

EQUAL OPPORTUNITIES AWARENESS SURVEY 2021

Report

**This project is commissioned by
Equal Opportunities Commission**

to

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EXECUTIVE SUMMARY

Introduction

1 The Equal Opportunities Commission (EOC) conducted surveys on public perception about equal opportunities (EO) awareness and the EOC's work in 1998, 2003, 2007, 2012 and 2015. Mercado Solutions Associates Ltd. (MSA) was commissioned to carry out another round of survey in 2021 to obtain an updated picture from the general public. During the fieldwork period between February and April 2021, a total of 1 501 respondents aged 15 or above were successfully interviewed via telephone interviews, with a response rate of 41.7%. This summary highlighted the major findings of the survey.

Major Findings

Overall anti-discrimination attitude

2 Overall, the general public indicated a positive attitude towards EO. The responding public were asked whether they agreed or not with ten examples related to various forms of discrimination or equal opportunities, and their attitude towards these examples was calculated into an index. The overall index of anti-discrimination attitude was 60.7 (on a scale of 0 – 100, where 0 denotes the lowest tendency and 100 denotes the highest). Further analysis showed that some groups of respondents were more likely to score a higher mark (62.6 – 65.1), namely young persons aged below 30, those with a higher education level of tertiary or above, students, and managers and administrators / professionals / associate professionals.

3 The public's attitude towards the abovementioned ten examples varied. Over 80% of the respondents were against an example which illustrated discrimination against a man taking up the role of a homemaker, an example about marital status discrimination, and an example against breastfeeding. However, respondents' anti-discrimination attitude towards the examples related to disability discrimination was less clear cut. While 76.4% of the respondents agreed that workers with a disability should receive the same wage with other workers, only 55.1% disagreed that hiring workers with a disability would increase the workload of other co-workers and only 58.9% agreed that for students with a disability, mainstream schools are more preferable than special schools.

4 Comparison of current results with those from a global survey conducted across 27 countries in 2019 showed that Hong Kong people indicated a stronger anti-discrimination attitude than some countries towards the example: "A man who stays home full-time to look after his children is less of a man" (17.8% in this survey agreed vs. 76% in South Korea, 39% in India and 26% in Brazil); yet slightly weaker than some countries (13% in Australia and Great Britain, 12% in France, 11% in Canada and 7% in the Netherlands).

Public's perceived prevalence of different aspects of discrimination in Hong Kong

5 On the one hand, about half of the general public considered that residency status (55.2%), race (51.1%) and age (49.9%) discrimination were “very / quite prevalent” in Hong Kong. On the other hand, less than one-third of the public thought that it is also the case for family status (26.9%) and sex (32.5%) discrimination. Most of the public thought that the latter two types of discrimination were “not too prevalent / not prevalent at all” (67.6% and 65.3% respectively). Around 45% of the public thought that discrimination on the grounds of sexual orientation (45.8%) and disability (45.5%) were “very / quite prevalent”.

6 Comparison of results of the current survey with a survey conducted in European countries in 2019 showed that discrimination on the grounds of sex, sexual orientation and race were seen as less prevalent in Hong Kong than that in Europe (about 35% - 59% of the respondents in European countries considered such situations widespread in their countries vs. about 33% - 52% in this survey considered such situations prevalent in Hong Kong). However, a reverse phenomenon was observed for age discrimination (40% in European countries considered it widespread vs. about 50% in this survey considered it prevalent in Hong Kong).

7 Comparing the results of Survey 2012 with this Survey, it was observed that increased percentages of the general public perceived age discrimination and sexual orientation discrimination as prevalent in Hong Kong. As for age discrimination, while 41% of the respondents answered “very / quite serious” in 2012, 49.9% responded “very / quite prevalent” in 2021. This represents a rise of 8.9 percentage points over the last 10 years. A lesser extent of increase was observed for the situation of sexual orientation discrimination. The figures reporting “very / quite serious” and “very / quite prevalent” were 43% and 45.8% in 2012 and 2021 respectively.

Experience of discrimination / harassment during the 12 months before enumeration

8 One in eight of the general public (12.7%) claimed that they had experienced discrimination or harassment during the 12 months before enumeration (higher than 9.1% in 2015). Among them, relatively more people had experienced age discrimination (54.3%), followed by sex discrimination (20.8%) and sexual harassment (16.2%). Besides, relatively more of the 12.7% of the public encountered discrimination or harassment “at work” (50.2%), followed by “during travel by public transport” (33.0%), “on social occasions” (32.0%) and “in the job-seeking process” (28.7%).

Awareness of the current discrimination ordinances in Hong Kong

9 A good proportion of the general public were aware of current ordinances prohibiting discrimination on the grounds of disability (68.0%), race (61.8%) and sex (61.8%), while relatively few could correctly point out that the Family Status Discrimination Ordinance (25.8%) has been enacted. Many of the public (65.7%) knew that the current law did not provide protection for residency status discrimination, while fewer knew that the current law did not cover discrimination against sexual orientation (48.4%) and age (46.9%).

10 Compared with the results in surveys carried out in 2015 and 2012, higher percentages of the general public answered correctly that the current anti-discrimination legislation does not cover residency status discrimination (65.7% in 2021 vs. 55.9% in 2015) and age discrimination (46.9% in 2021 vs. about 42% in 2015 and 2012), while slightly lower percentages answered correctly on whether race (61.8% in 2021 vs. above 65% in 2015 and 2012), family status (25.8% in 2021 vs. above 27% in 2015 and 2012) and sexual orientation (48.4% in 2021 vs. about 51% in 2015 and 2012) discrimination are covered by current legislation respectively.

11 Further analysis showed that the following groups of respondents tended to have weaker knowledge on the current four discrimination ordinances: elderly aged 60 or above, those with a lower education level of primary or below, and those with a lower monthly household income of below \$10,000. On the contrary, it was more likely for young persons aged 15 – 24 and those with a higher education level of tertiary or above to have misunderstood that age and sexual orientation discrimination are covered by current ordinances.

Awareness of the EOC

12 A very large proportion (97.2%) of the general public heard of the EOC before the interview (similar to 97.5% in Survey 2015). The awareness level remained at a very high level (95% in 2012 and 2007, 93% in 2003 and 87% in 1998) throughout the years.

Awareness of the EOC's educational, promotional and publicity activities

13 Three-fifth of the general public (60.0%) were aware of one or more of the EOC's educational, promotional and publicity activities during the 12 months before enumeration (relatively lower than 81.8% in 2015 and 84% in 2012).

14 Specifically, more members of the public were aware of the EOC's publicity materials through the Announcements of Public Interests (APIs) on TV (47.6%), followed by advertisements in the MTR (19.4%), the EOC's channels on the Internet (17.1%), printed / online versions of newspapers / magazines (16.8%) and radio programmes (14.3%).

Evaