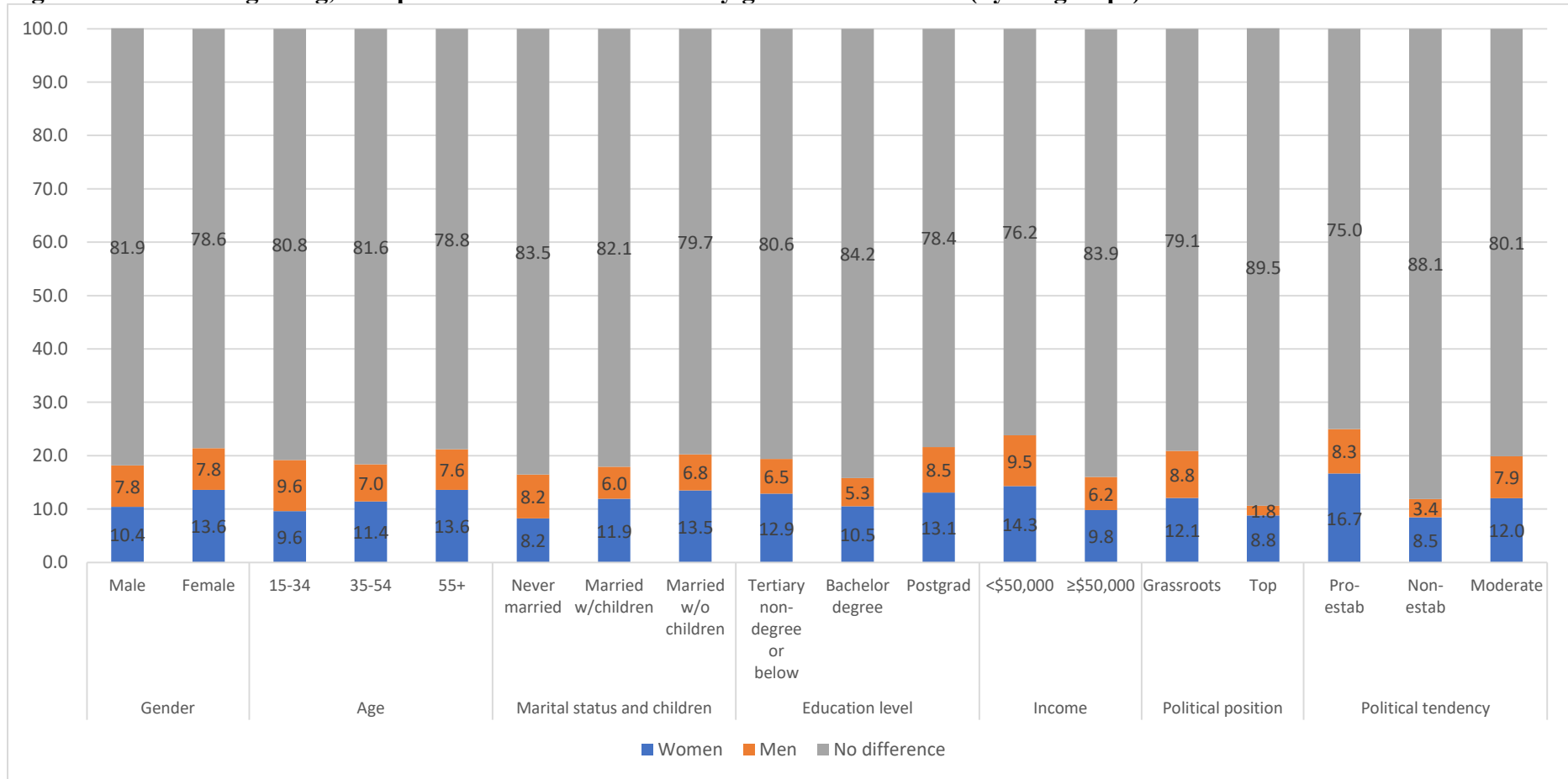


Figure 5.3.13 In Hong Kong, do you have greater confidence in the performance of female or male members in the Legislative Council and District Councils? (by subgroups)

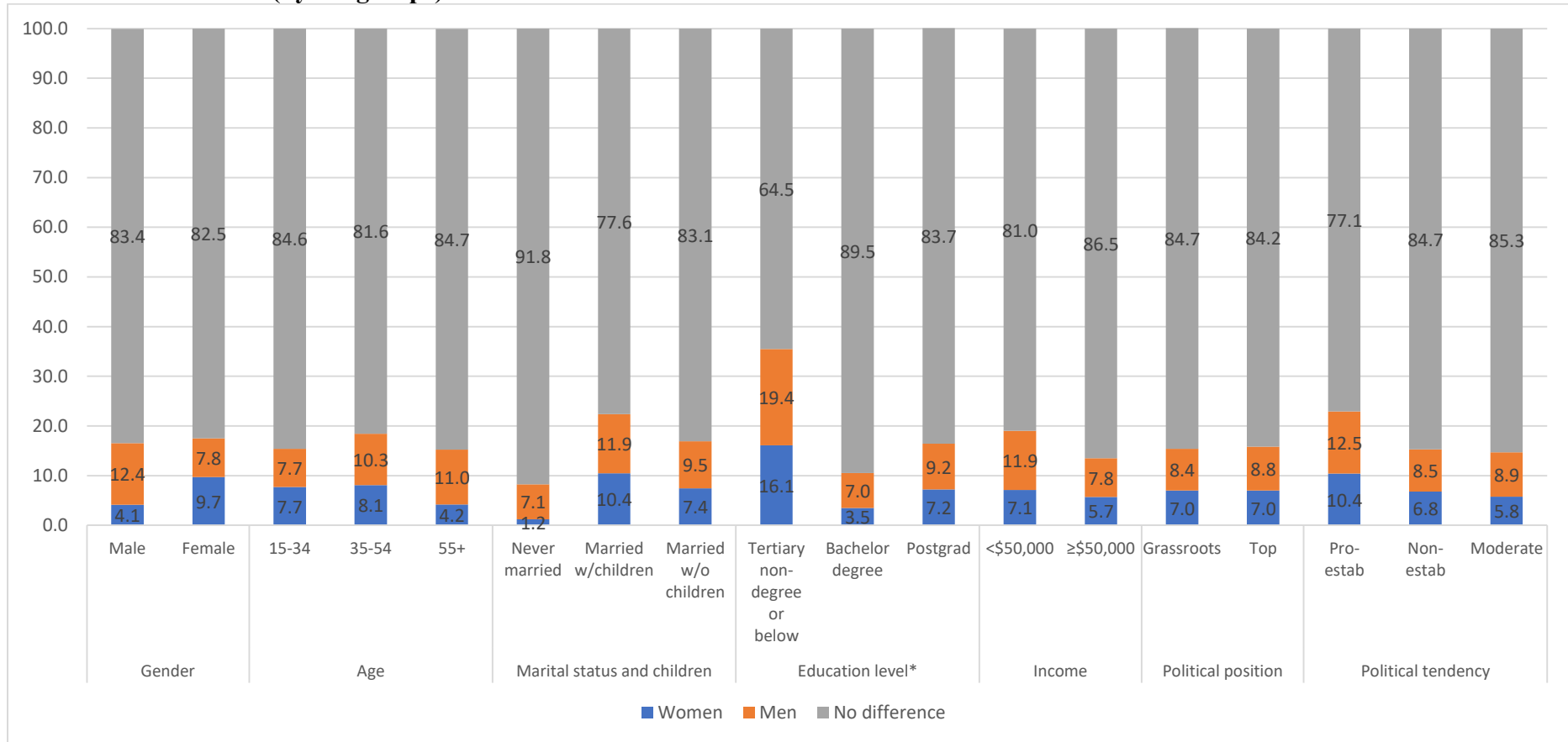


Figure 5.4.2 In Hong Kong, who face more challenges when attempting to attain higher political leadership positions? (by subgroups)

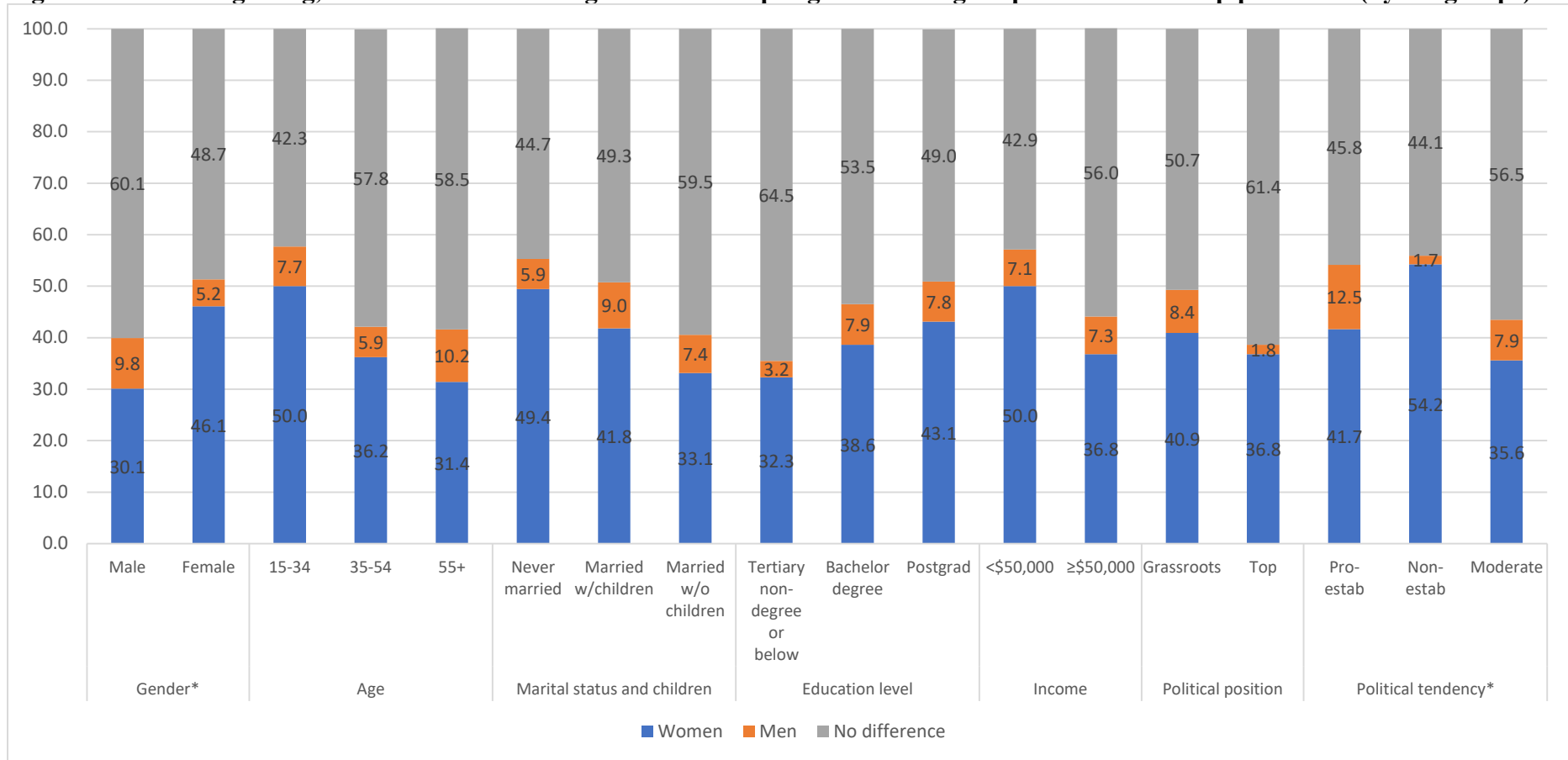


Figure 5.4.3 Perception: “Women and men should have an equal role in running the government” (by subgroups)

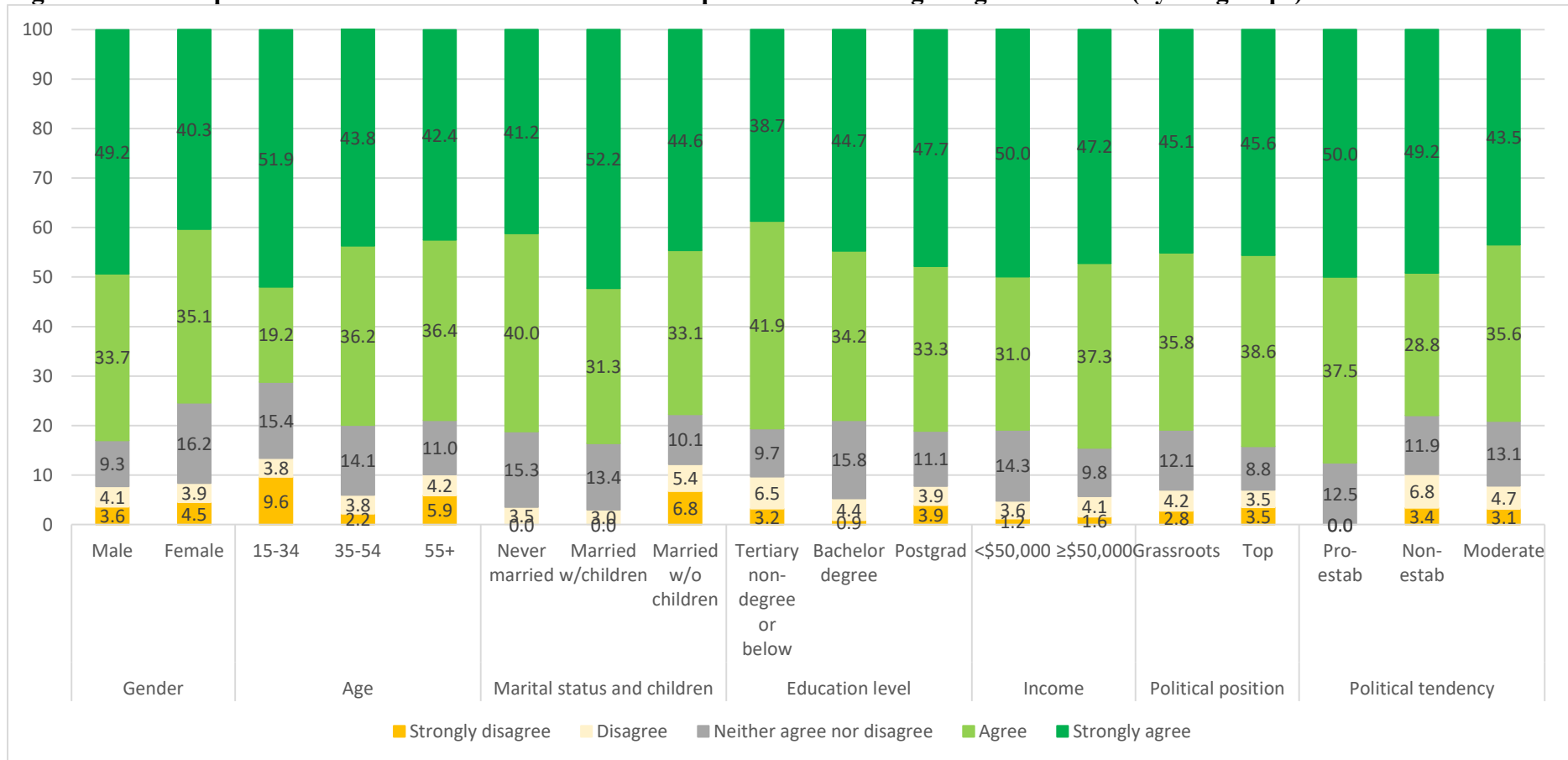


Figure 5.4.4 Perception: “Female leaders have a responsibility to represent the interests of women in society at large” (by subgroups)

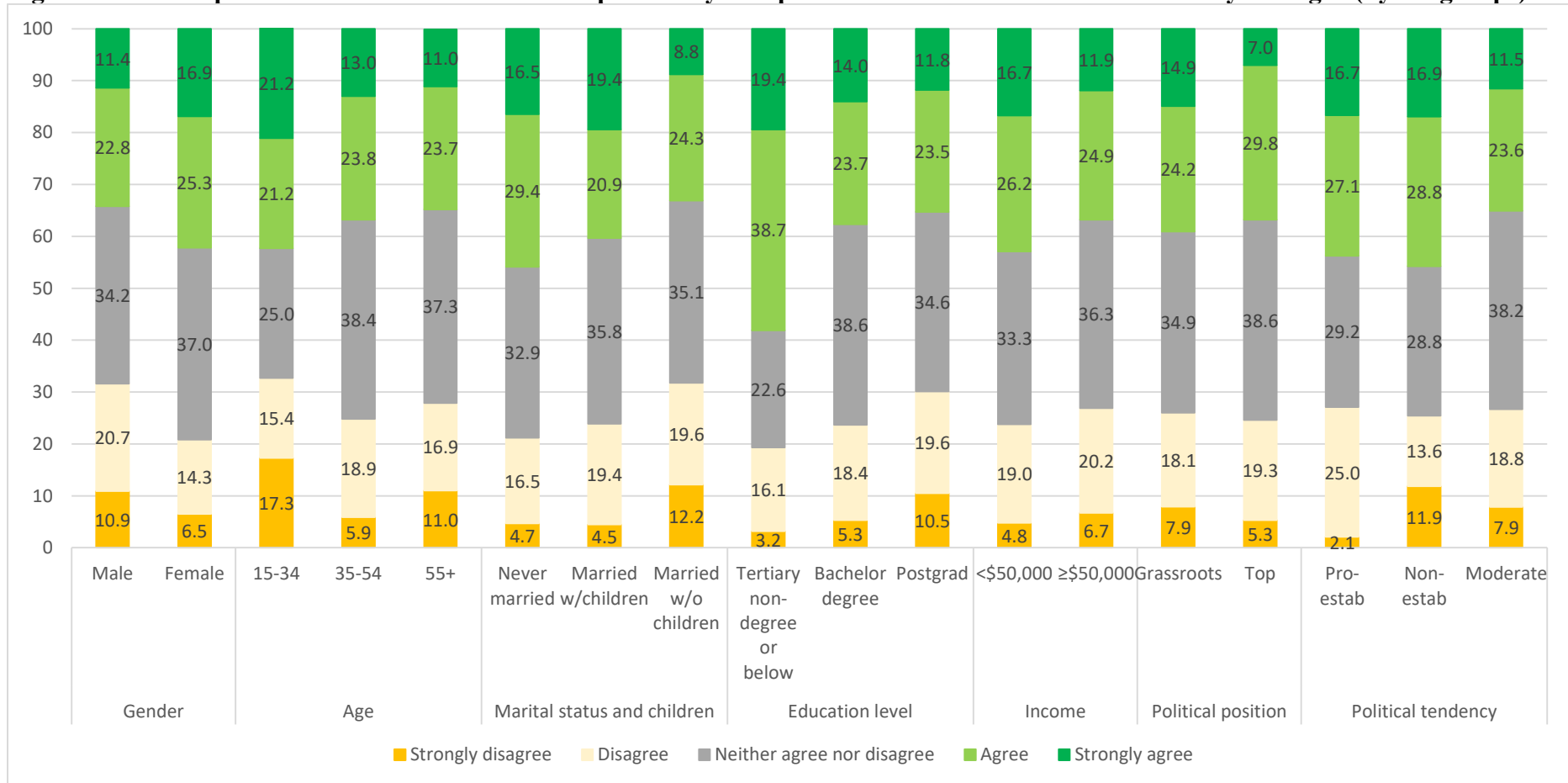


Figure 5.4.5 Perception: “Male leaders have a responsibility to represent the interests of men in society at large” (by subgroups)

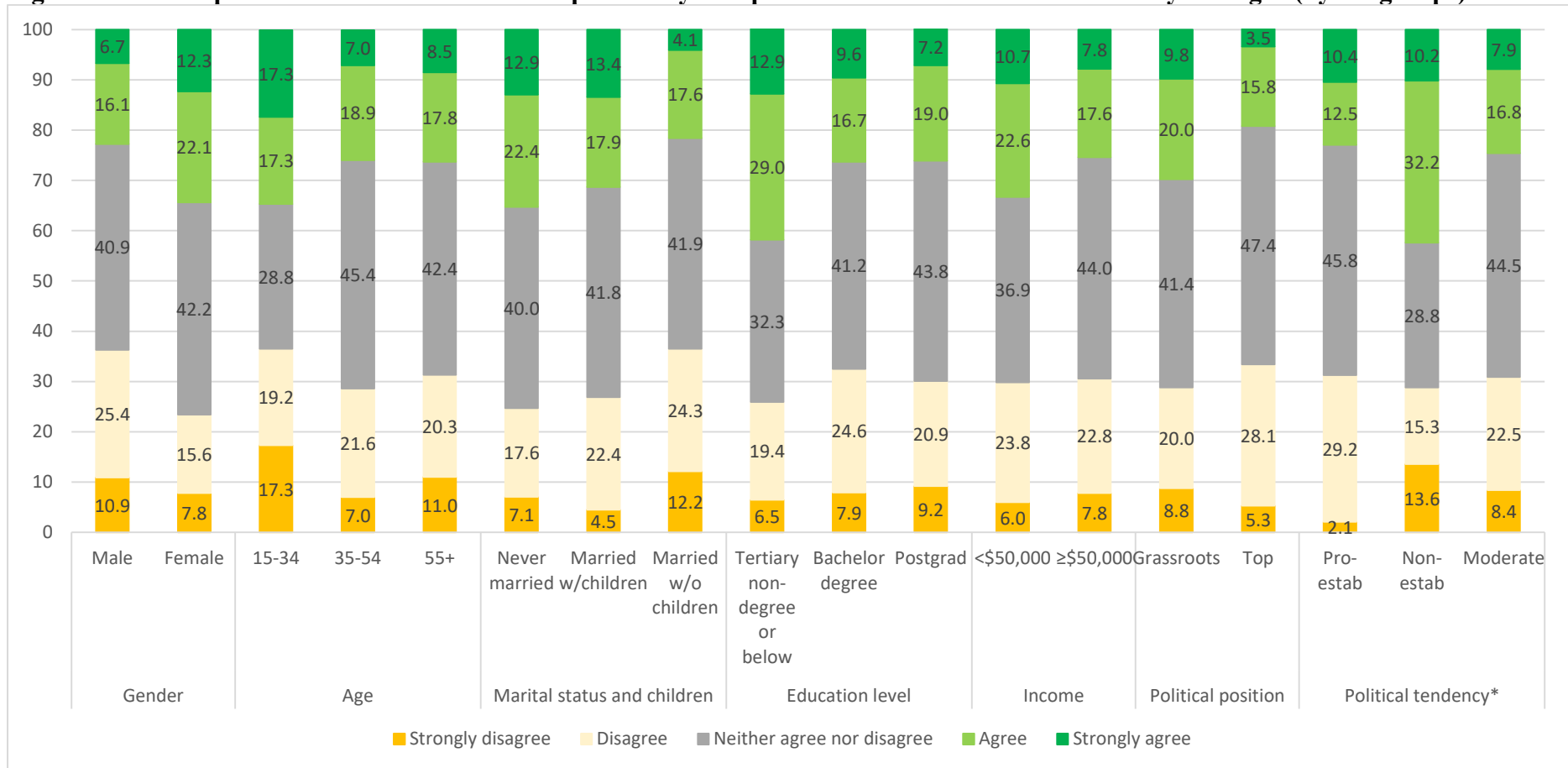


Figure 5.4.6 Perception: “The more women leaders there are in government and councils, the greater influence they will have on political priorities and policy” (by subgroups)

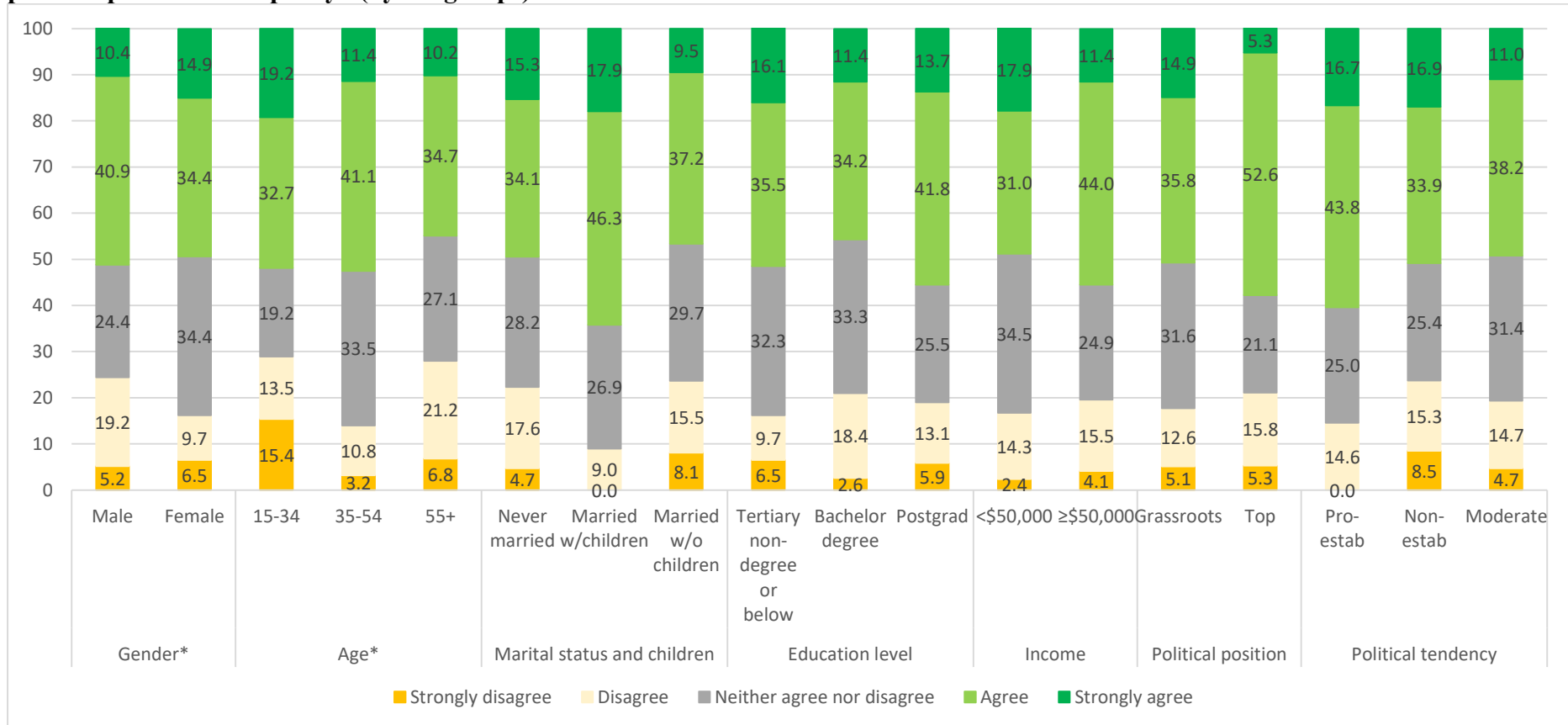


Figure 5.4.7 Perception: “Male leaders can sufficiently represent the interests of women in politics” (by subgroups)

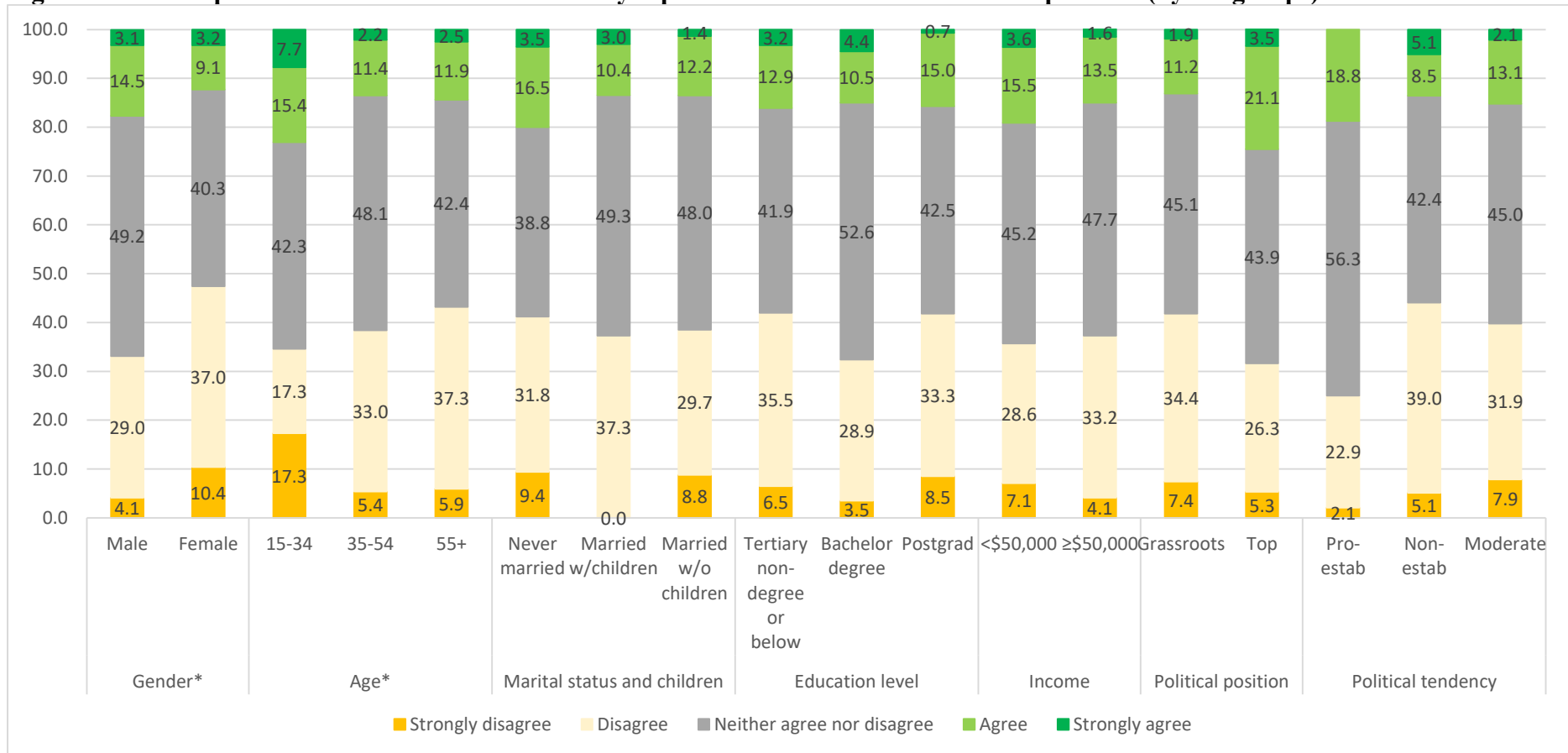


Figure 5.4.8 Perception: “Female leaders can sufficiently represent the interests of men in politics” (by subgroups)

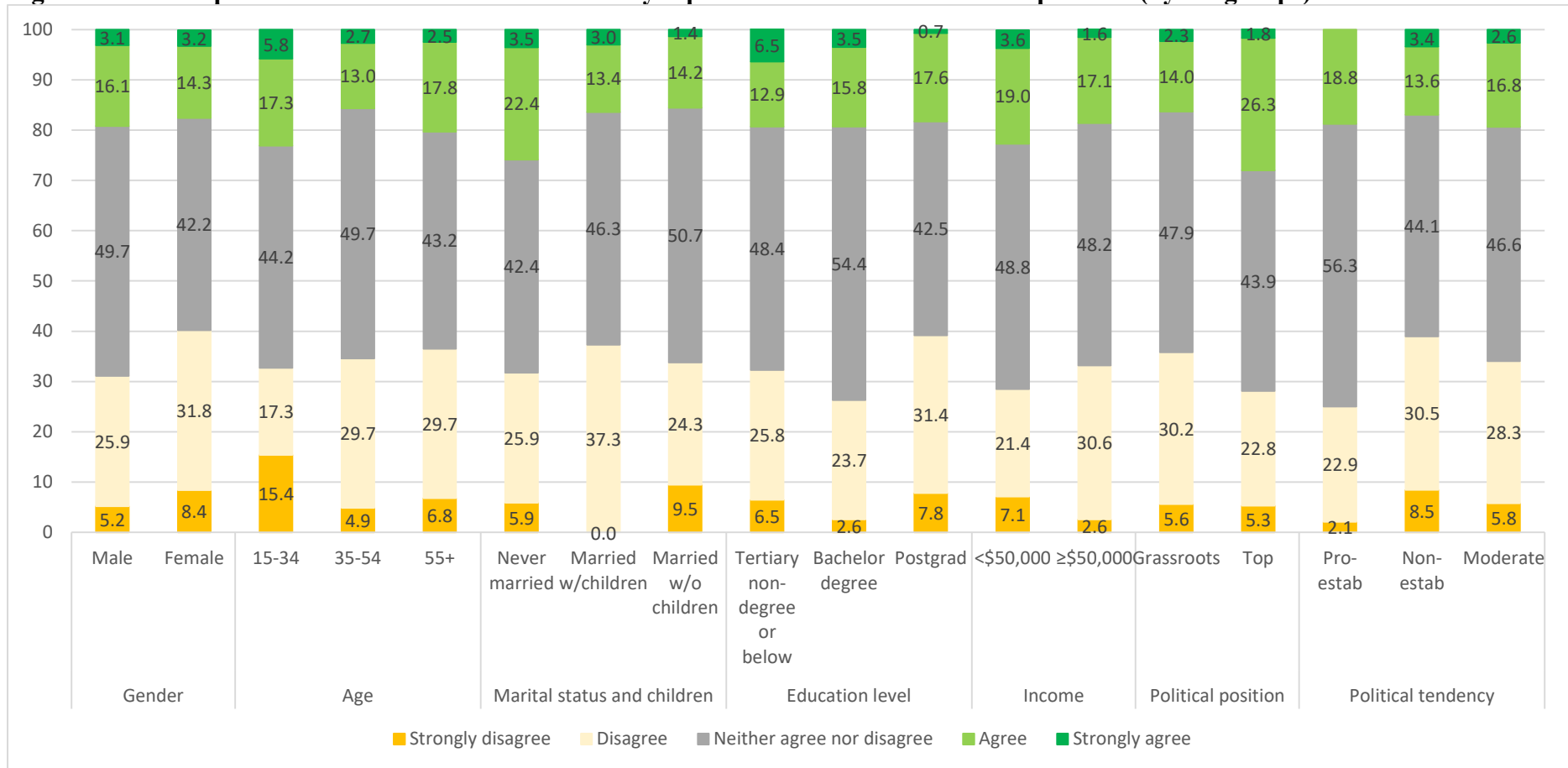


Figure 5.4.9 Perception: “Women are 50% of the population and should be as equally represented as men in decision-making positions” (by subgroups)

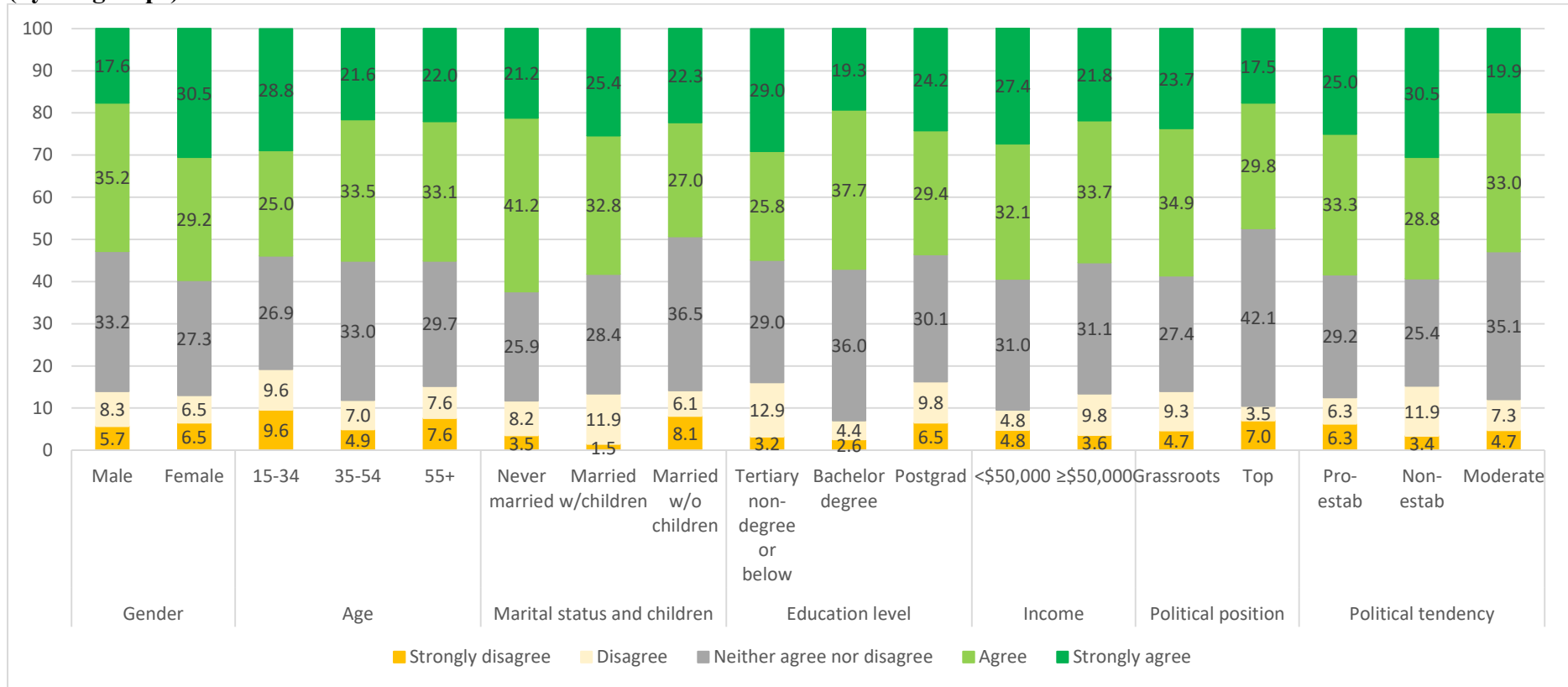


Figure 5.4.10 Perception: “Women’s presence will increase the political legitimacy of government and councils” (by subgroups)

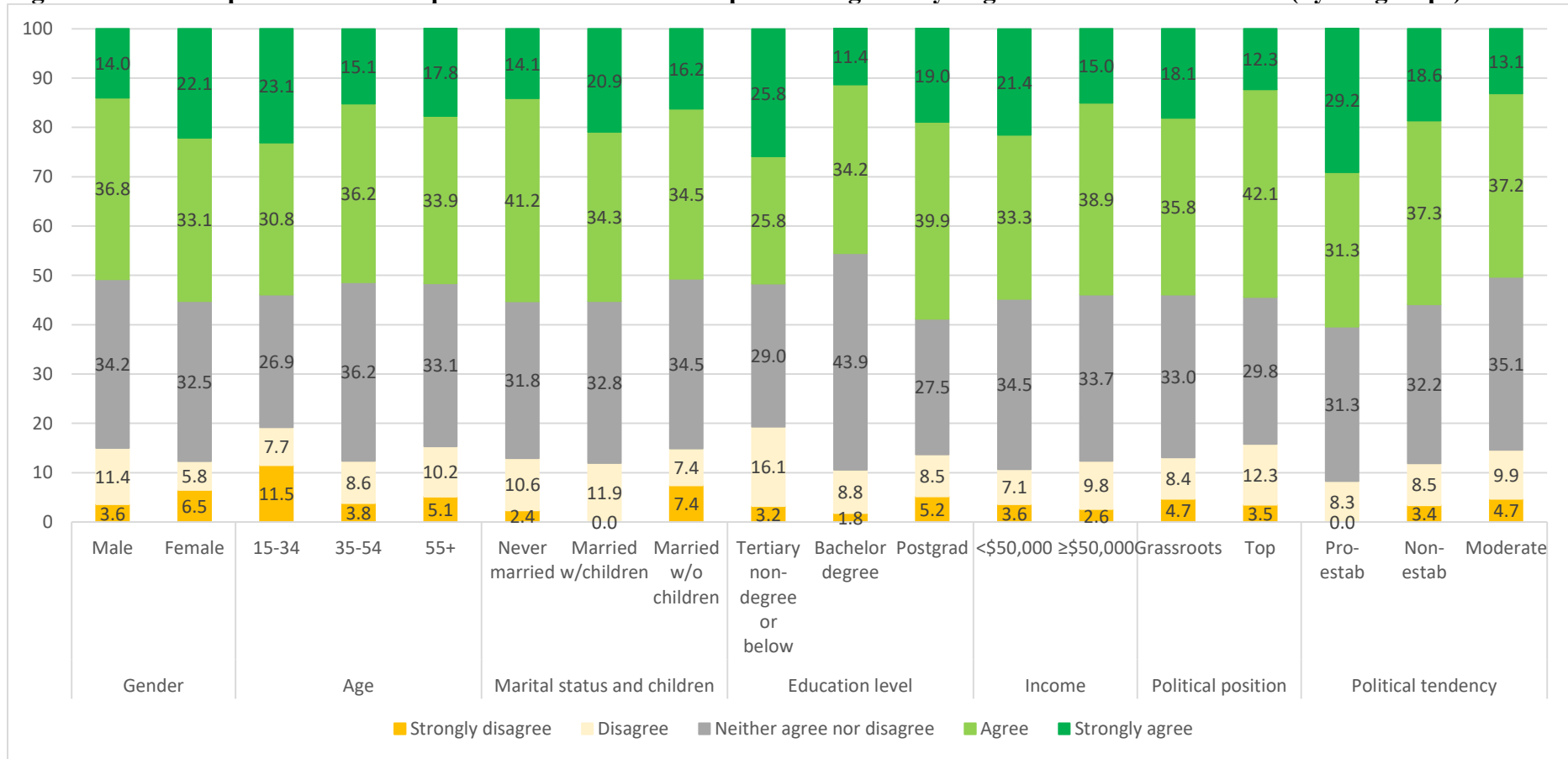


Figure 5.4.11 Perception: “Women should be represented in decision making because this right is enshrined in laws” (by subgroups)

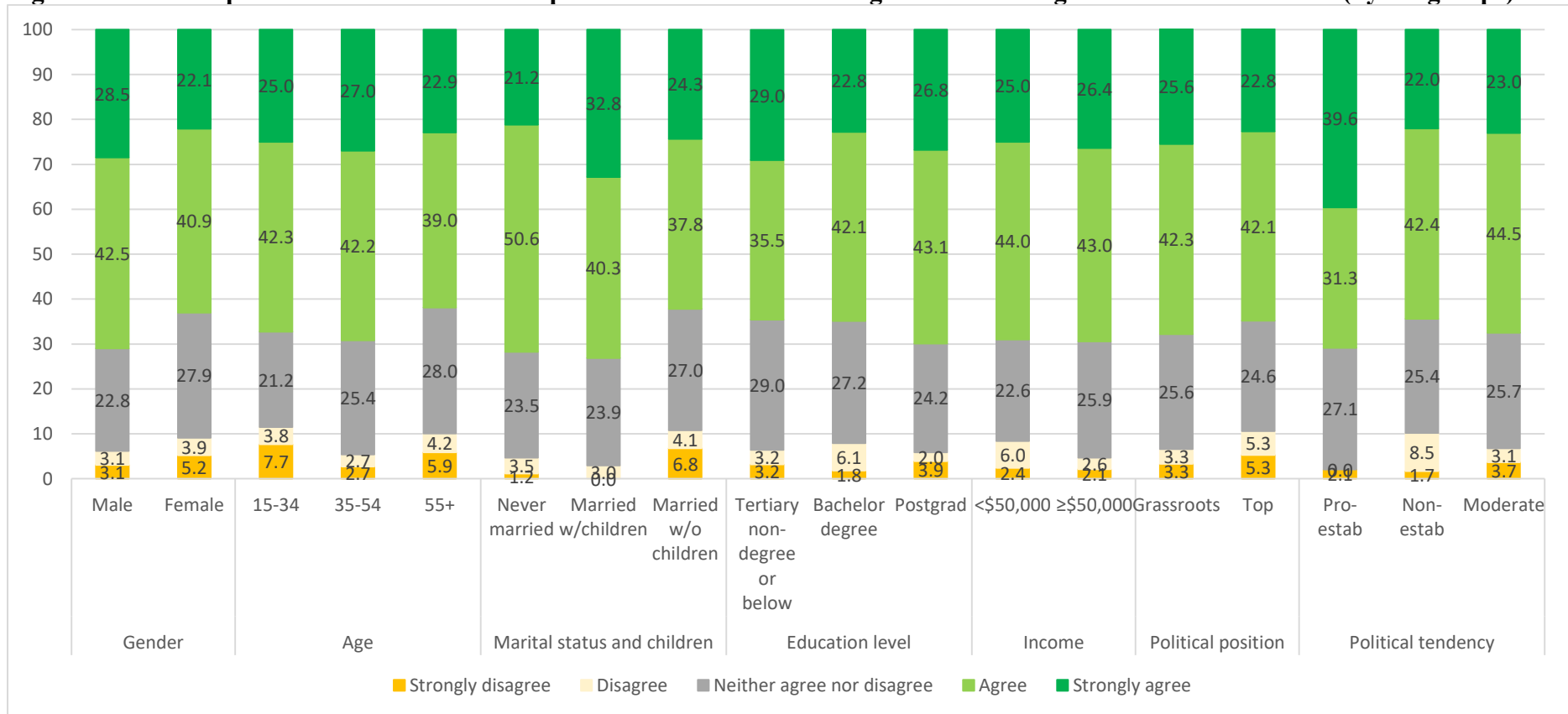


Figure 5.4.12 Perception: “Women bring different views, perspectives and talents to politics” (by subgroups)

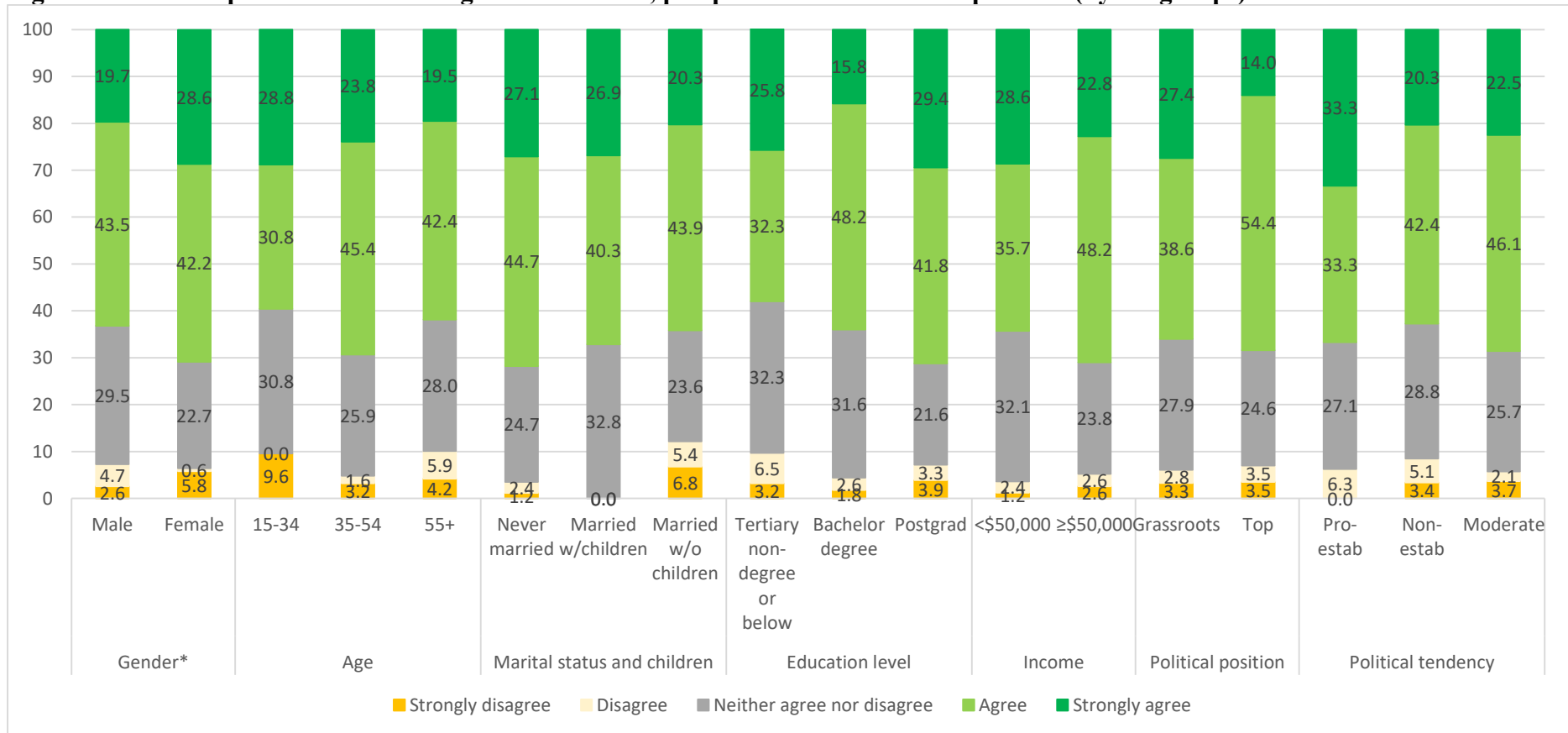


Figure 5.4.13 Perception: “The empowerment of women will lead to the development of society at large” (by subgroups)

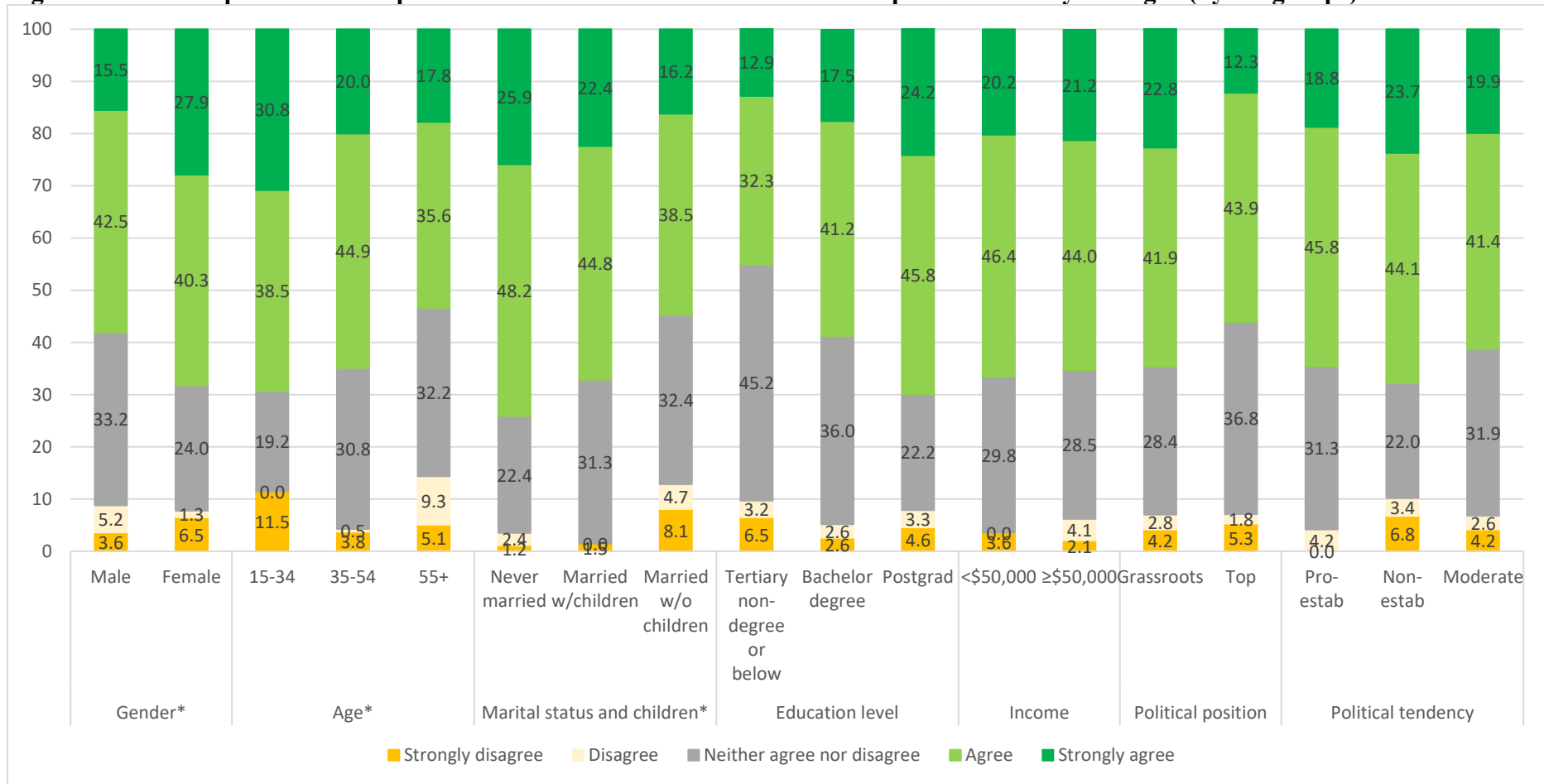


Figure 5.4.14 Perception: “Including more women will increase the electoral appeal of political parties or groupings” (by subgroups)

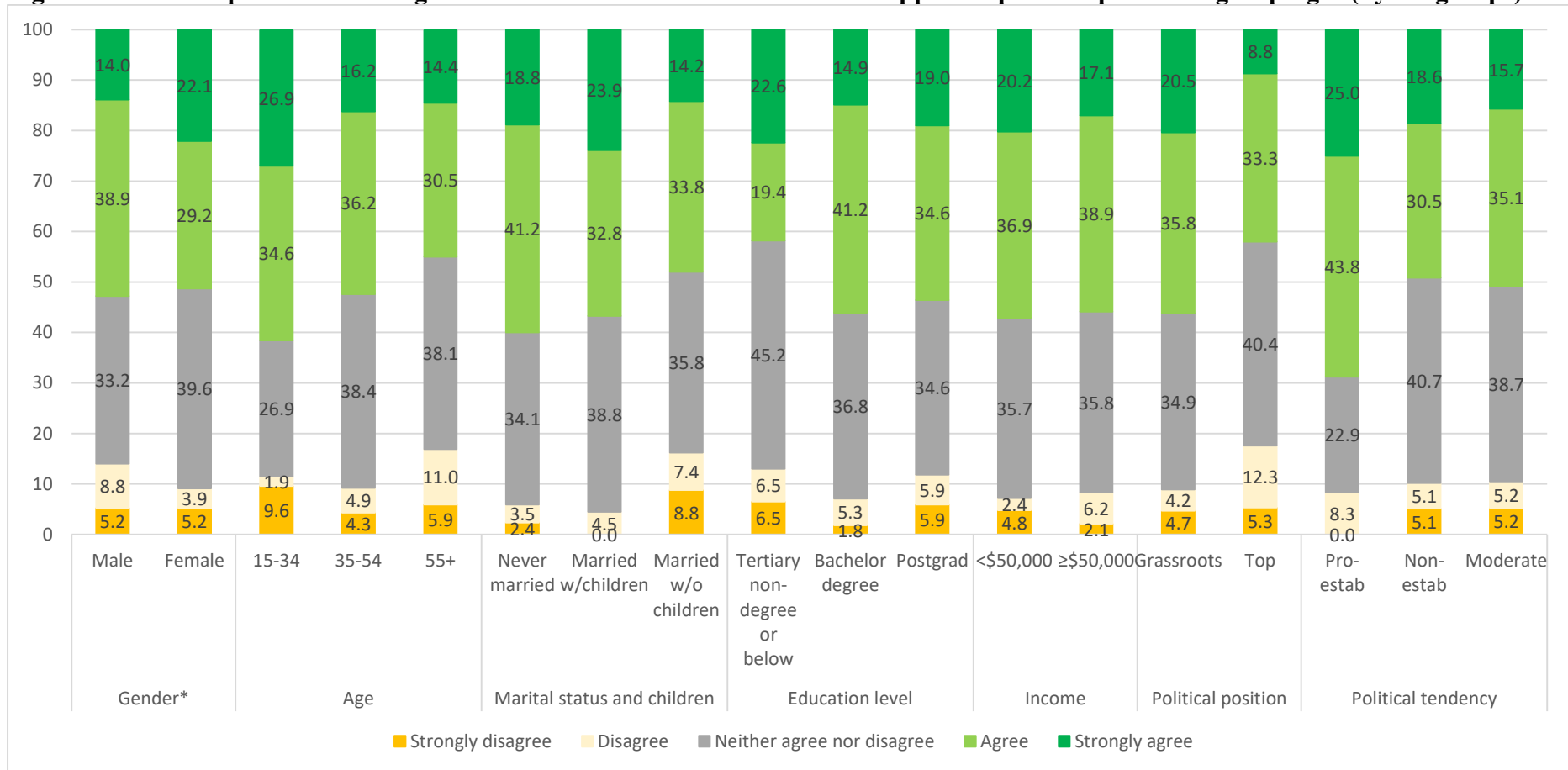


Figure 5.5.2 Has gender helped or hurt men’s or women’s political careers? (by subgroups)

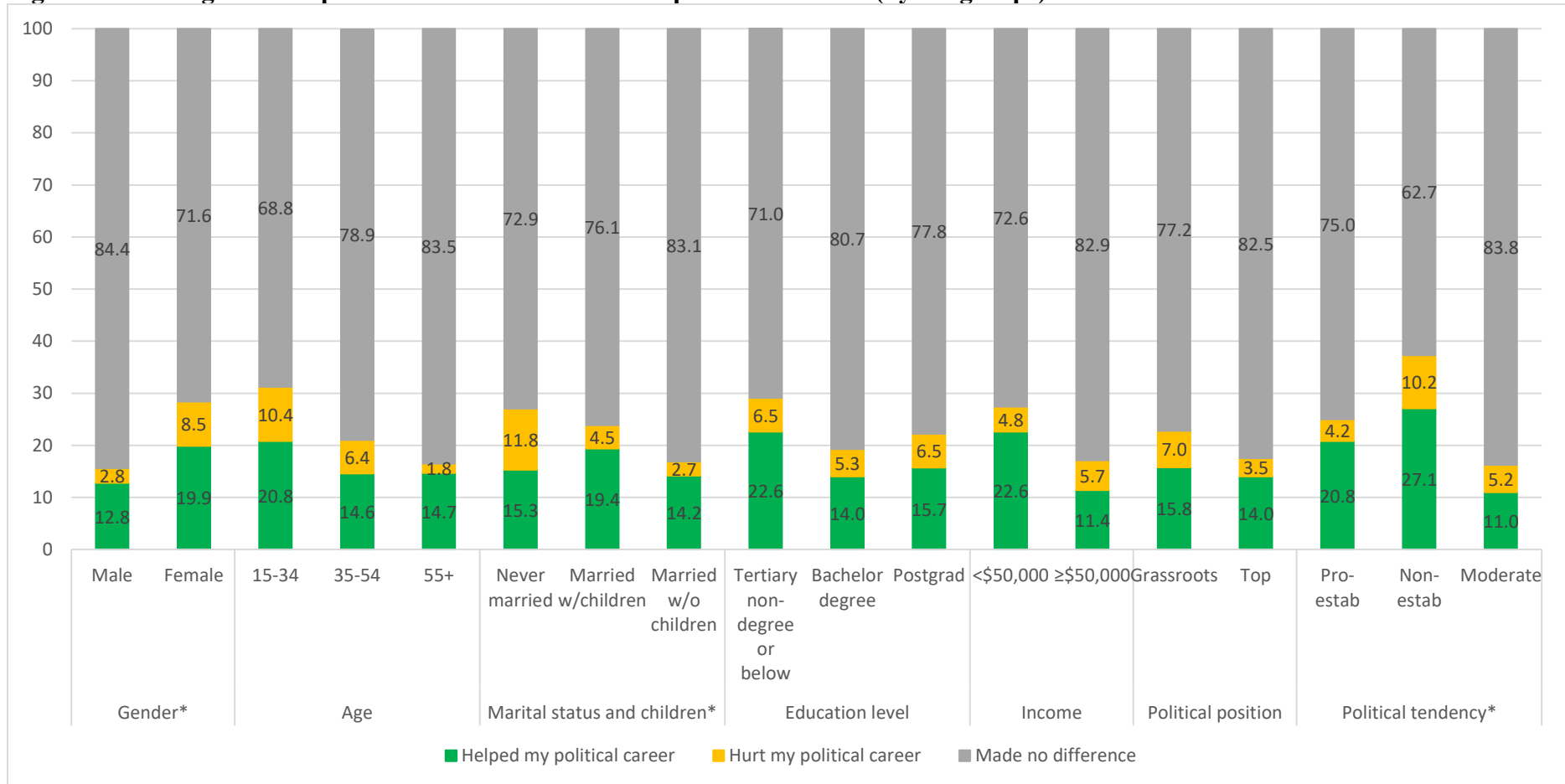


Figure 5.5.4 Perception: “Traditional attitudes (e.g. ‘women are to take care of the family while men are to work outside’)” (by subgroups)

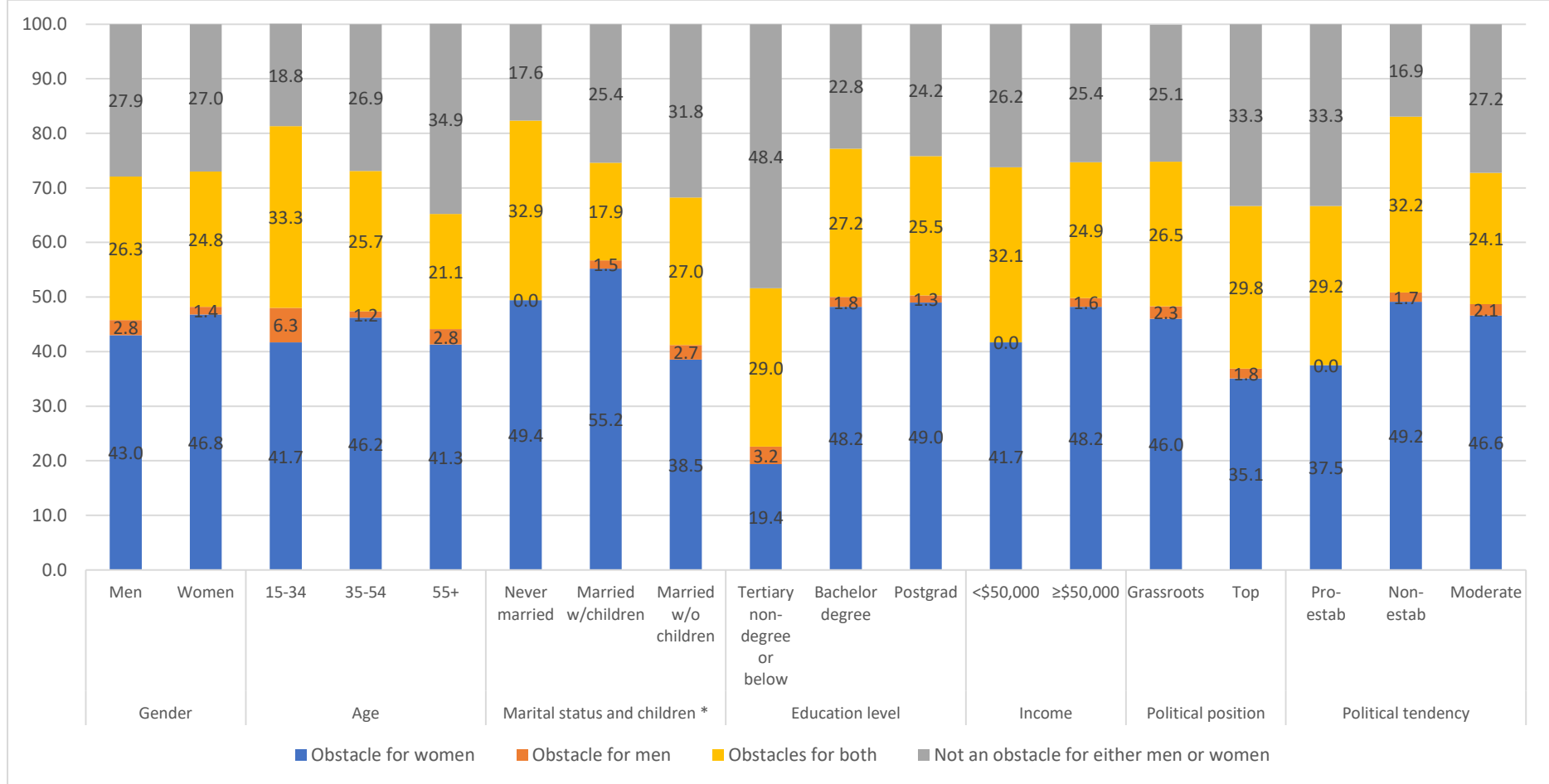


Figure 5.5.5 Perception: “Domestic responsibilities” (by subgroup)

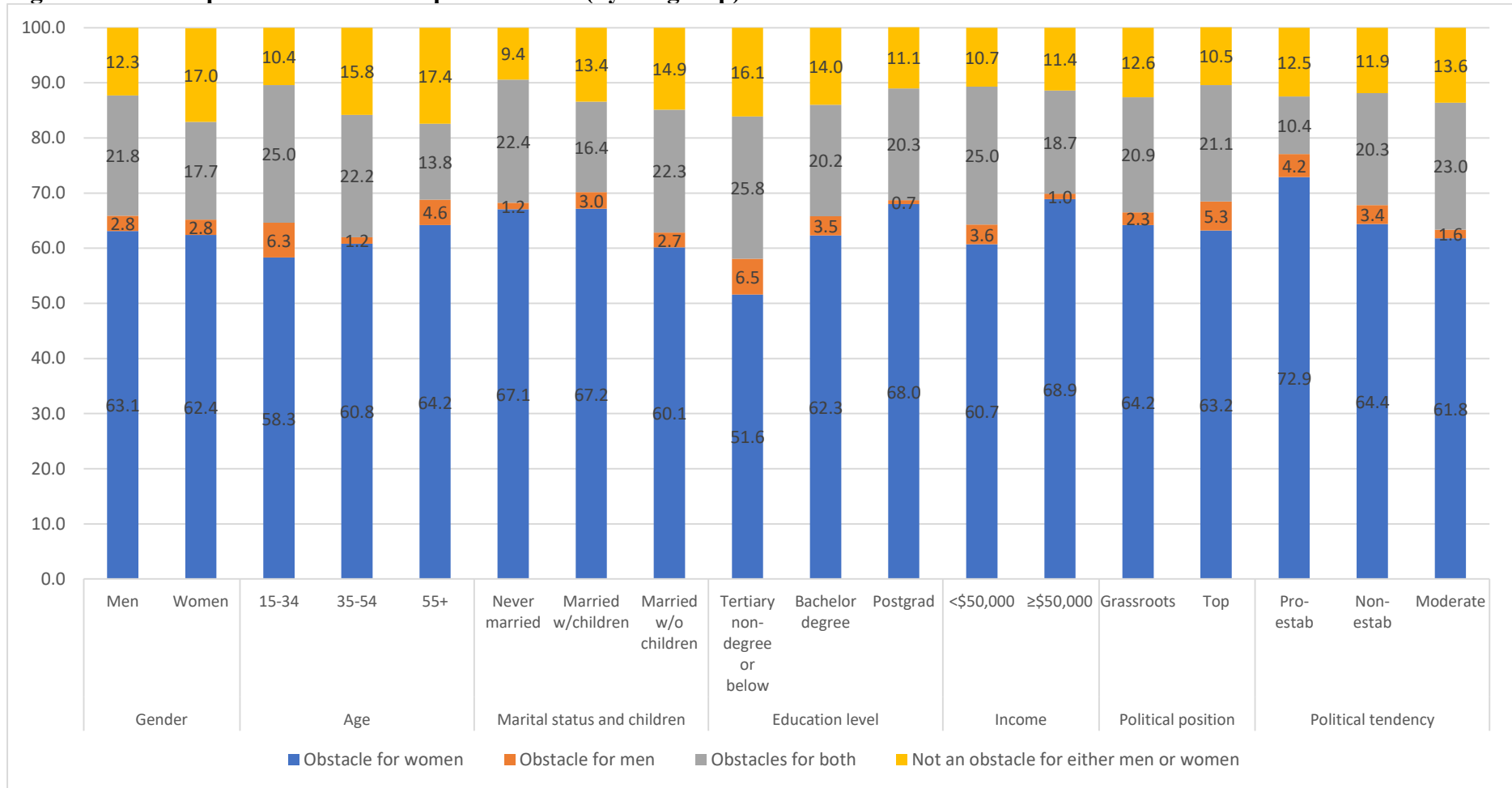


Figure 5.5.6 Perception: “Lack of confidence” (by subgroups)

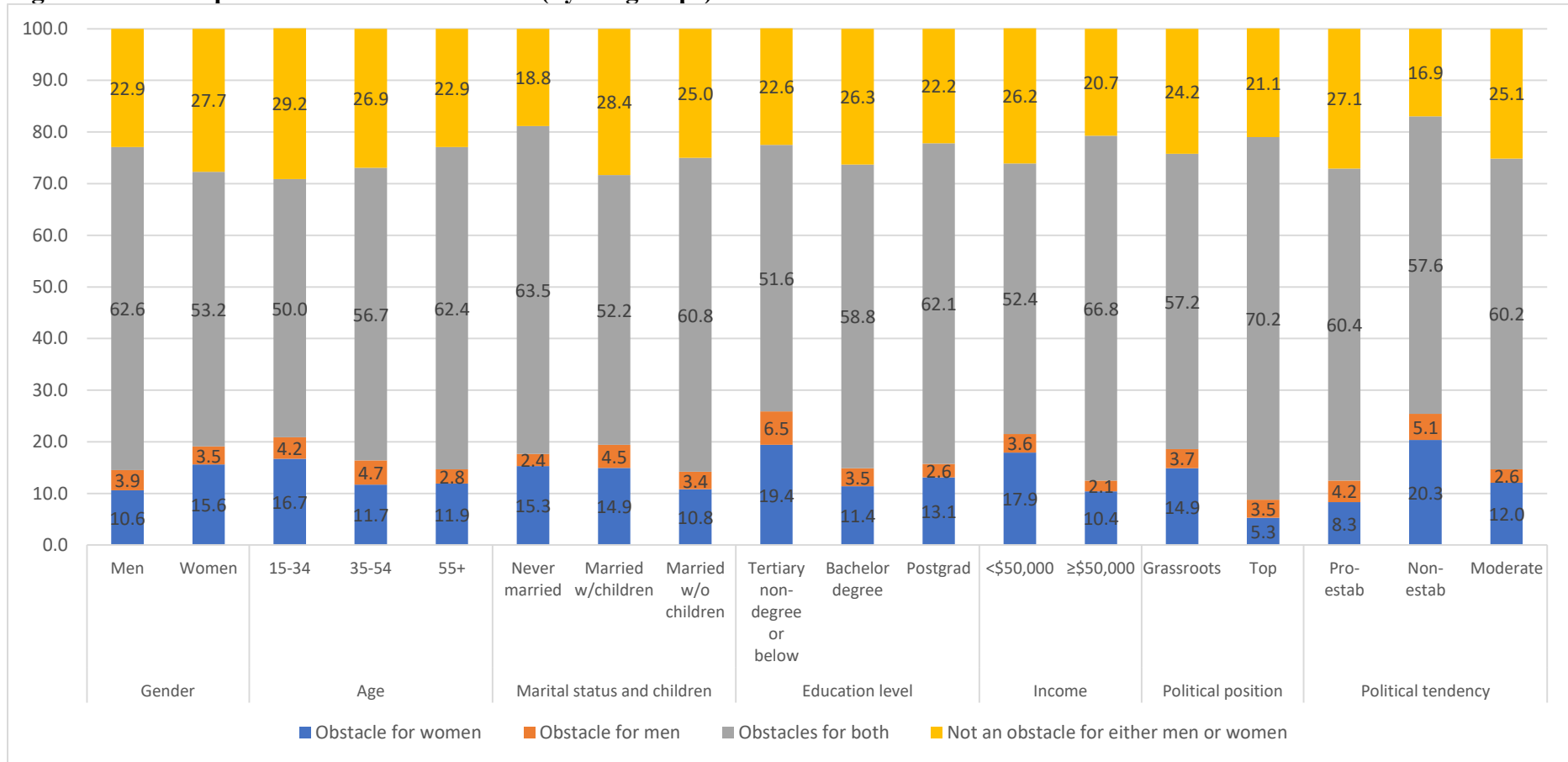


Figure 5.5.7 Perception: “Lack of experience” (by subgroups)

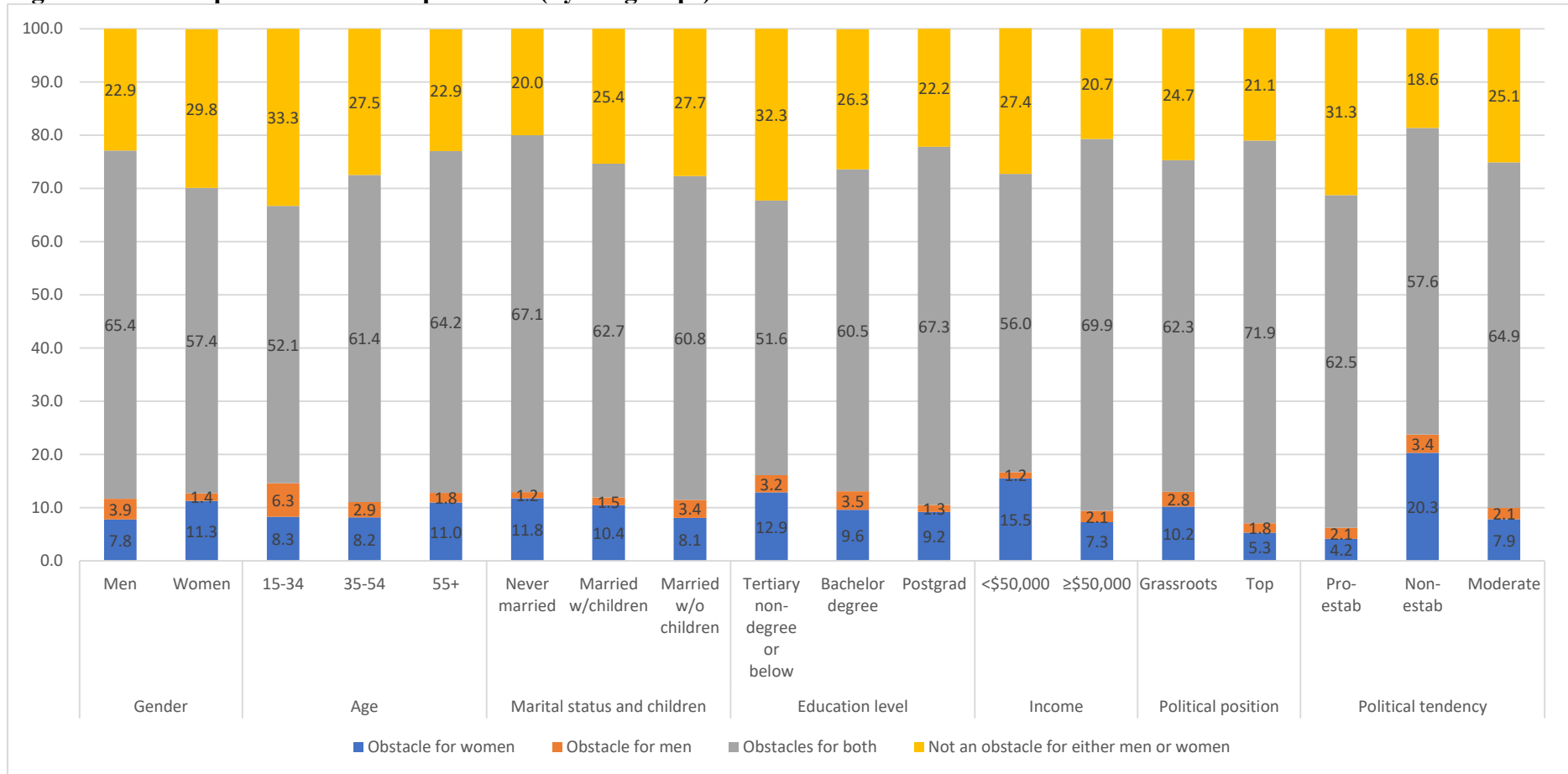


Figure 5.5.8 Perception: “Lack of support from political parties and organisations” (by subgroups)

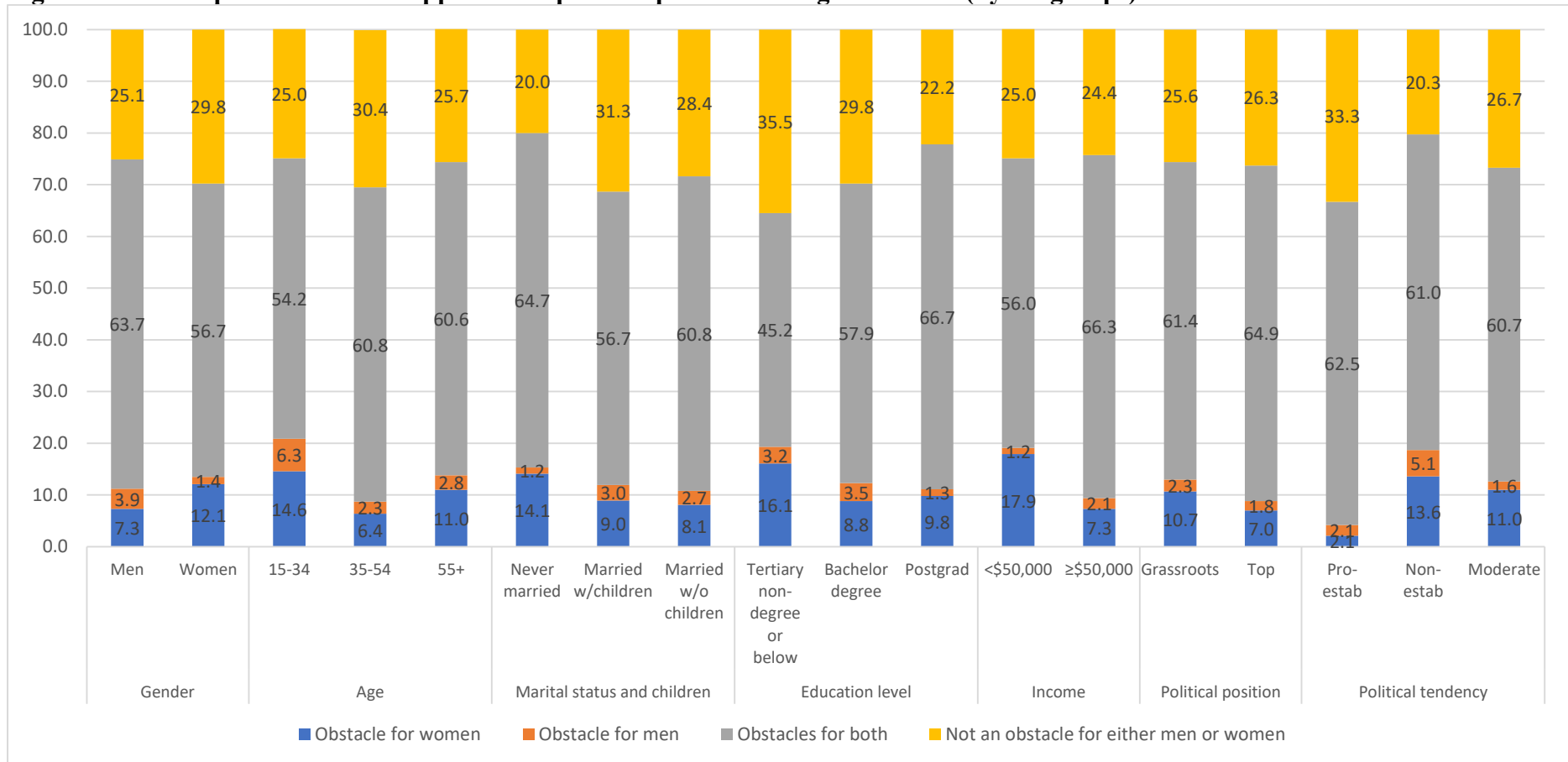


Figure 5.5.9 Perception: “Lack of support from family” (by subgroups)

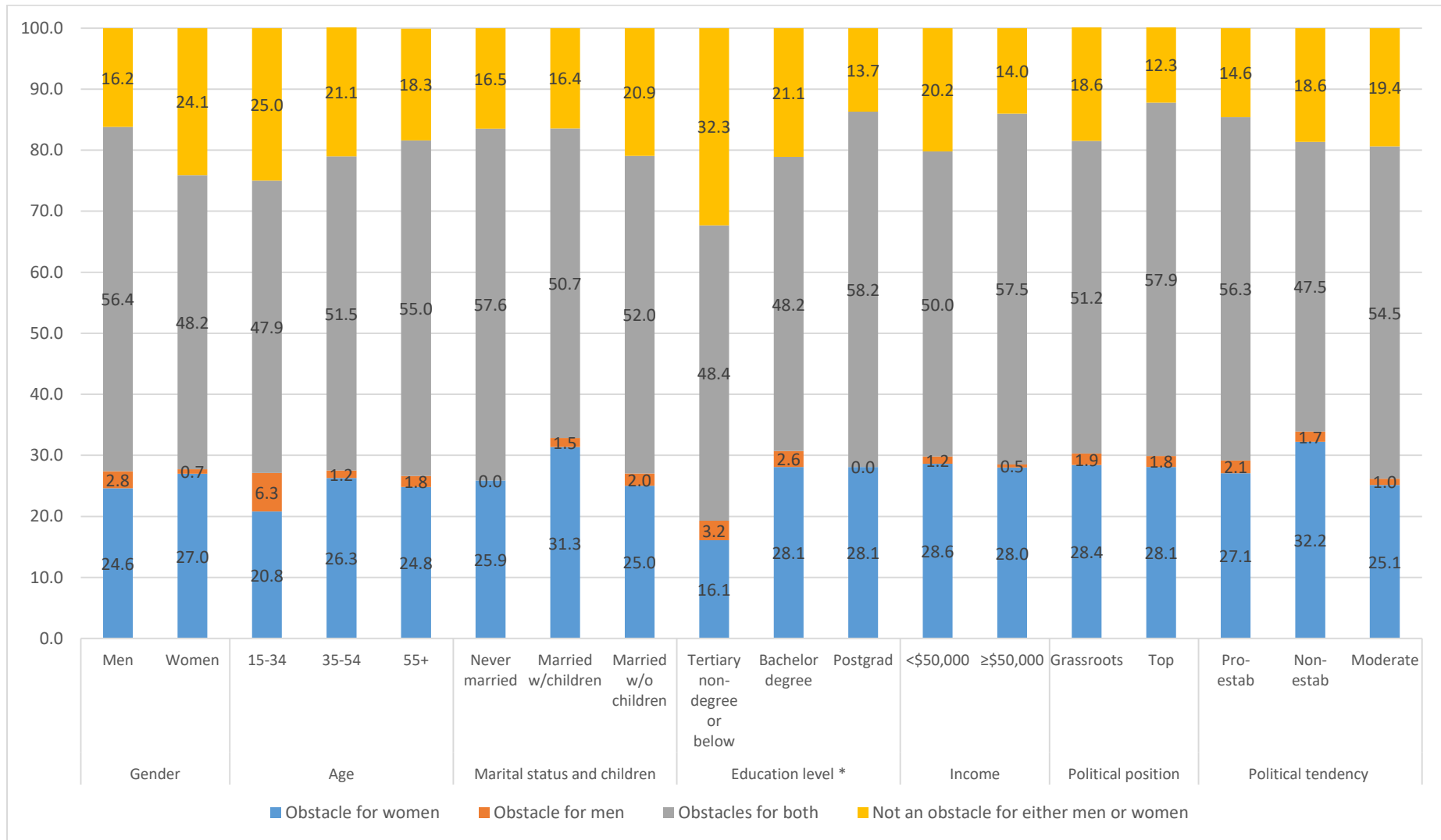


Figure 5.5.10 Perception: “Lack of social network and connections” (by subgroups)

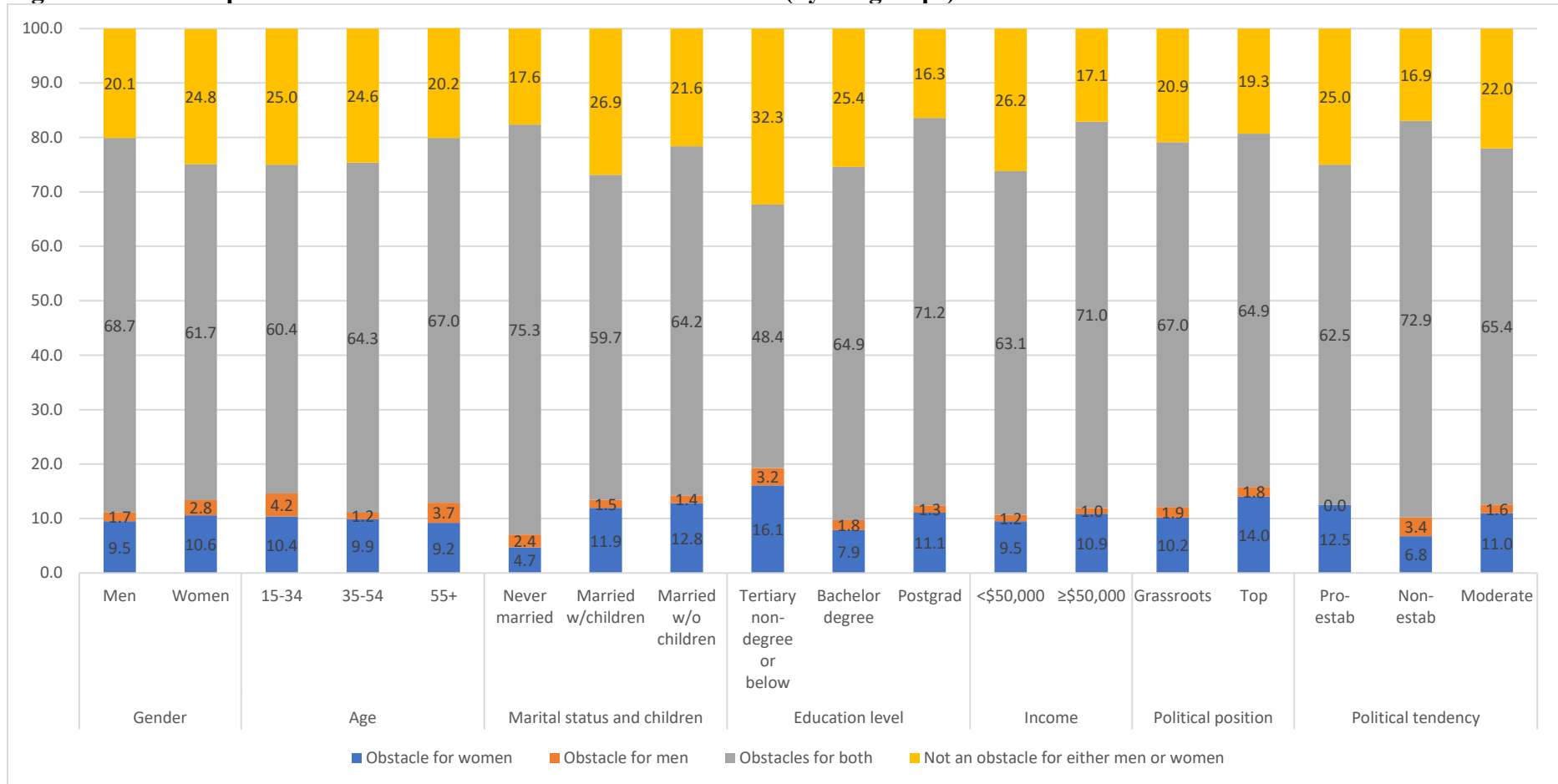


Figure 5.5.11 Perception: “Double standards between genders to prove themselves” (by subgroups)

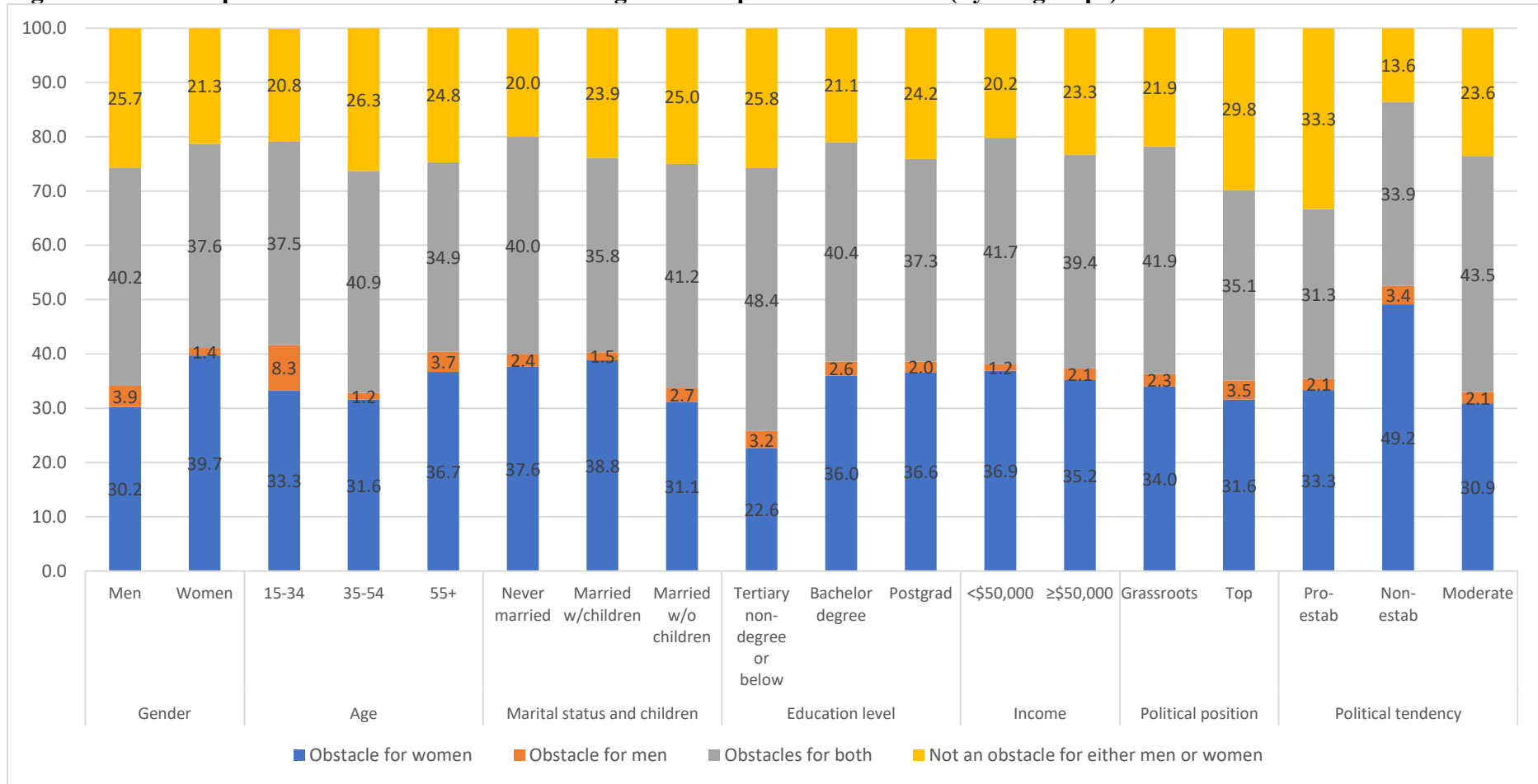


Figure 5.5.13 Perception: “Traditional attitudes” for respondents themselves (by subgroups)

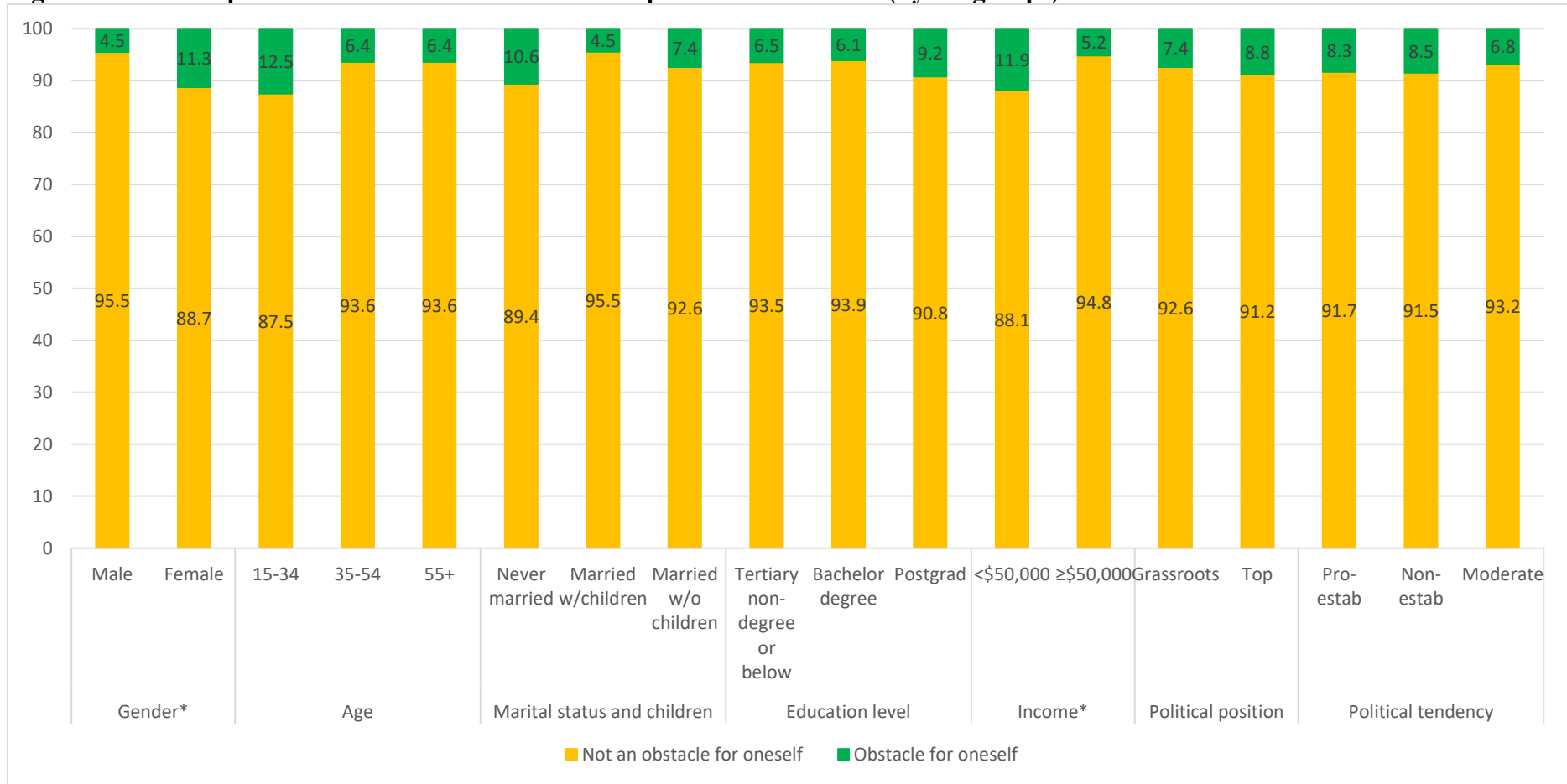


Figure 5.5.14 Perception: “Domestic responsibilities” for respondents themselves (by subgroups)

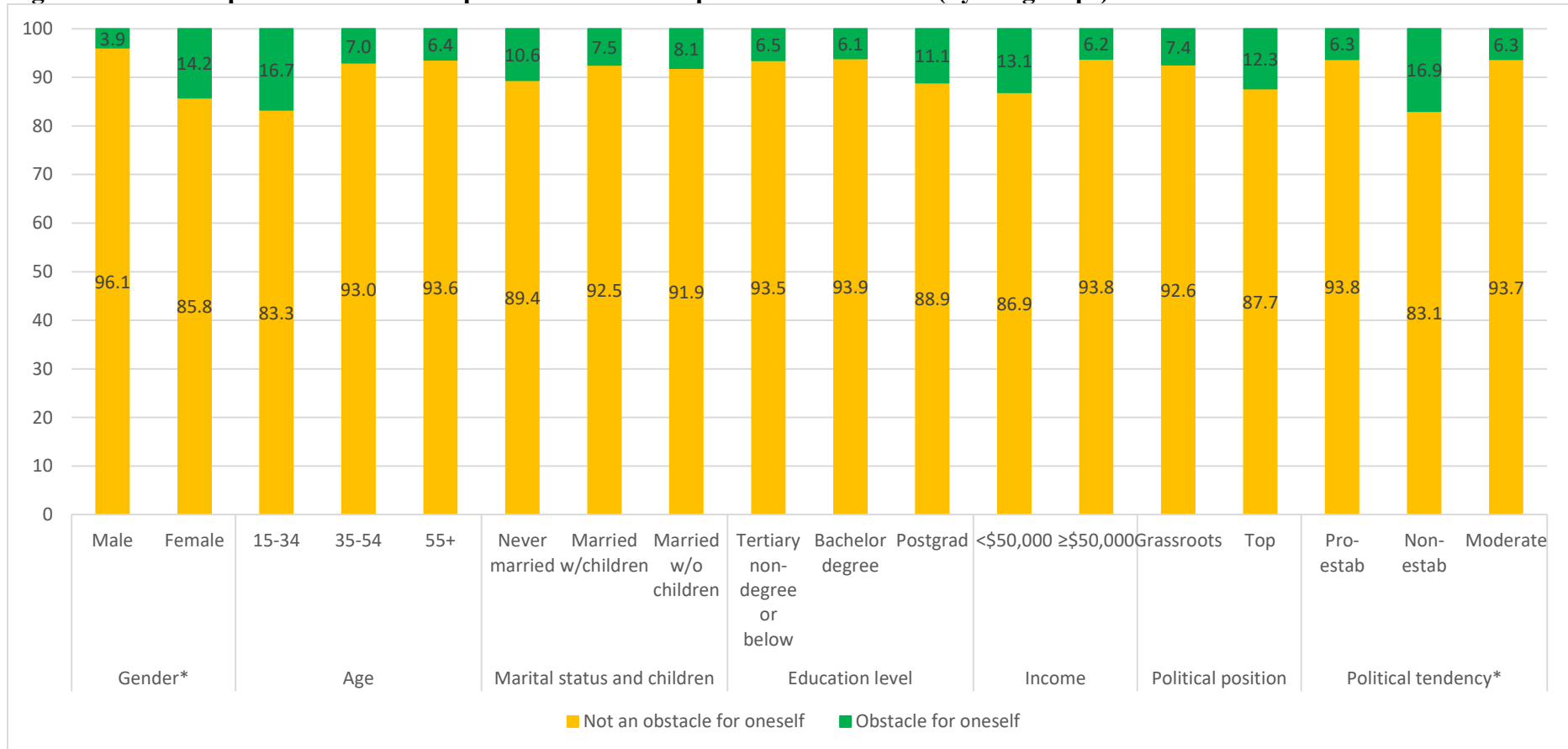


Figure 5.5.15 Perception: “Lack of confidence” for respondents themselves (by subgroups)

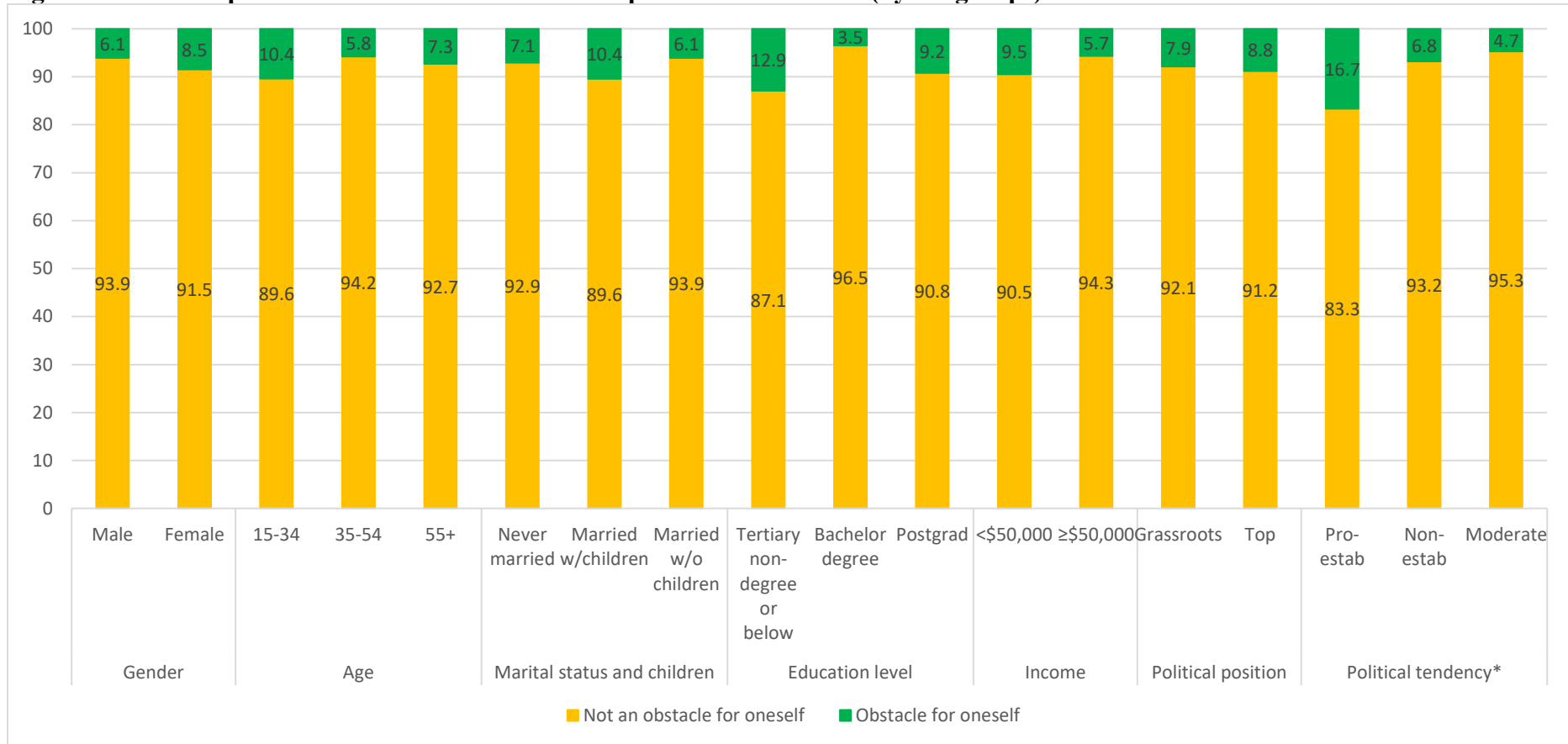


Figure 5.5.16 Perception: “Lack of experience” for respondents themselves (by subgroups)

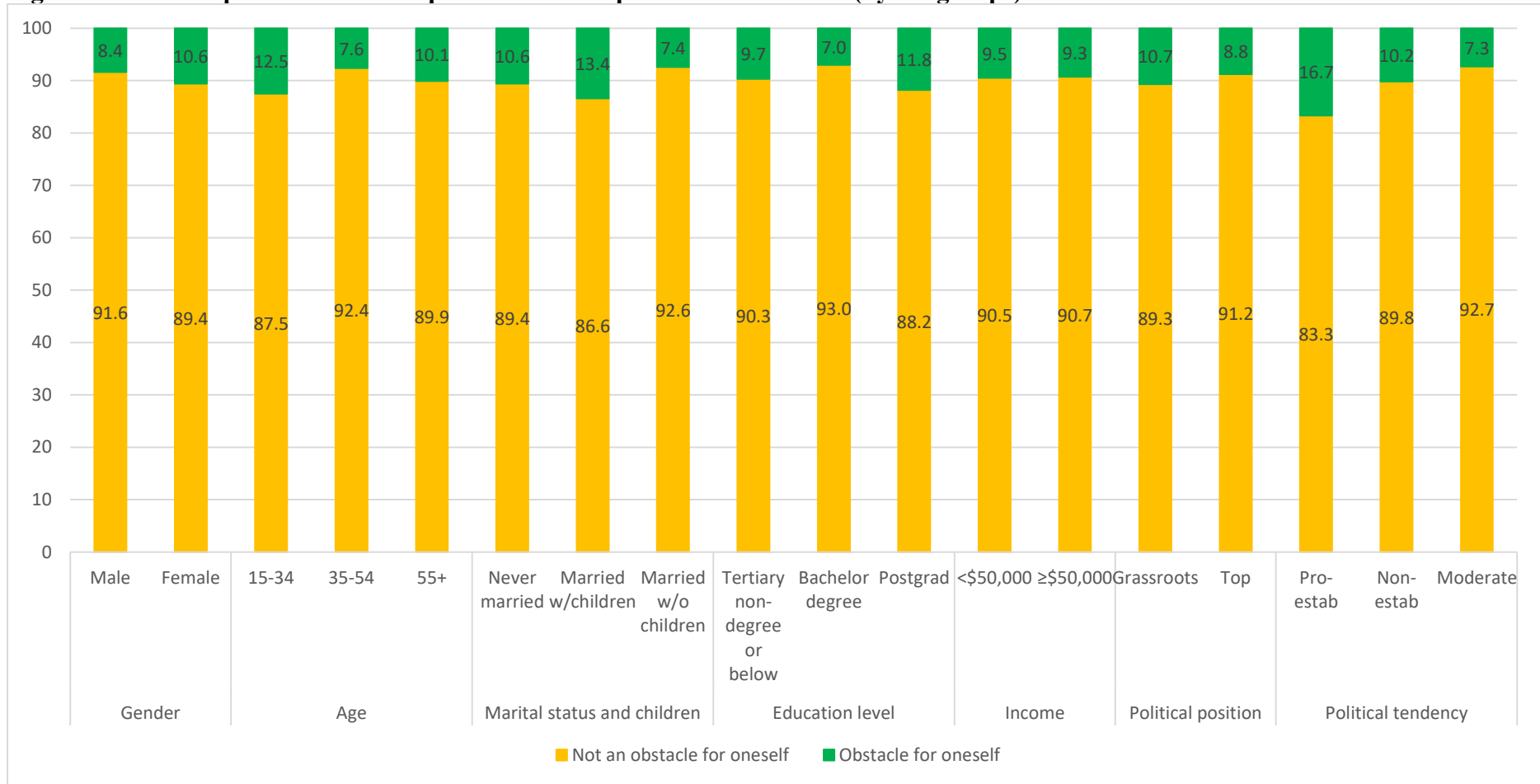


Figure 5.5.17 Perception: “Lack of support from political parties and organisations” for respondents themselves (by subgroups)

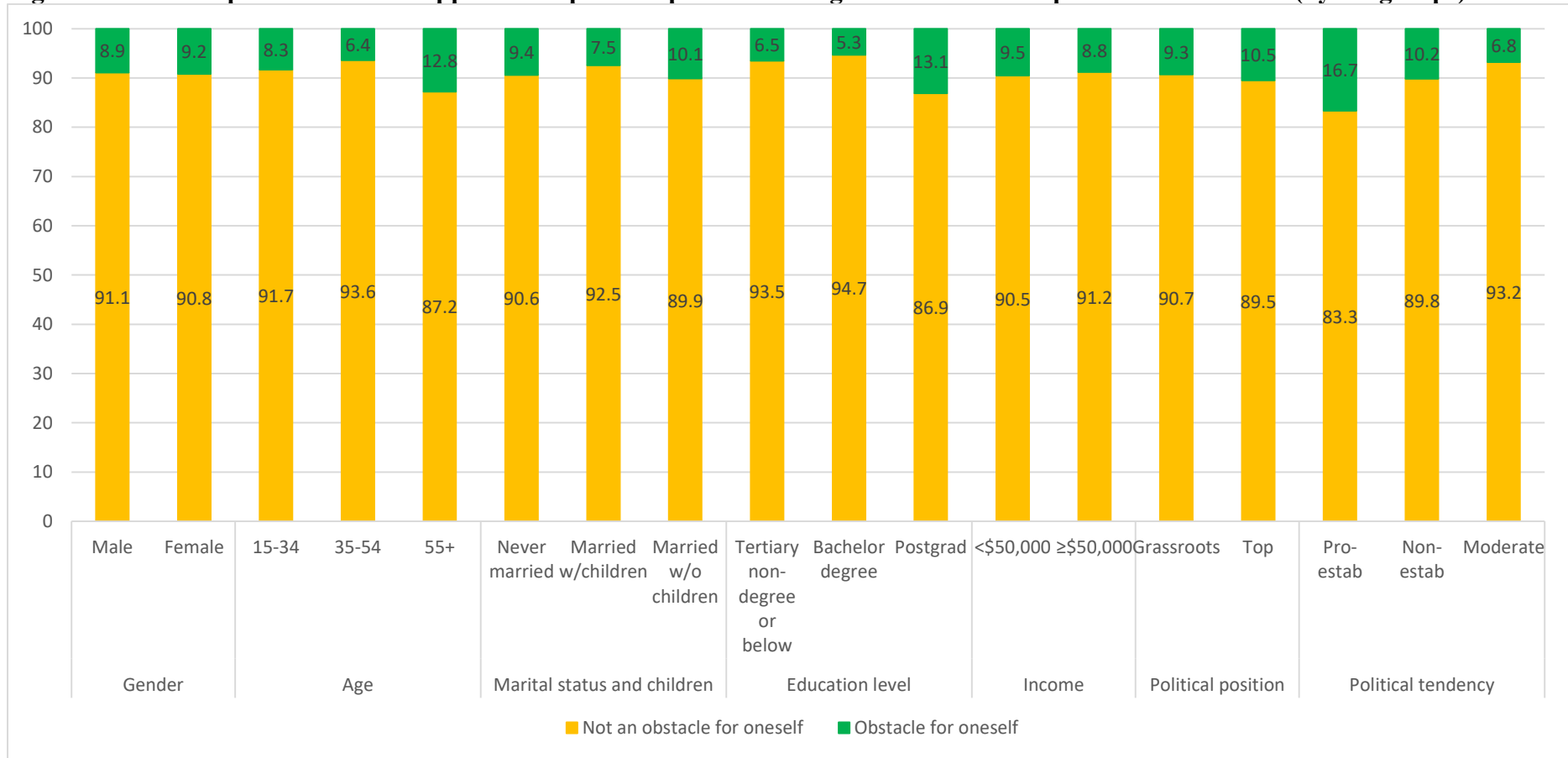


Figure 5.5.18 Perception: “Lack of support from family” for respondents themselves (by subgroups)

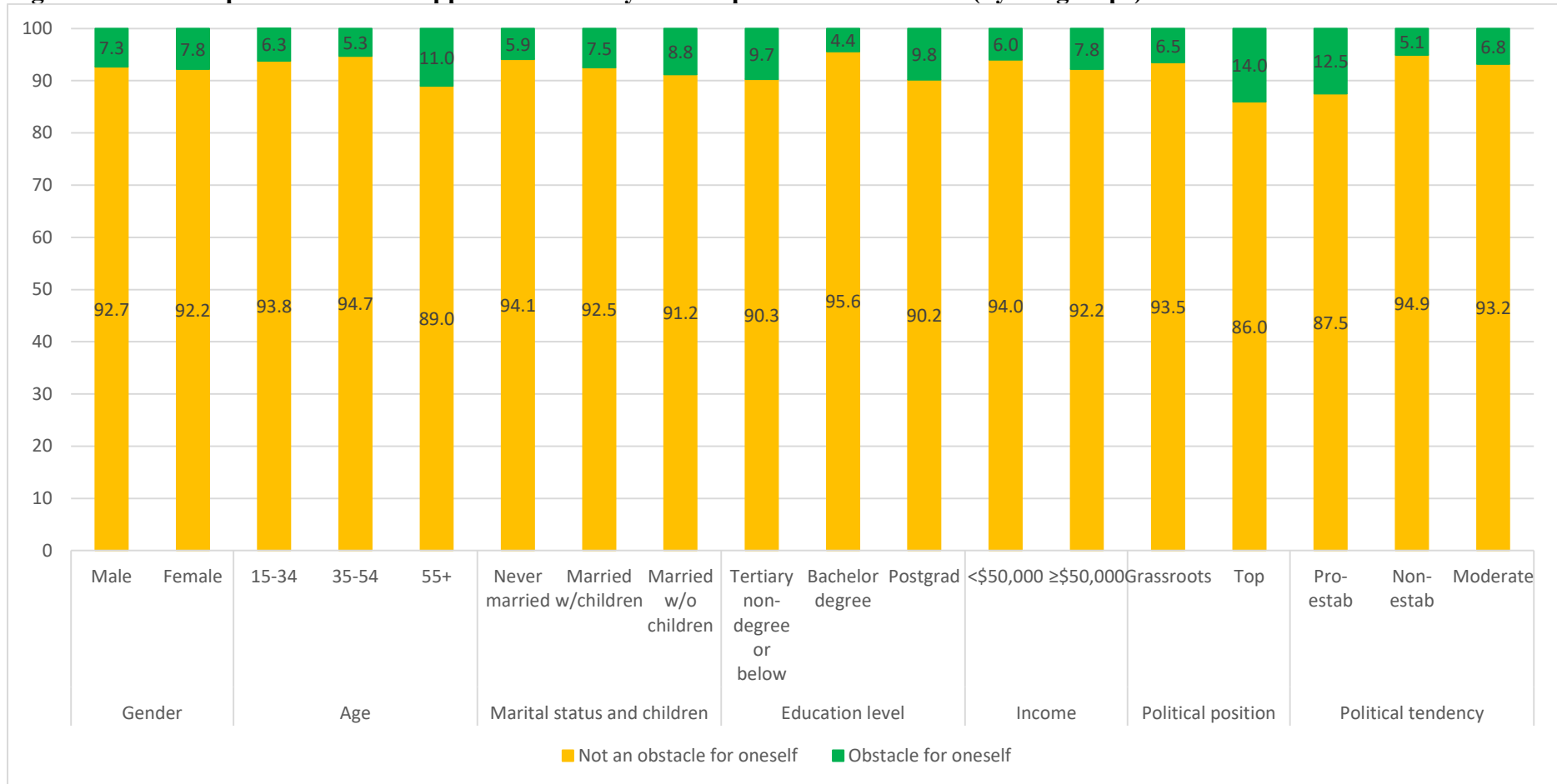


Figure 5.5.19 Perception: “Lack of social network and connections” for respondents themselves (by subgroups)

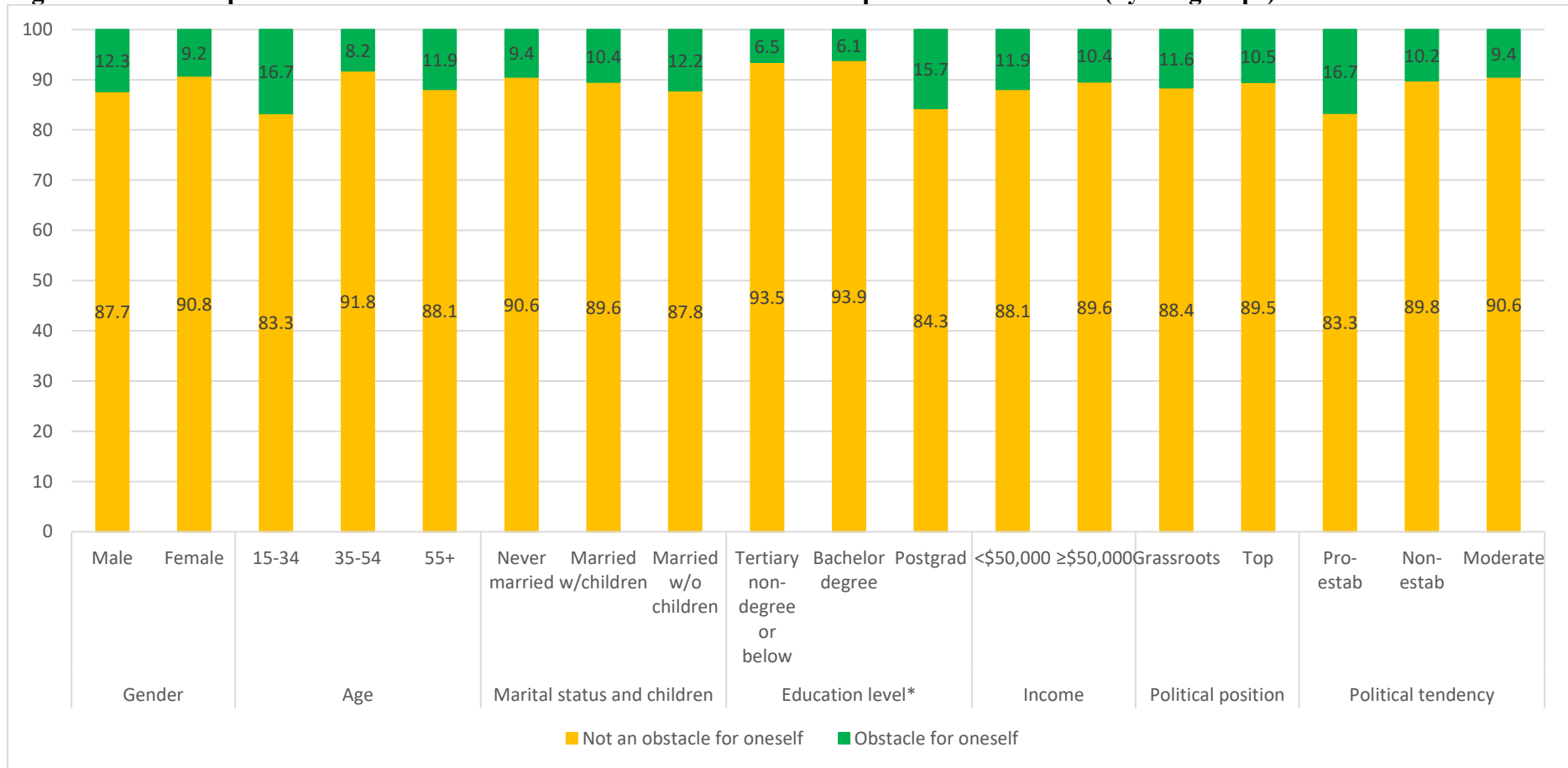


Figure 5.5.20 Perception: “Double standards between genders to prove themselves” for respondents themselves (by subgroups)

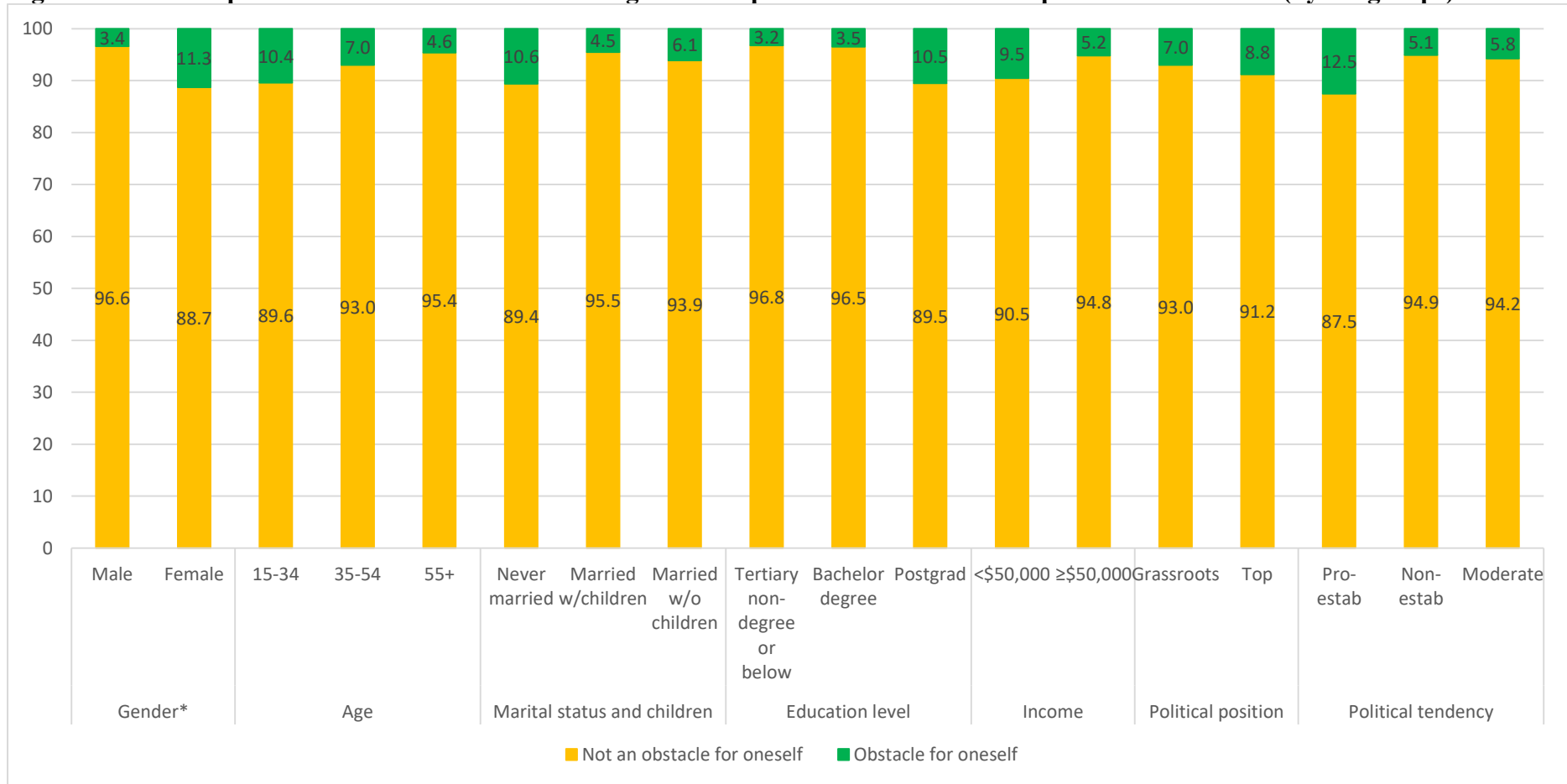


Figure 5.5.22 Perception: “Mentoring and experience sharing” (by subgroups)

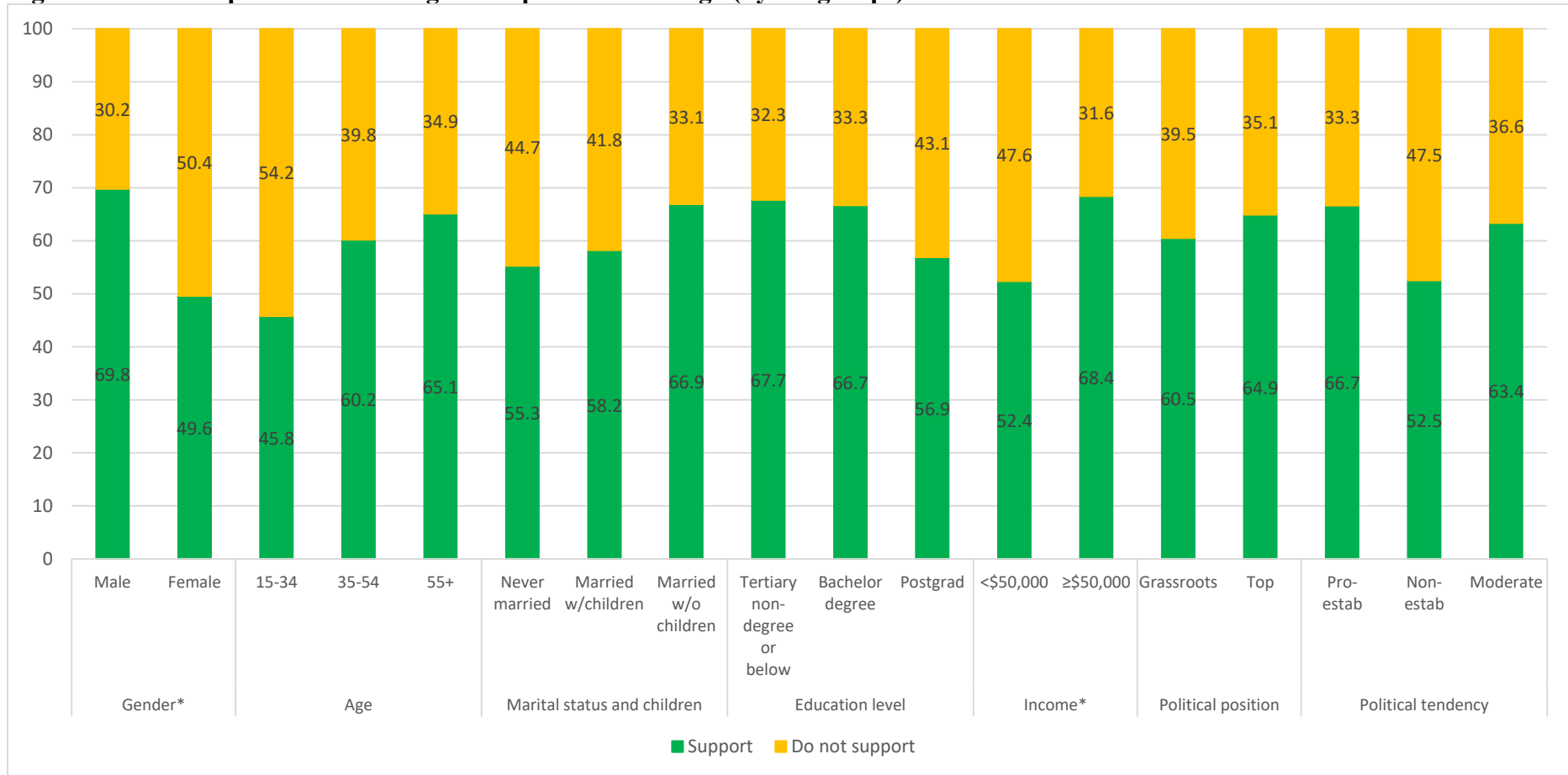


Figure 5.5.23 Perception: “Provide training to those with potential” (by subgroups)

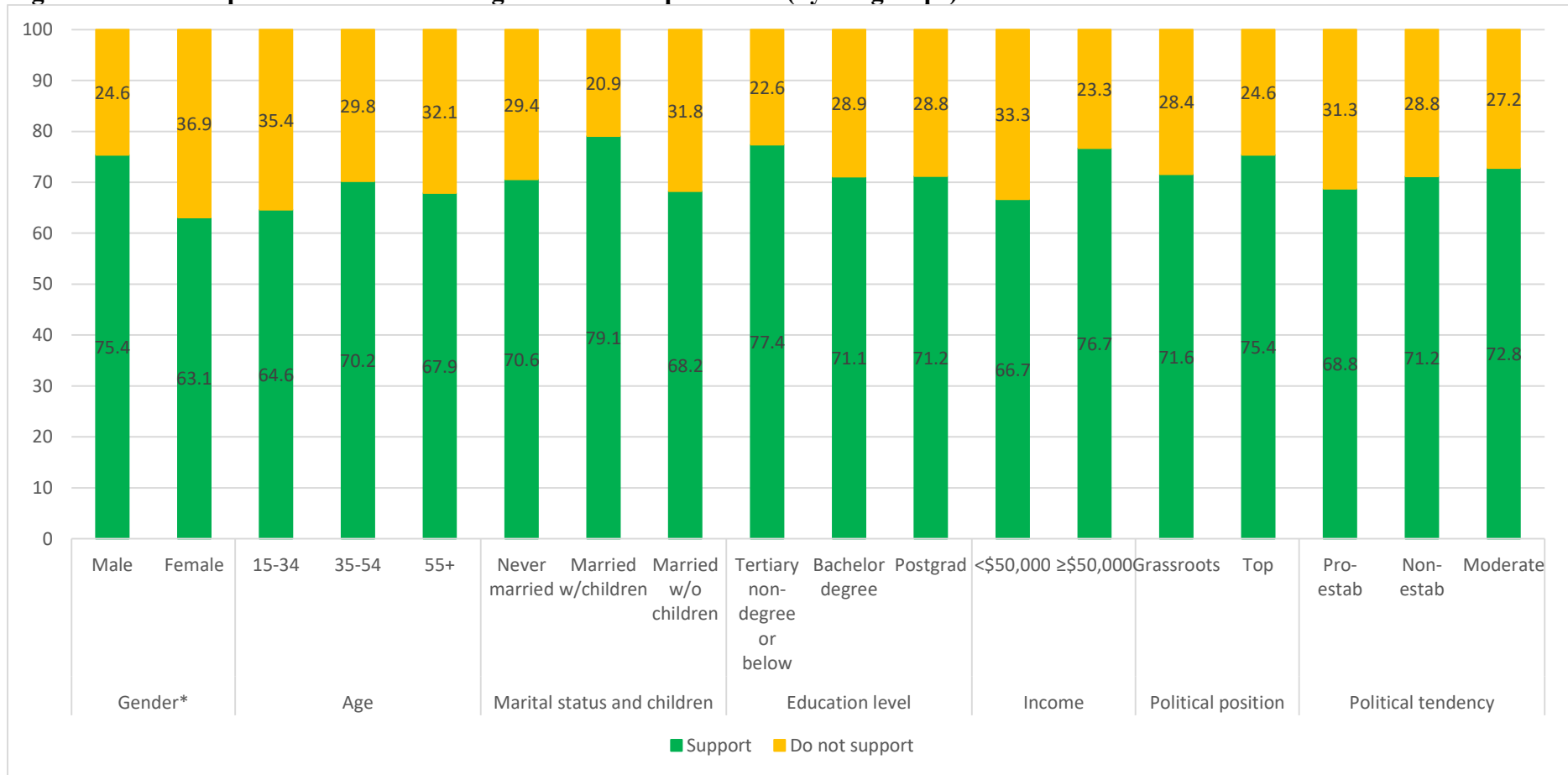


Figure 5.5.24 Perception: “Improve promotion pipelines” (by subgroups)

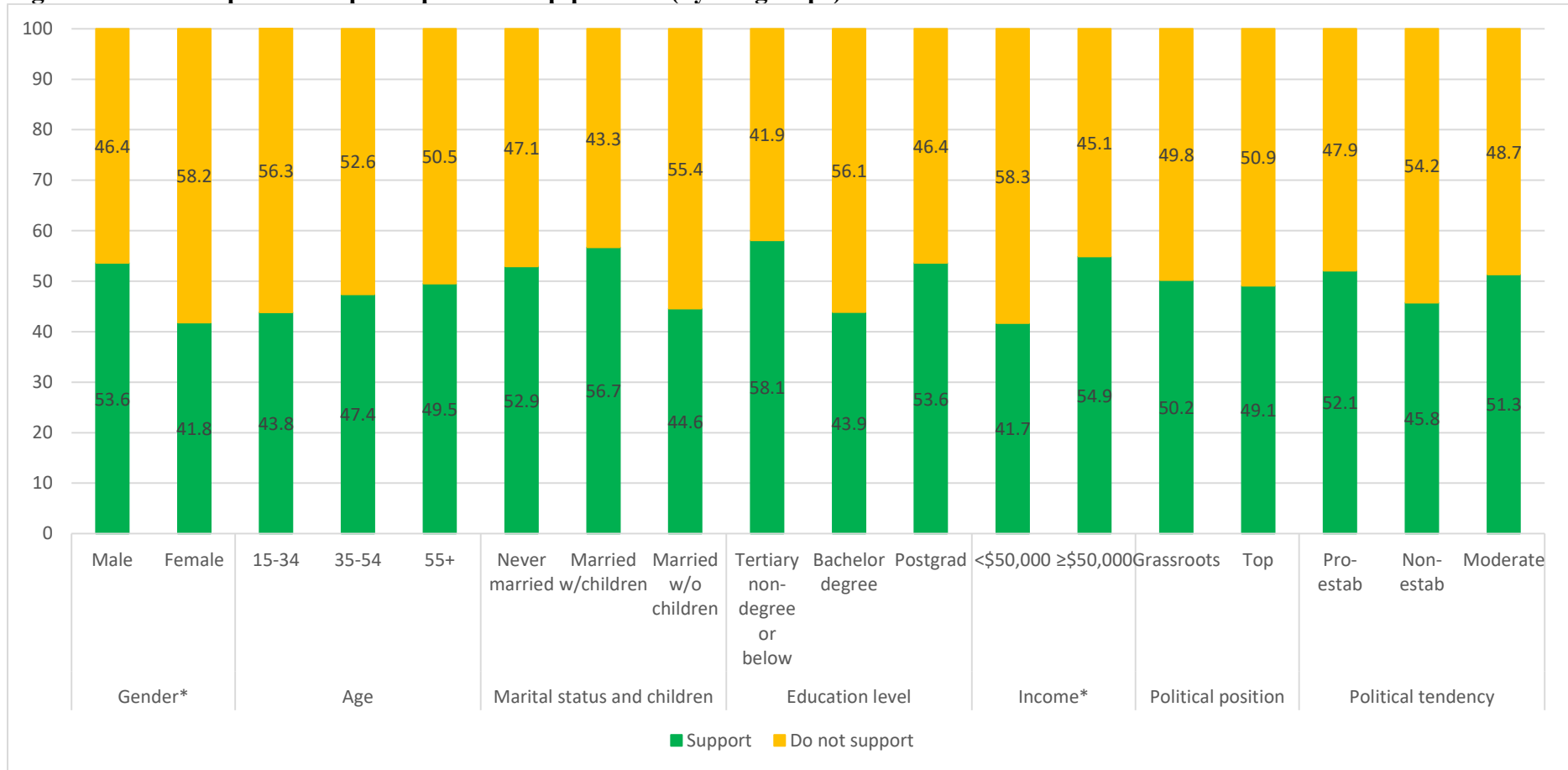


Figure 5.5.25 Perception: “Implement family-friendly policies” (by subgroups)

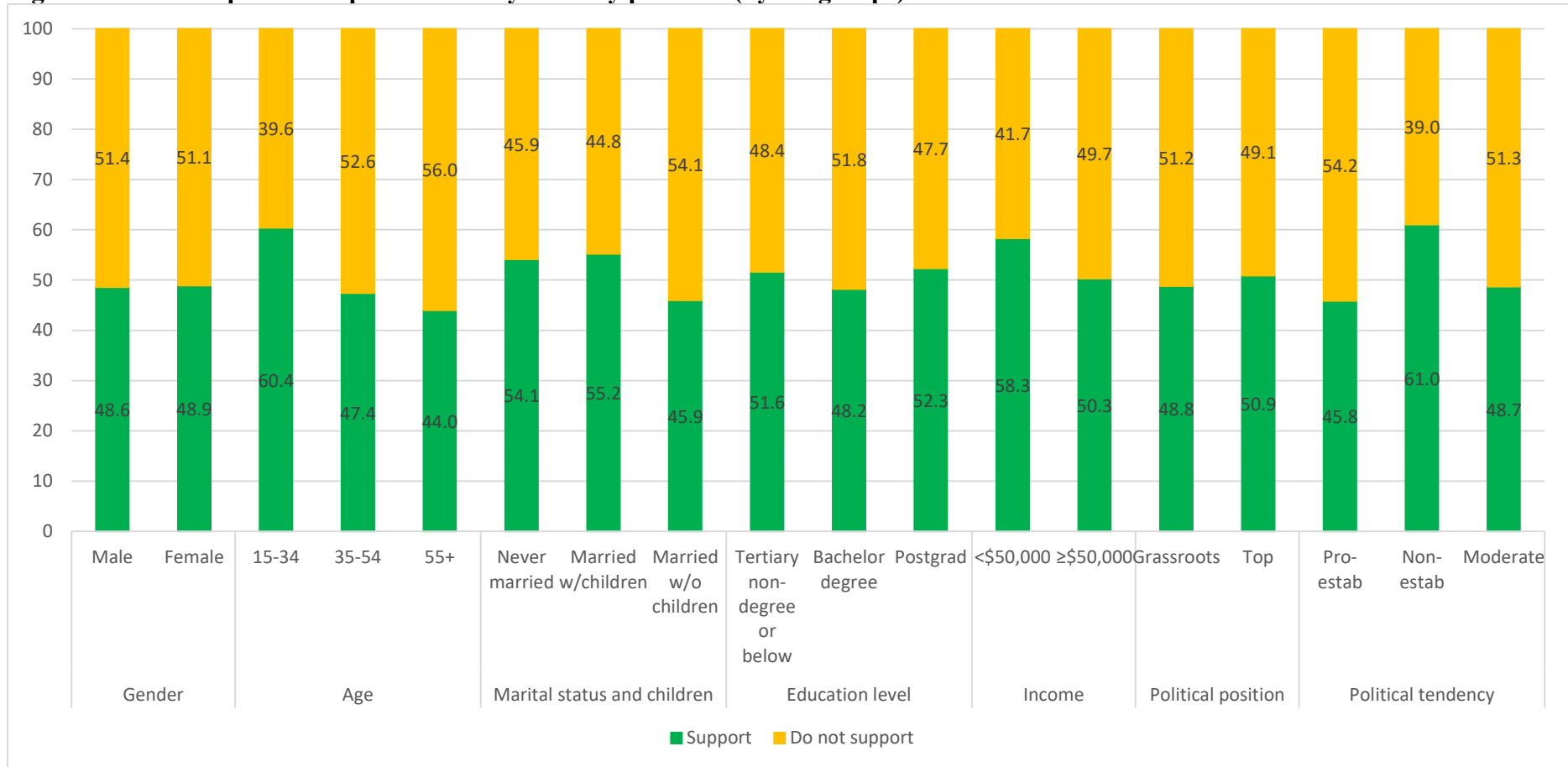


Figure 5.5.26 Perception: “Provide chances for me to lean in for opportunities” (by subgroups)

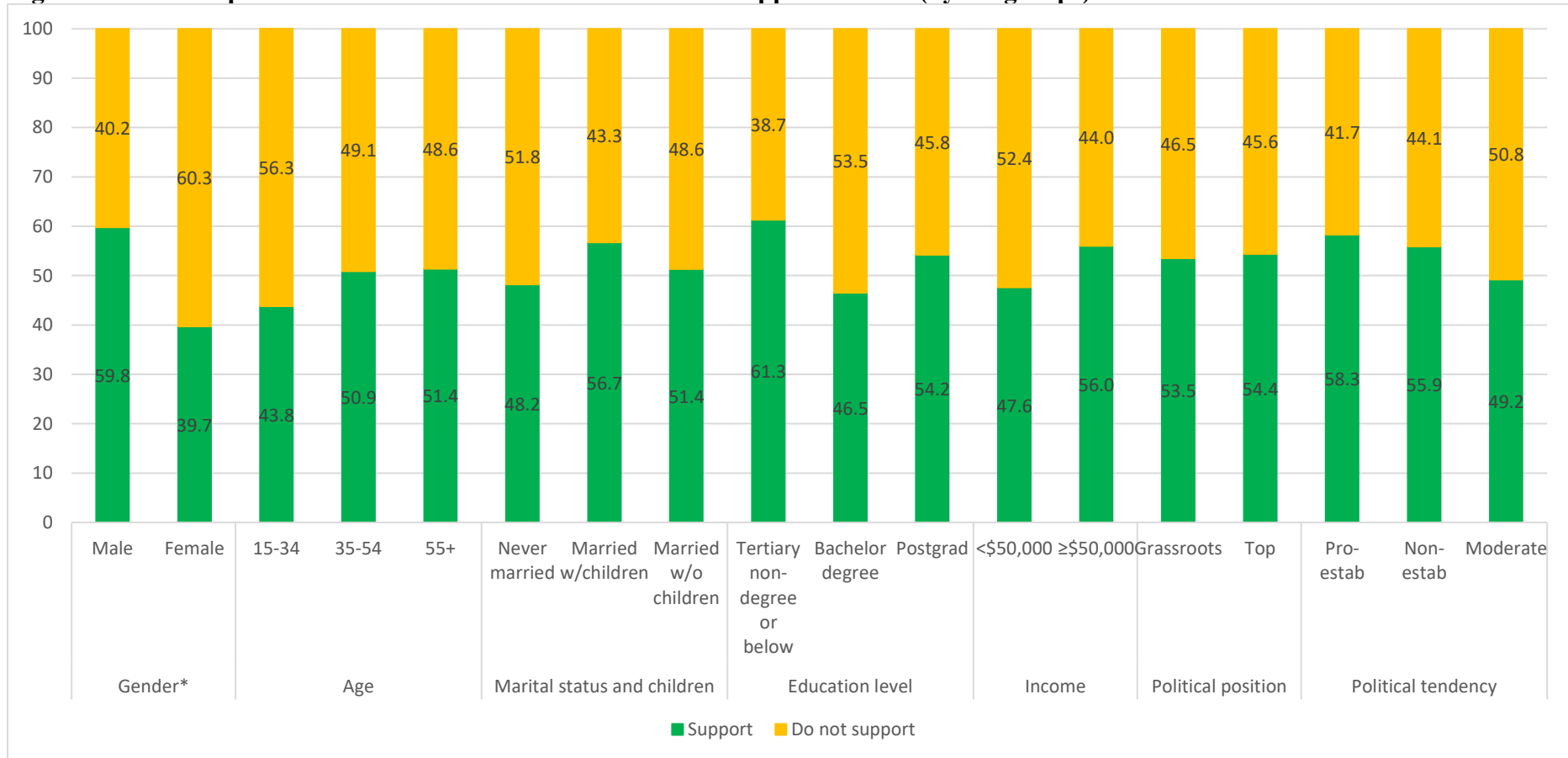


Figure 5.5.27 Perception: “Improve gender awareness and talk openly about the issue of gender equality” (by subgroups)

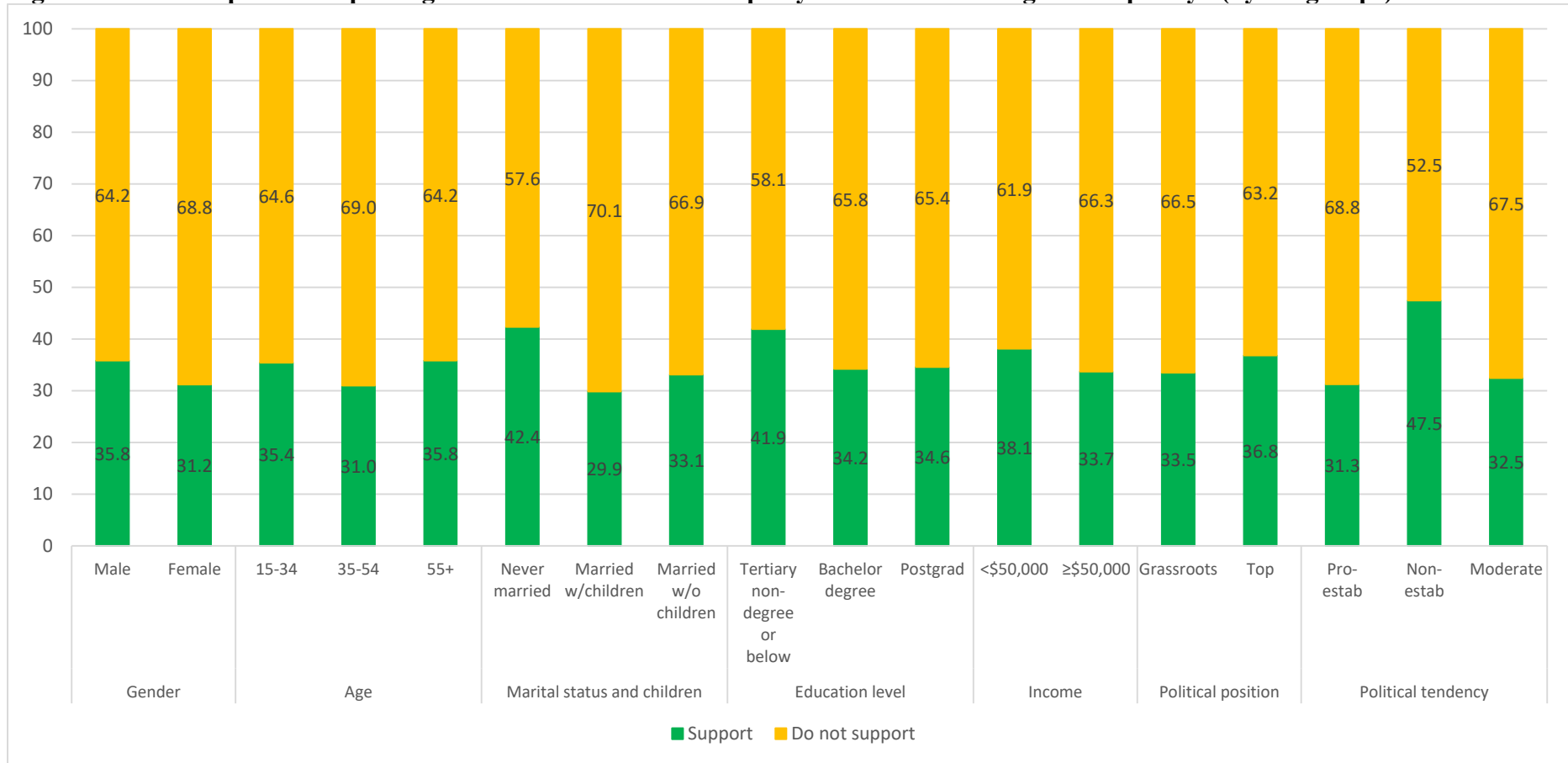


Figure 5.5.28 Perception: “Require the nomination/candidacy lists to have a certain number of seats based on genders” (by subgroups)

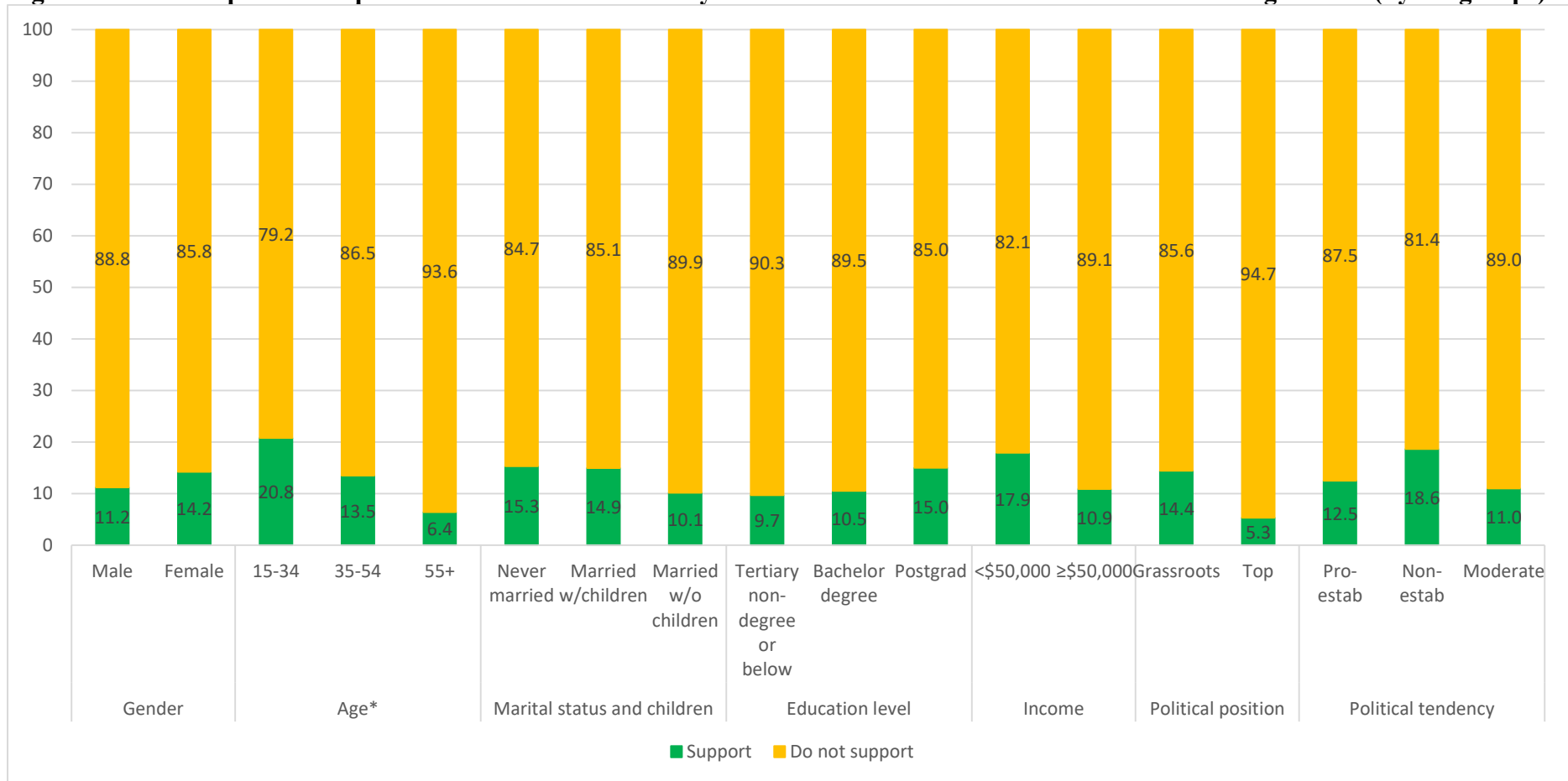


Figure 5.5.29 Perception: “Reserve a certain number of seats at the leadership and managerial levels based on genders” (by subgroups)

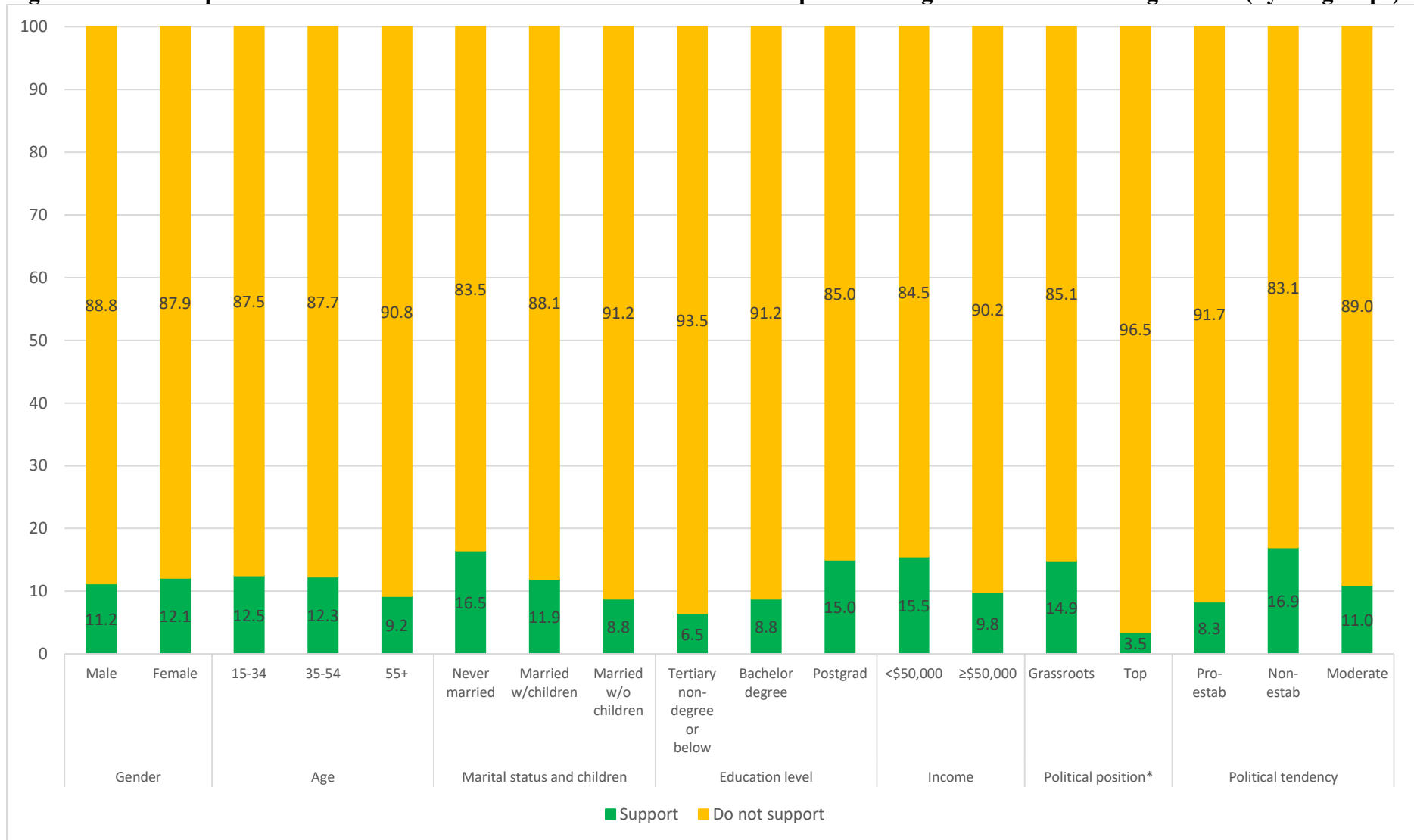


Figure 5.5.30 Perception: “None of the above” (by subgroups)

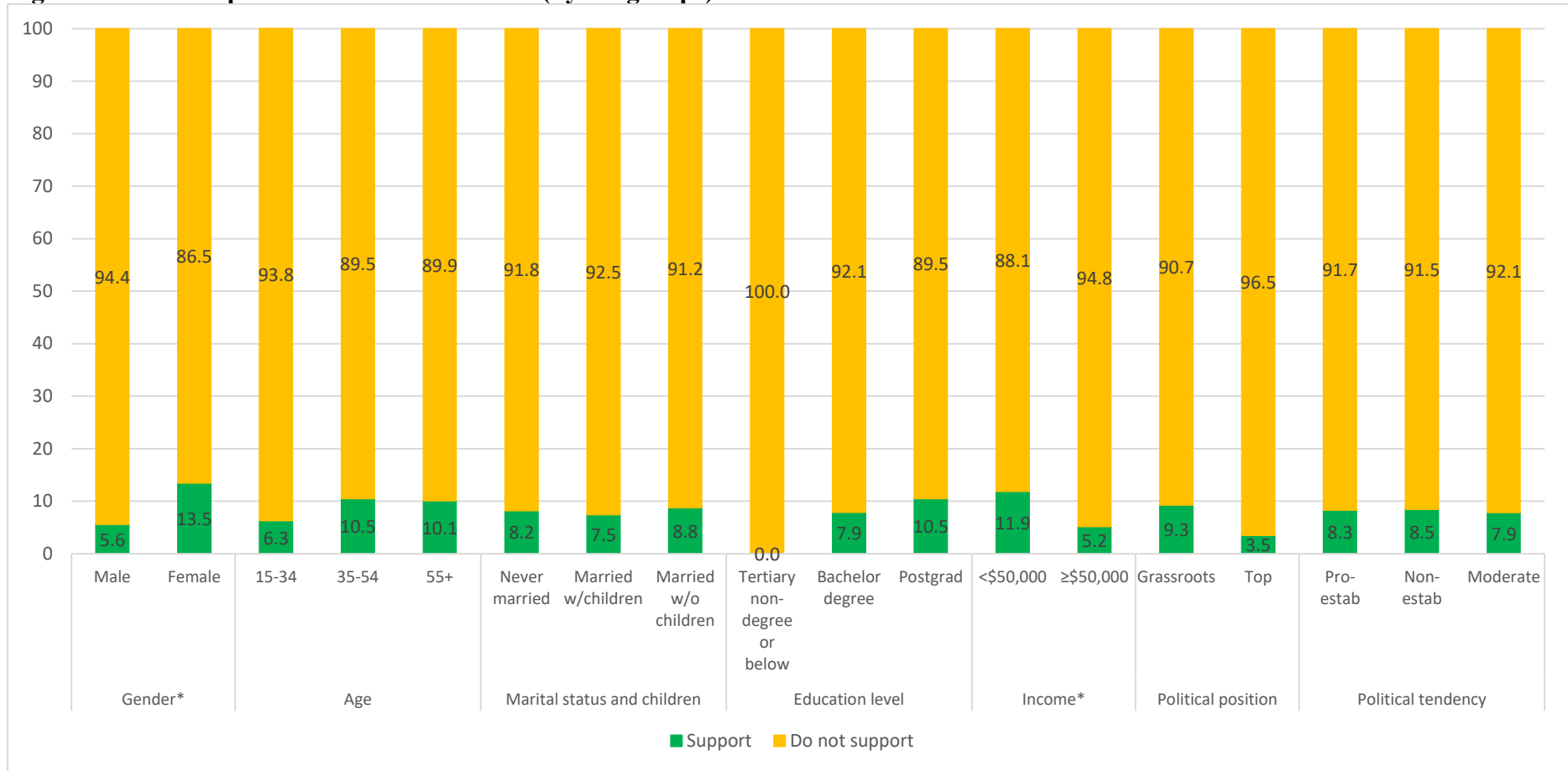


Figure 5.6.2 Should we increase the proportion of women in political leadership positions? (by subgroups)

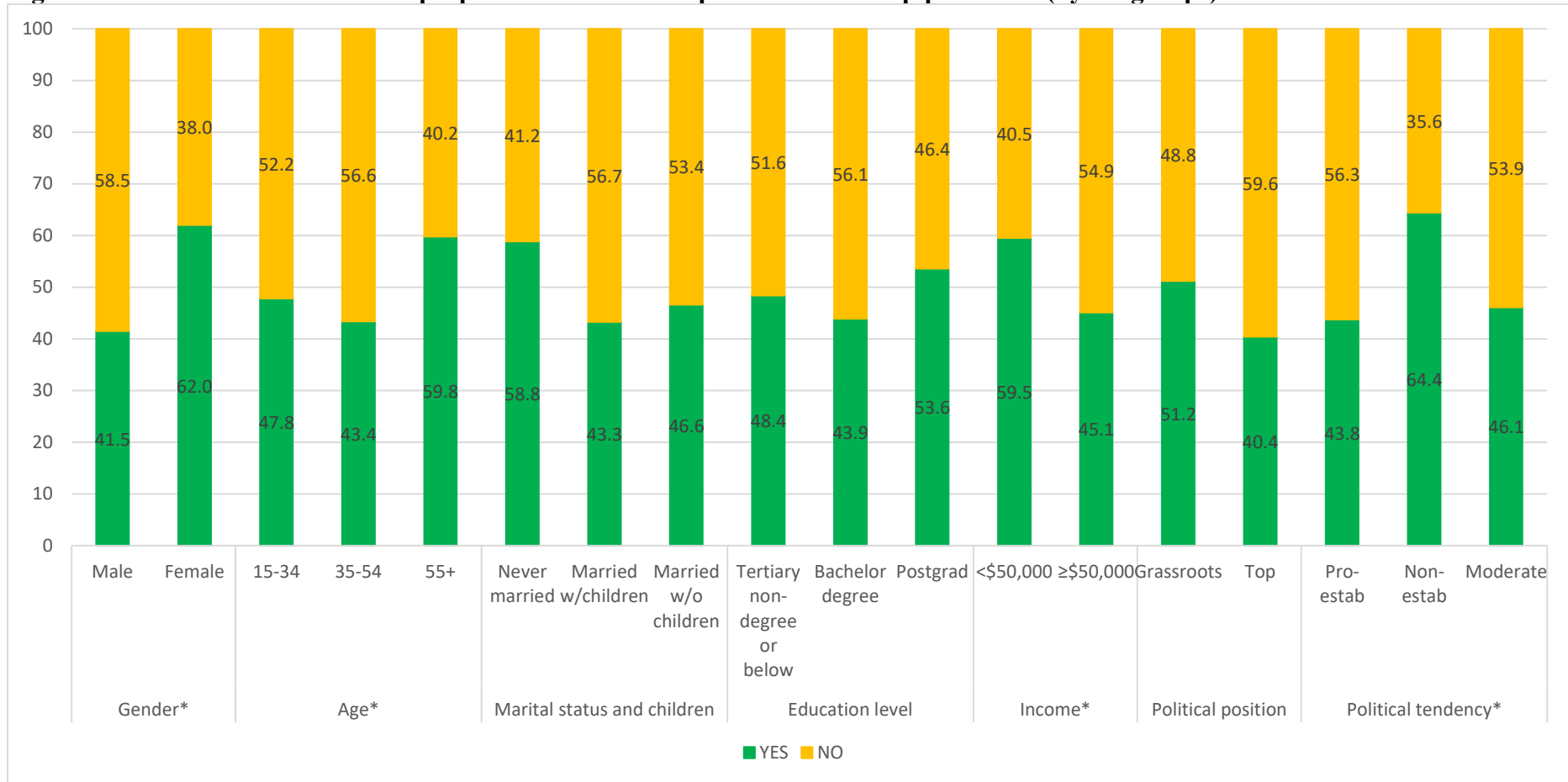


Figure 5.6.5 Perception: “Make more female role models and mentors available” (by subgroups)

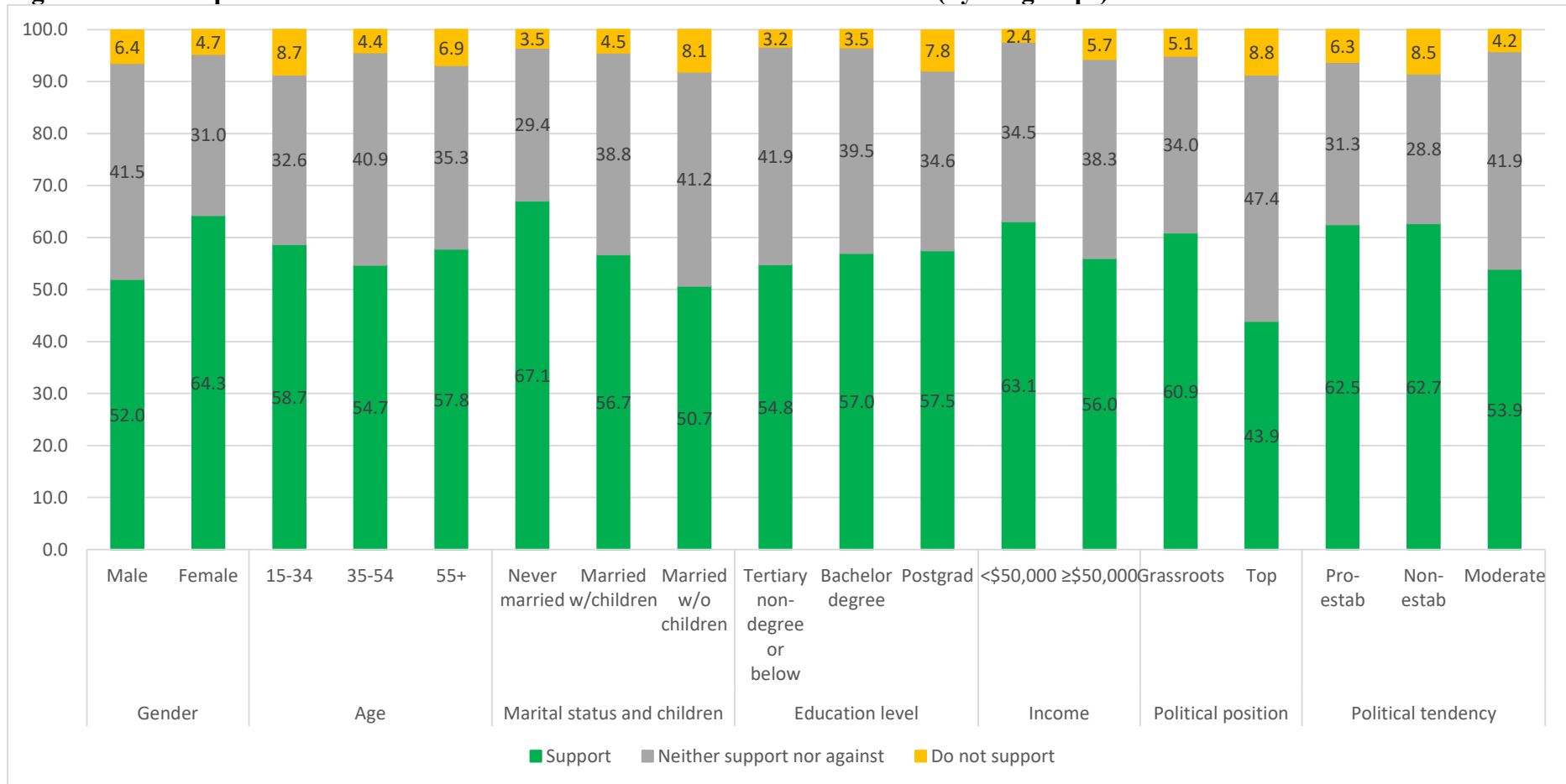


Figure 5.6.6 Perception: “Provide training for potential female leaders” (by subgroups)

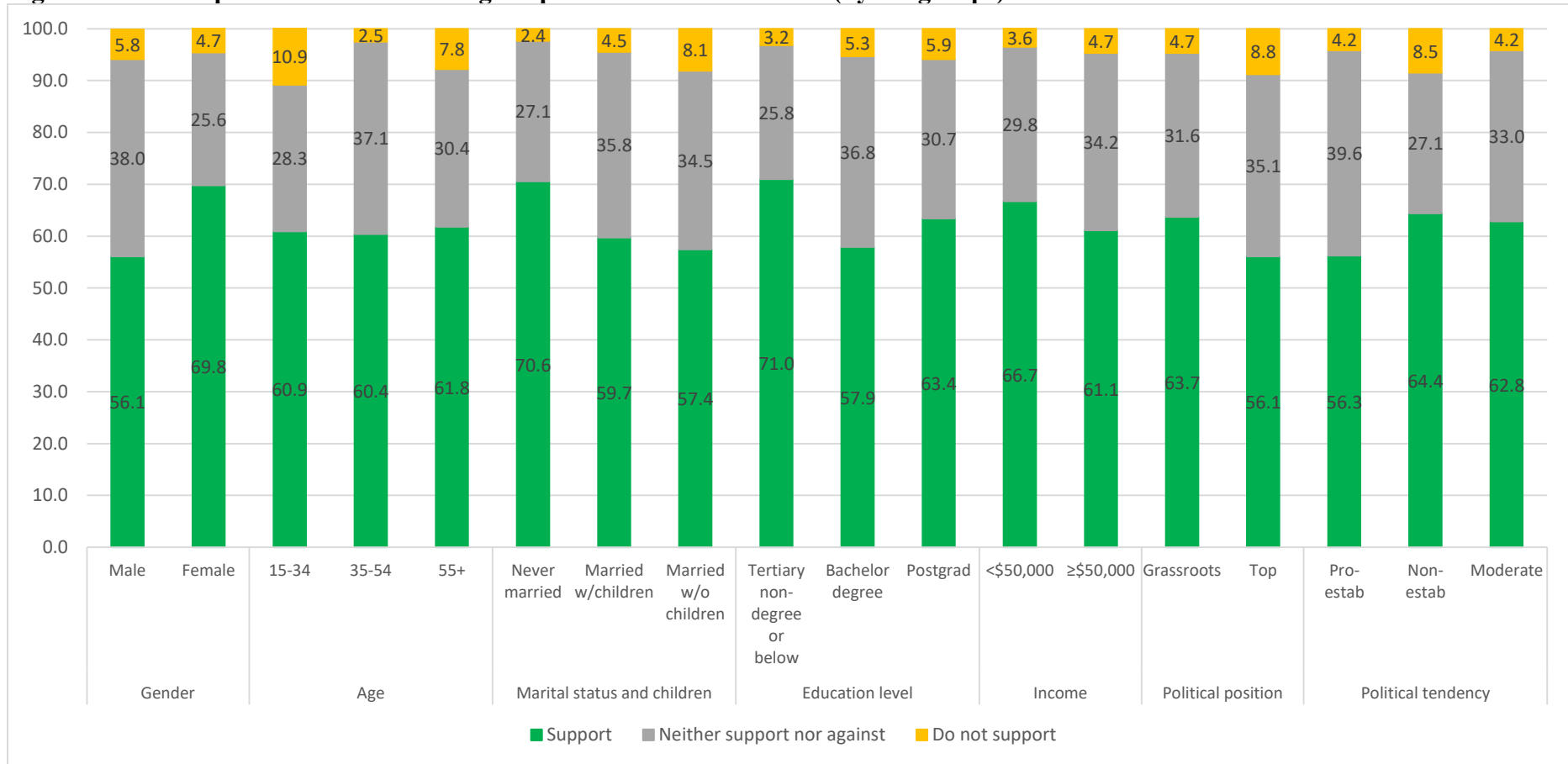


Figure 5.6.7 Perception: “Implement family-friendly policies” (by subgroups)

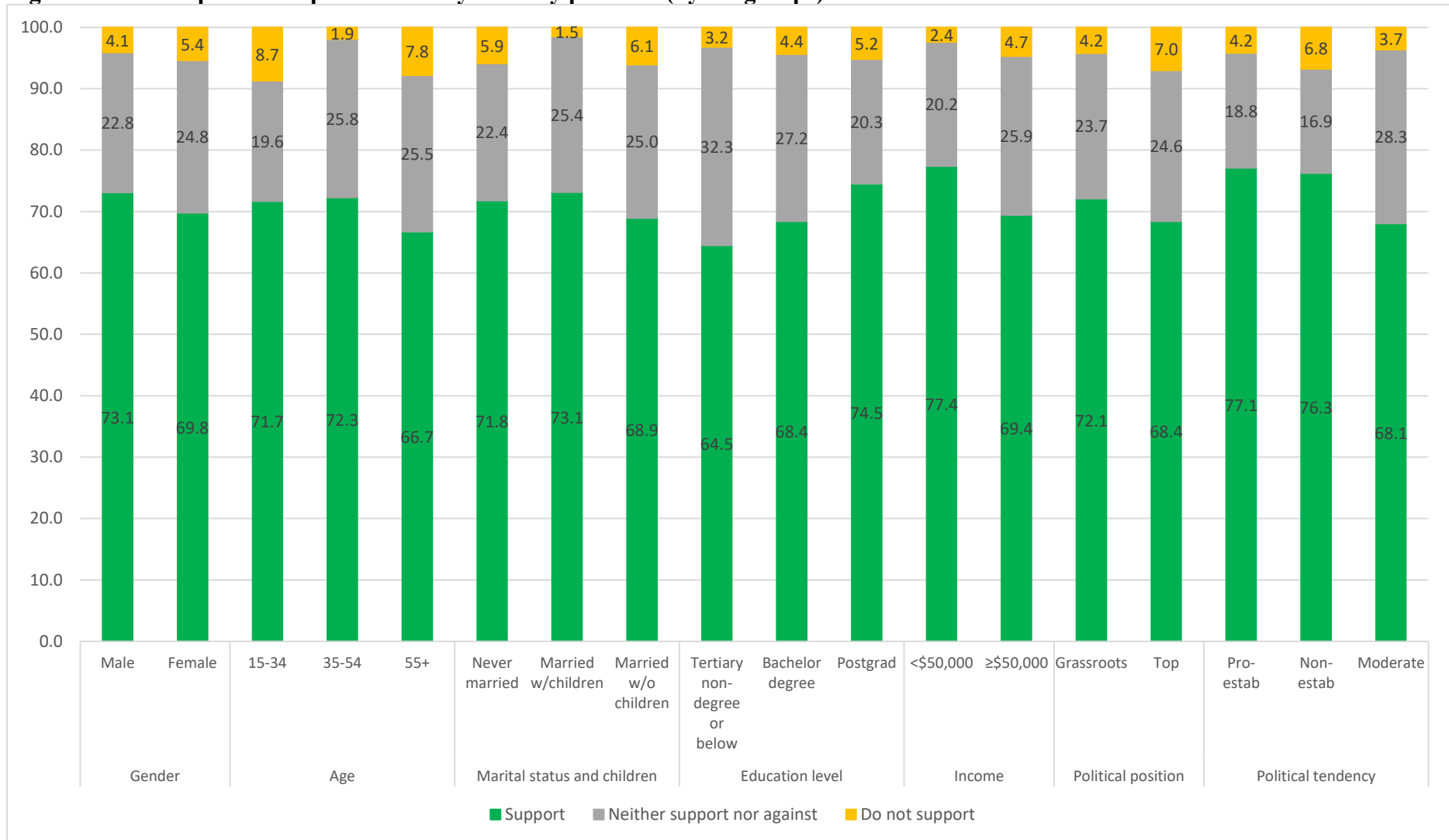


Figure 5.6.8 Perception: “Encourage women to lean in for opportunities” (by subgroups)

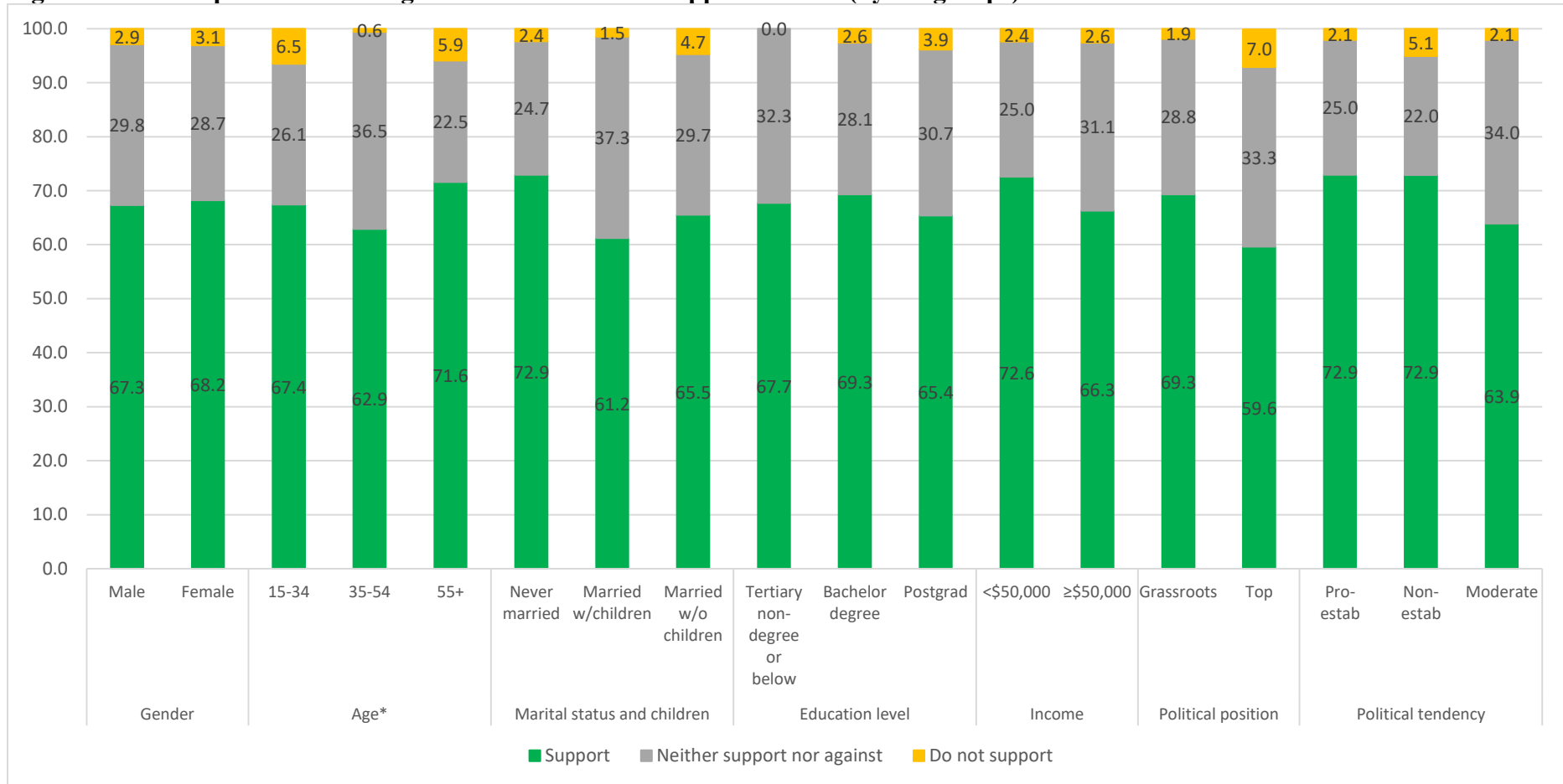


Figure 5.6.9 Perception: “Improve gender awareness and talk openly about the issue of gender equality” (by subgroups)

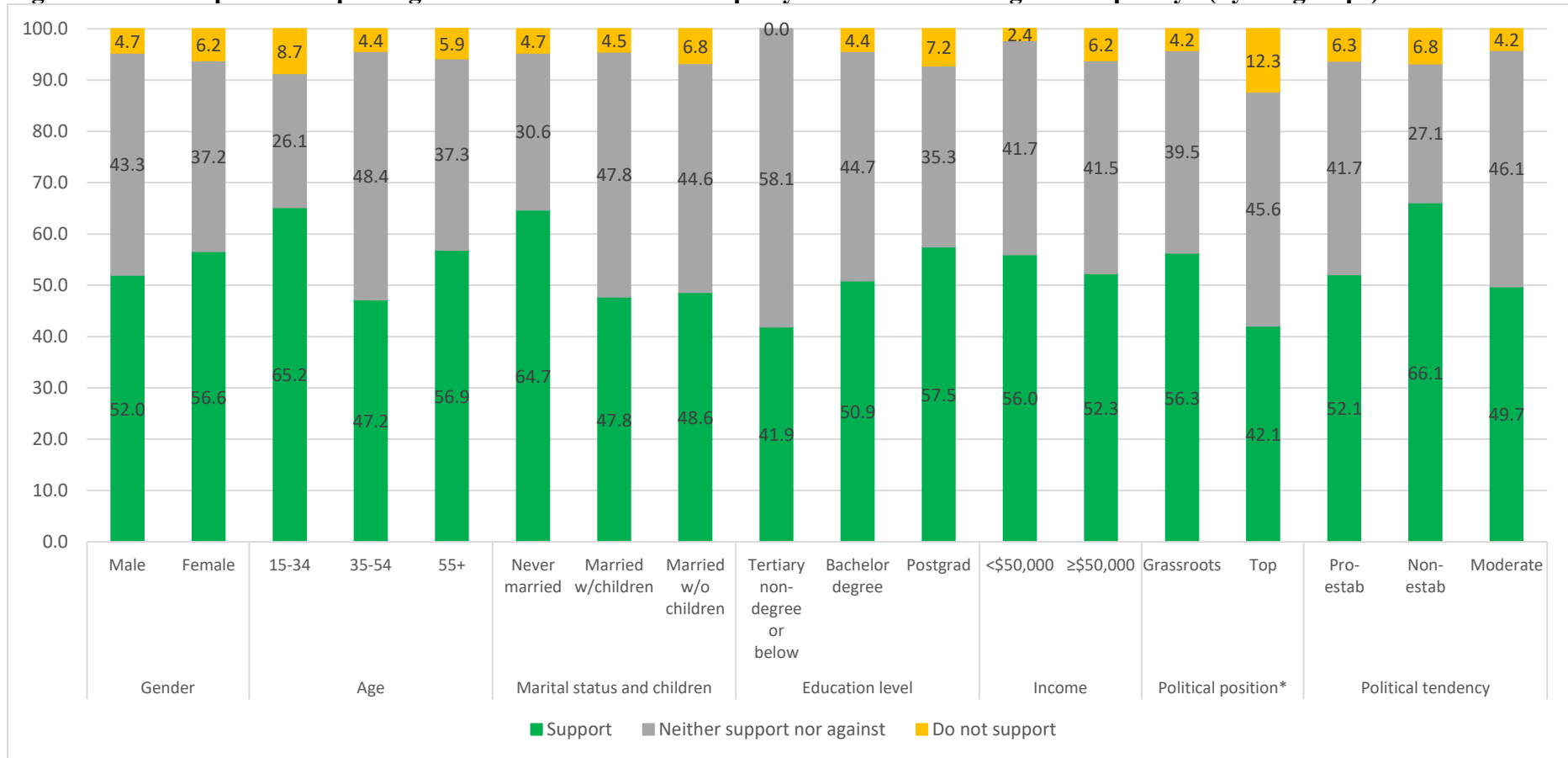


Figure 5.6.10 Perception: “Require the nomination/candidacy list to have a certain number of women” (by subgroups)

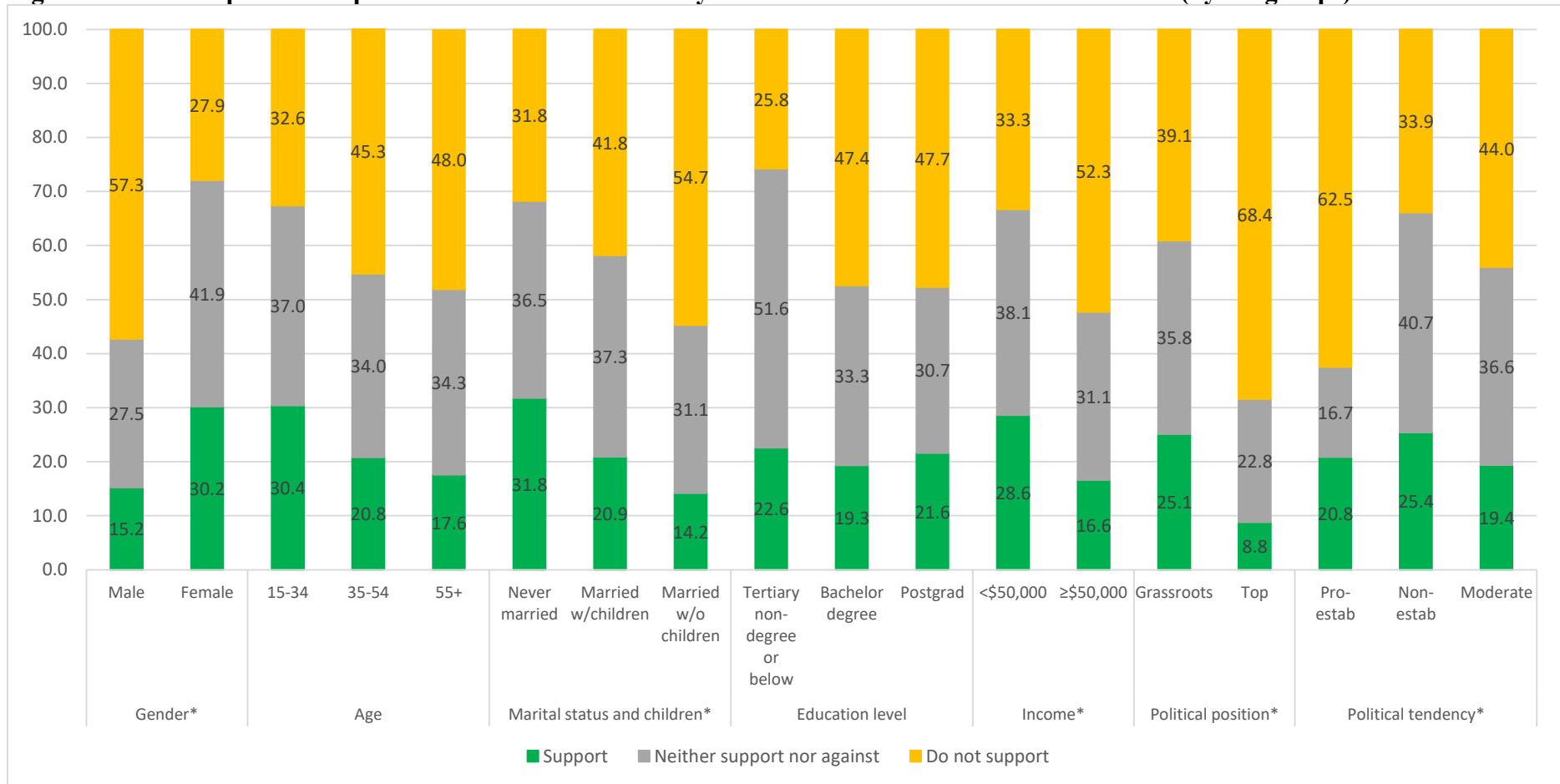


Figure 5.6.11 Perception: “Reserve a certain number of seats for women in the Legislative Council, District Councils, and Government units” (by subgroups)

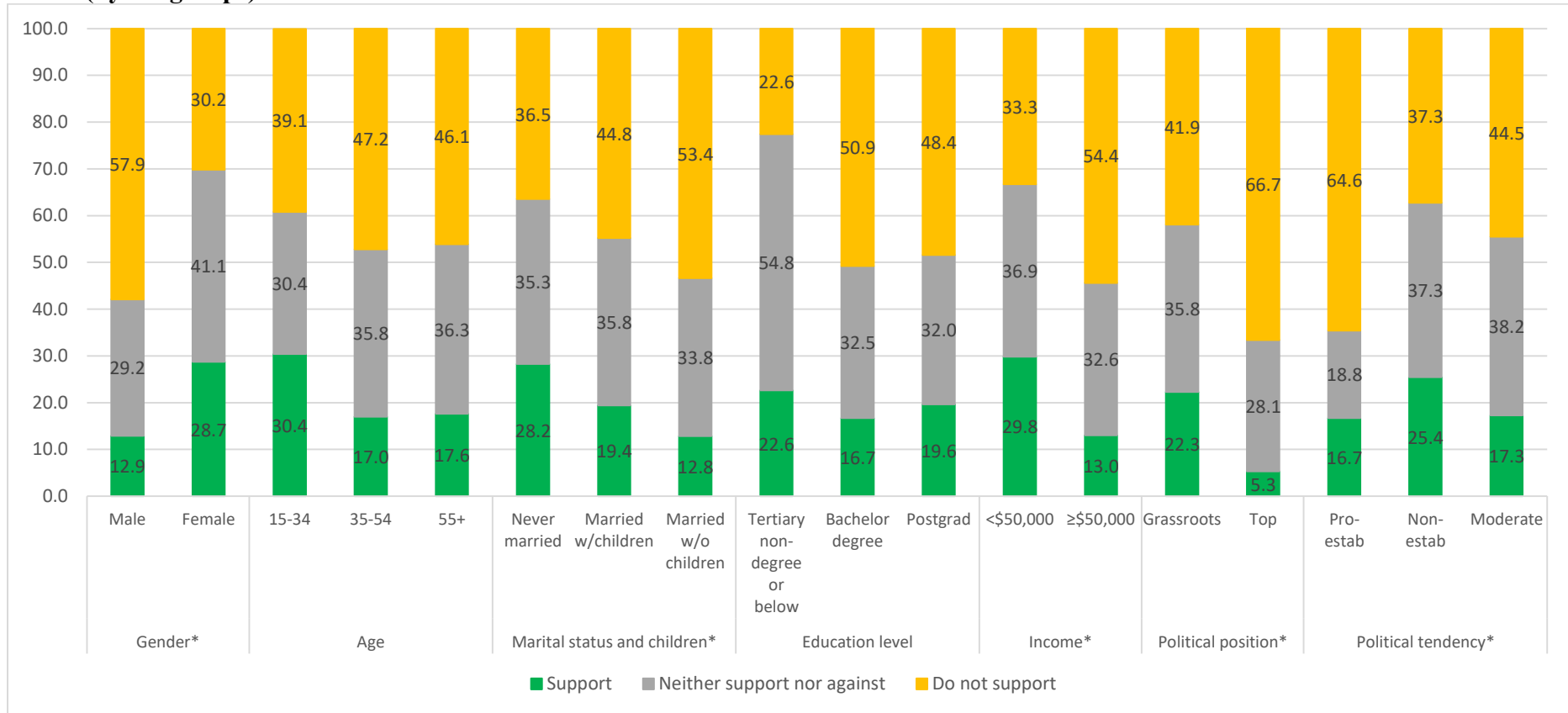


Figure 5.6.13 What should be the percentage allotted to women? (by subgroups)

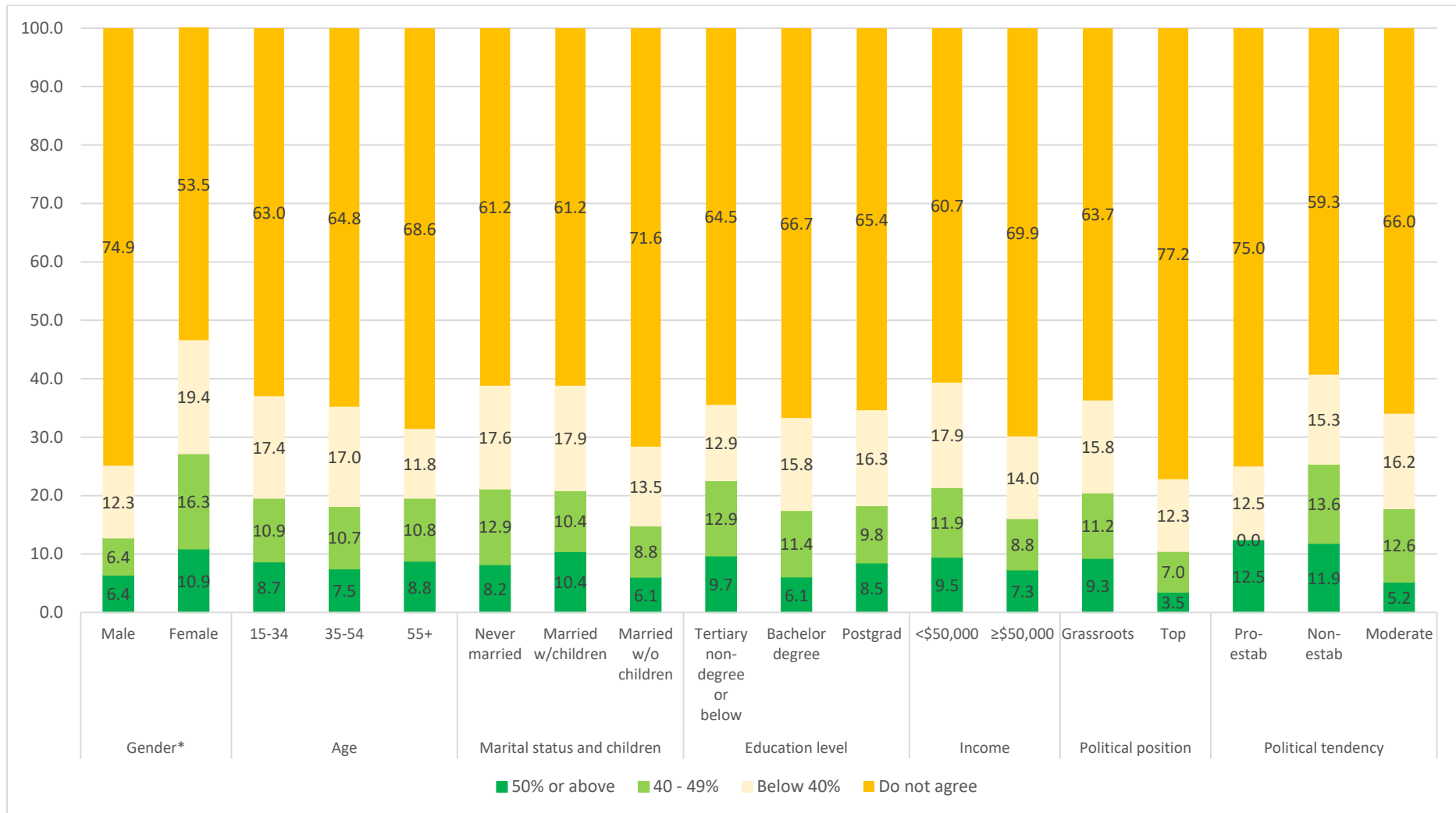


Figure 5.6.14 Perception: “Quotas are a necessary measure” (by subgroups)

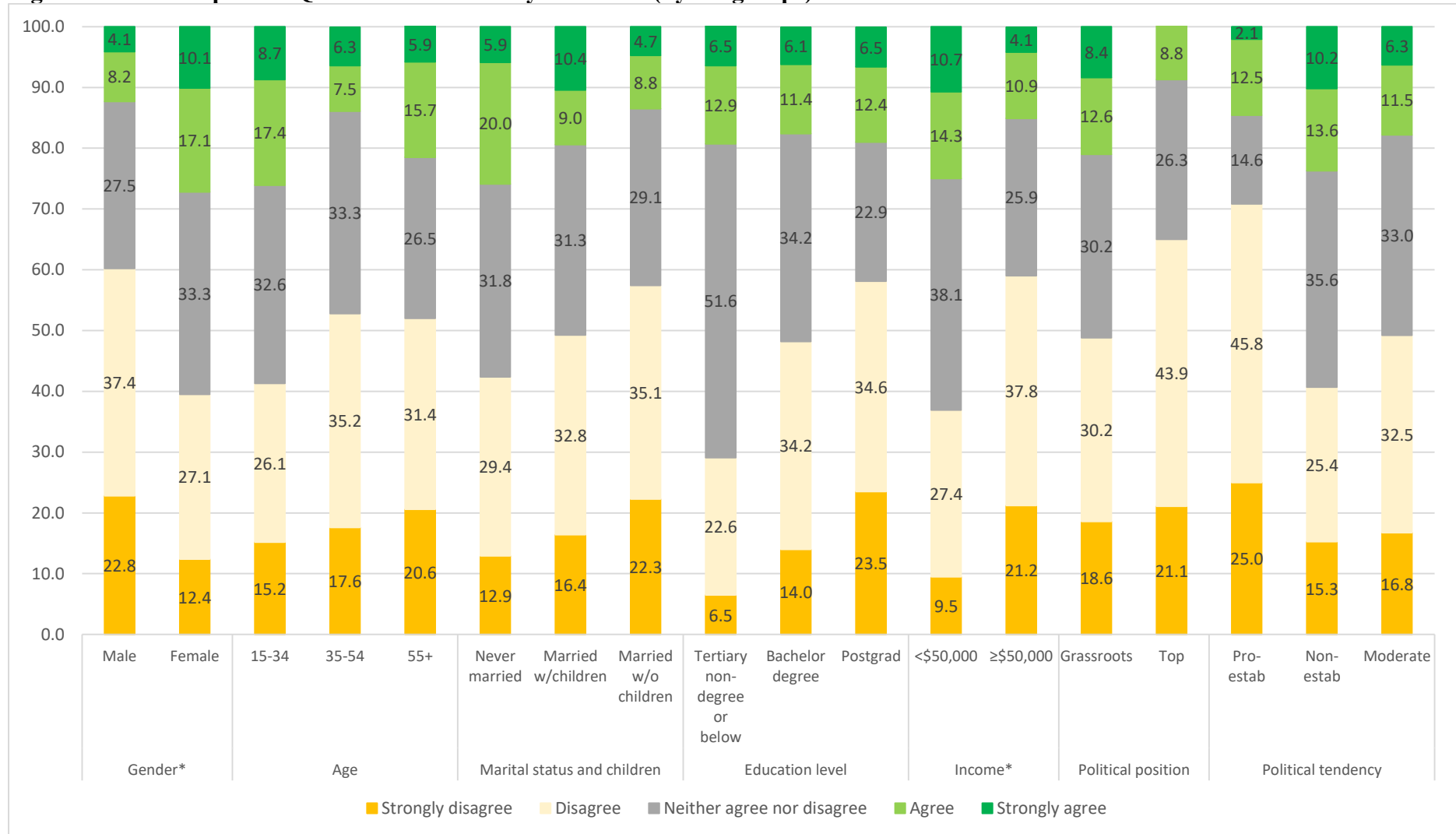


Figure 5.6.15 Perception: “Quotas should only be implemented on a temporary basis” (by subgroups)

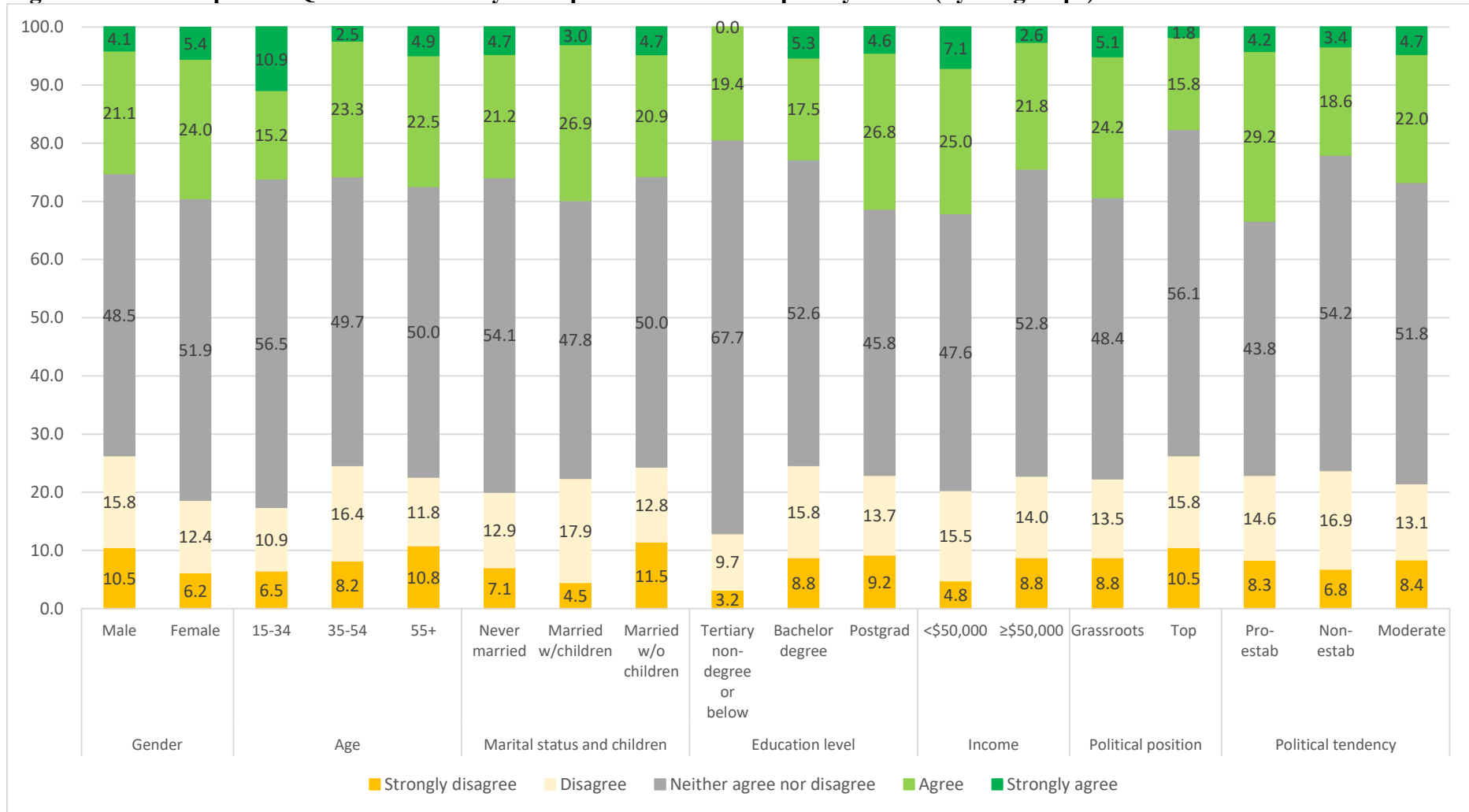


Figure 5.6.16 Perception: “Voluntary quotas adopted by political parties are preferable to quotas legislated by governments and councils” (by subgroups)

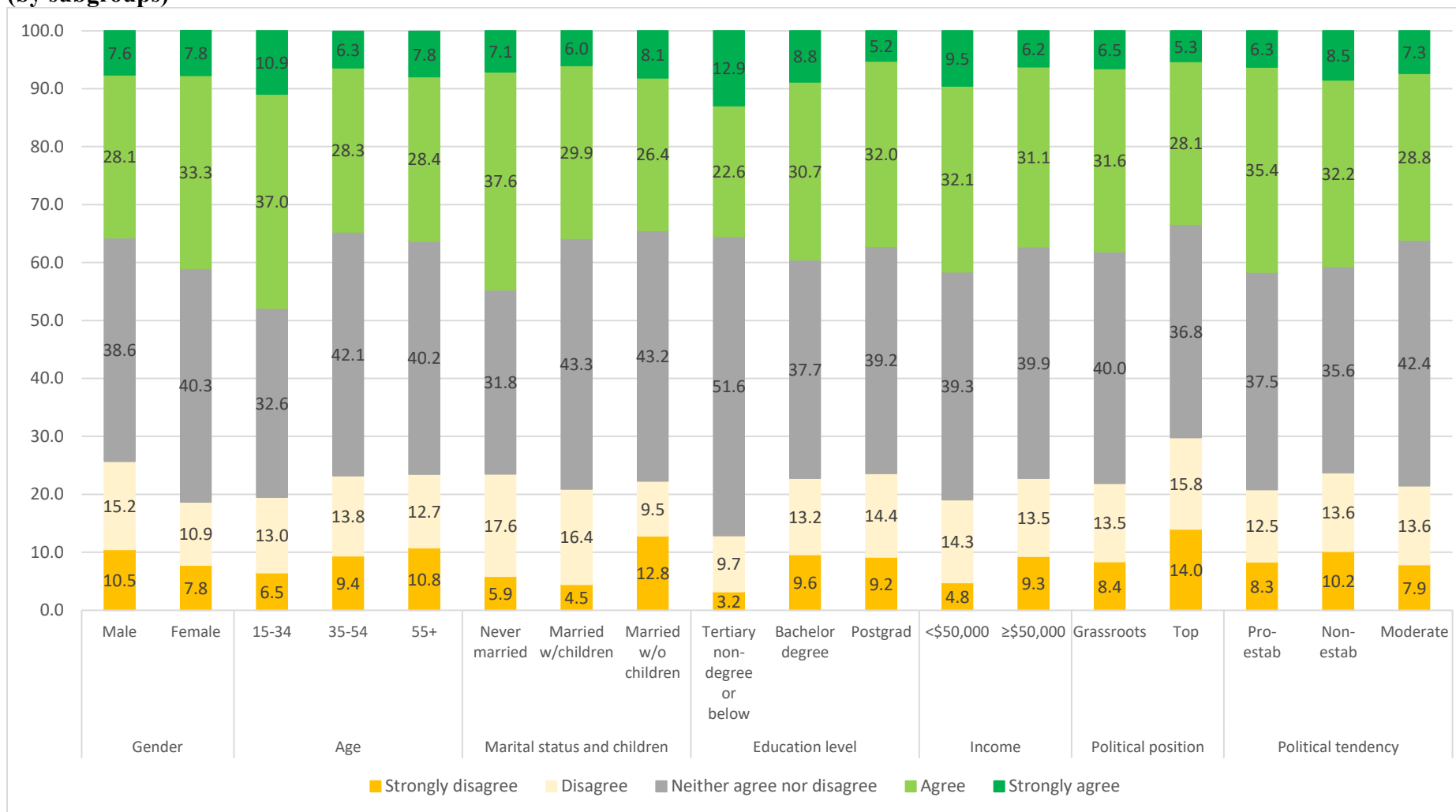


Figure 5.6.17 Perception: “Quotas that are legislated must be accompanied by enforcement provisions” (by subgroups)

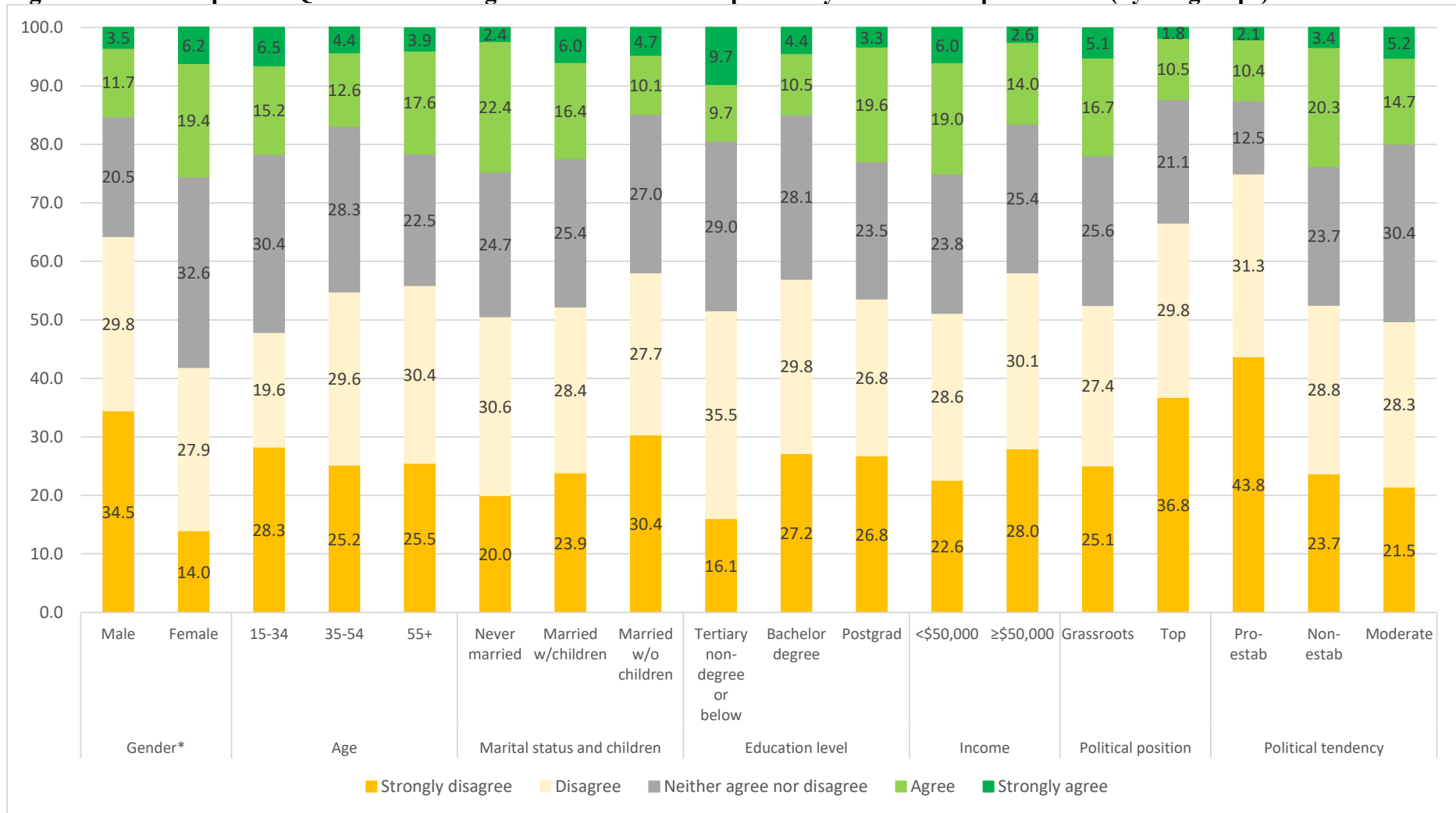


Figure 5.6.18 Perception: “Quotas are useful but not sufficient and must be accompanied by other measures, such as awareness programmes” (by subgroups)

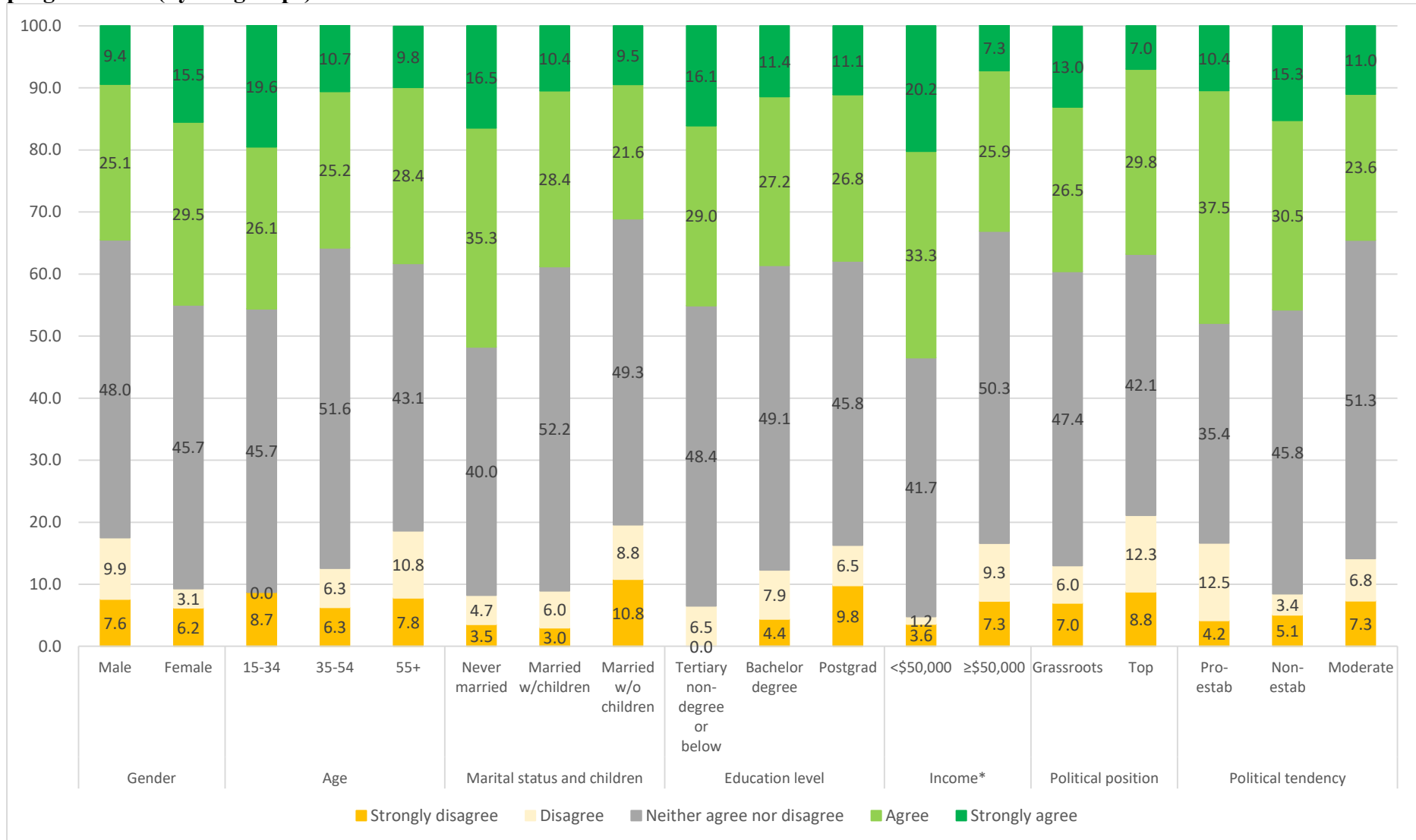


Figure 5.6.19 Perception: “Quotas are not useful and lead to tokenism for women” (by subgroups)

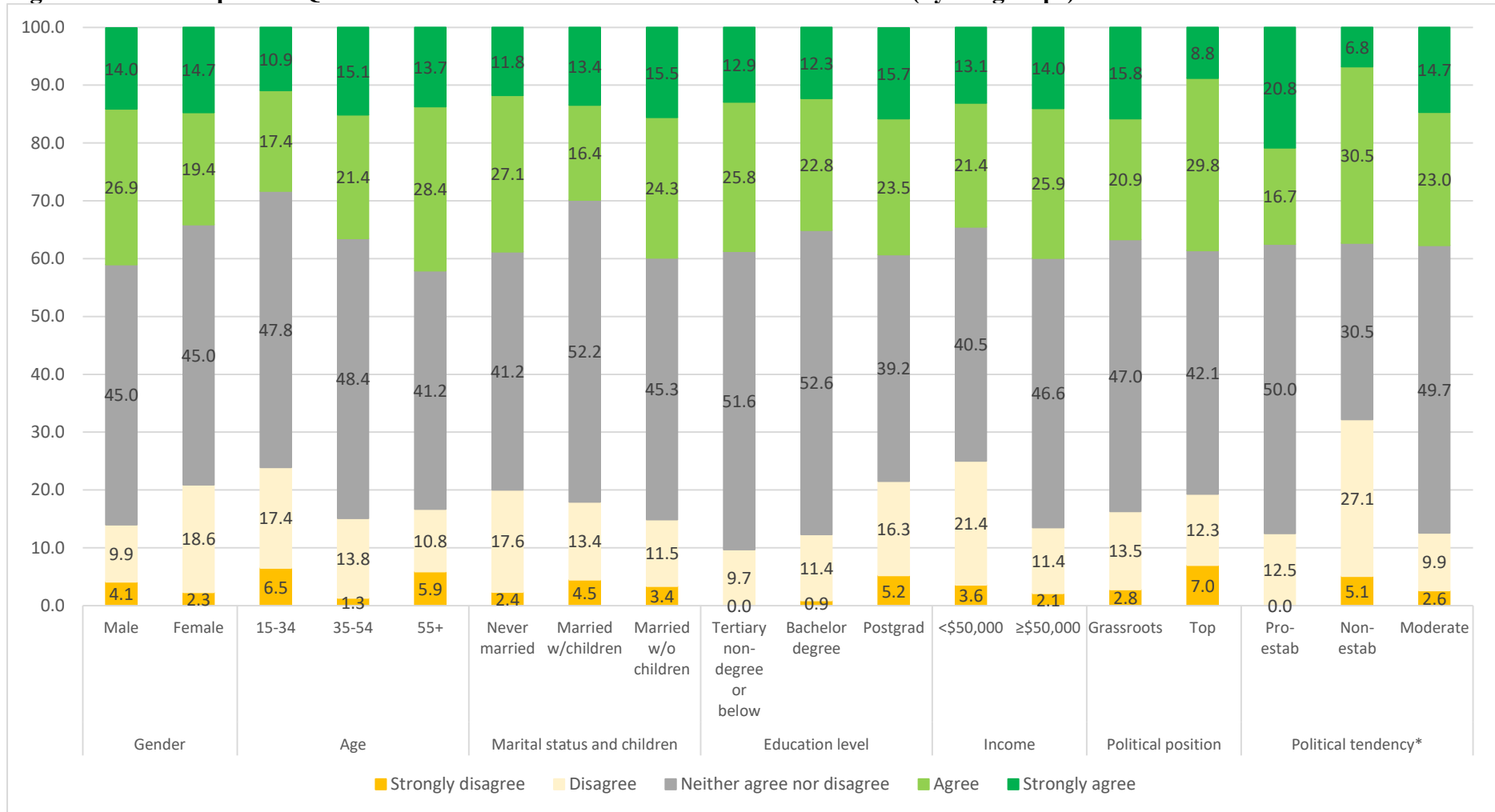


Figure 5.6.20 Perception: “Quotas are not necessary; women should be elected on merit” (by subgroups)

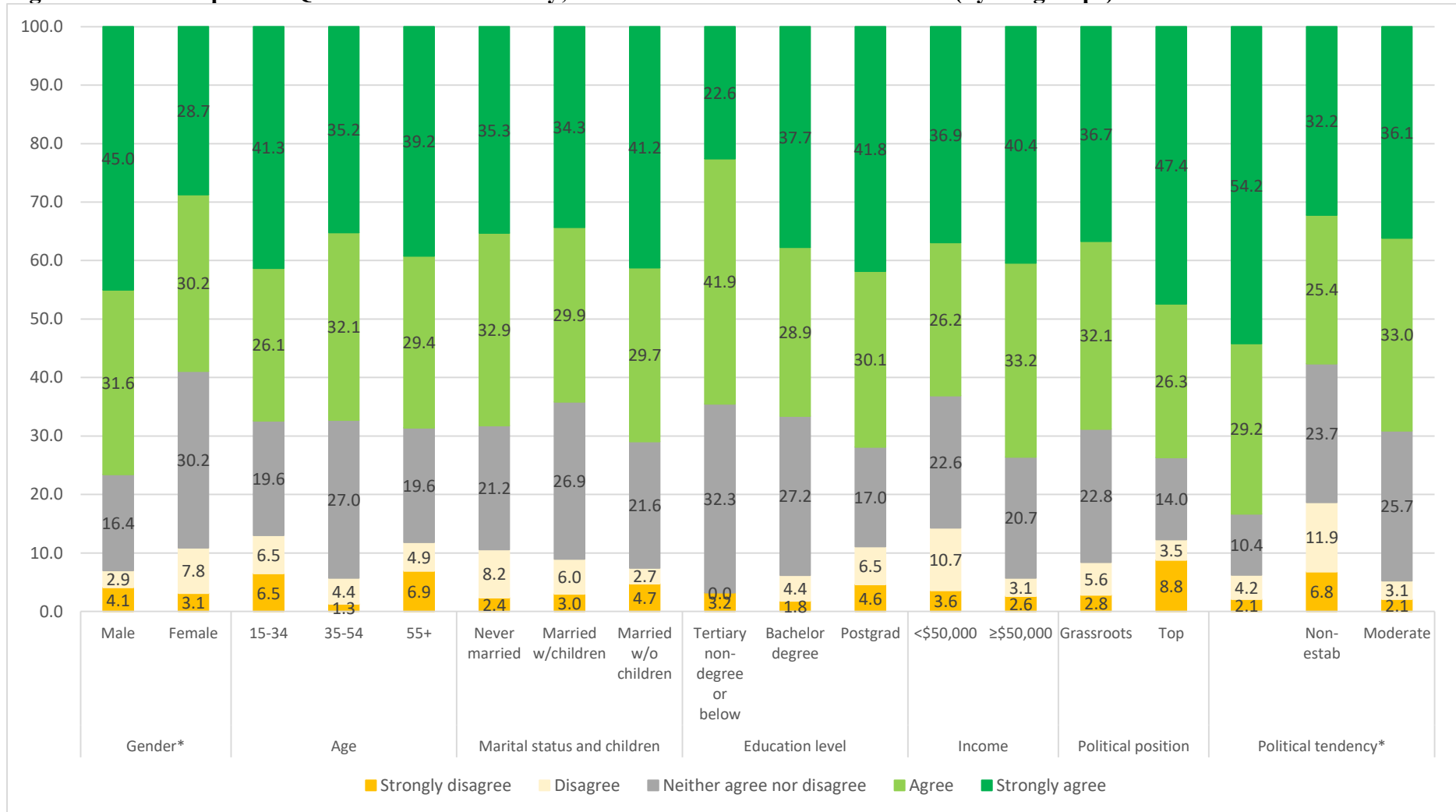


Figure 5.6.21 Perception: “Quotas are discriminatory” (by subgroups)

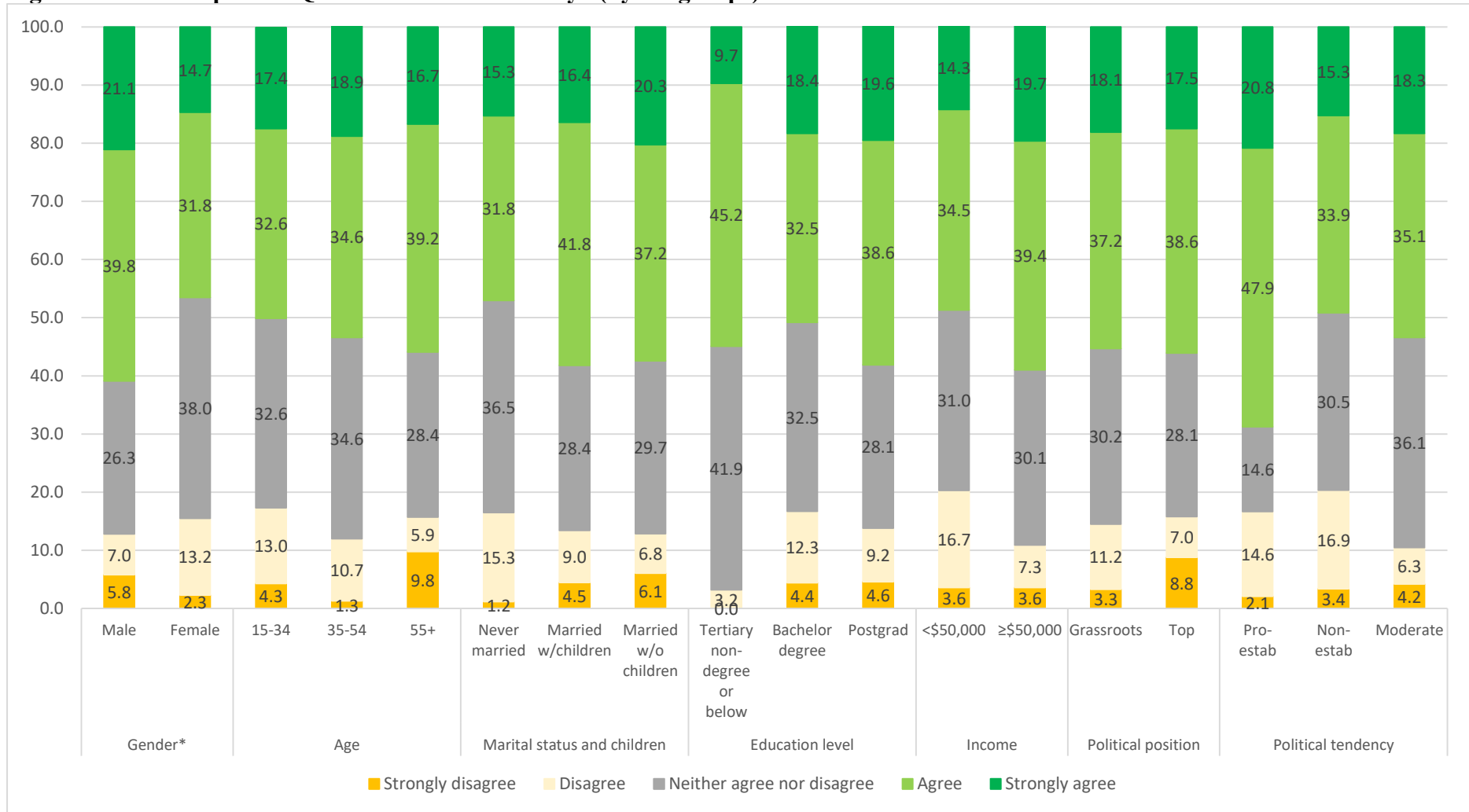


Figure 5.6.22 Perception: “Leaders who gain their mandate through reserved seats, political party quotas or appointments are viewed differently from other leaders” (by subgroups)

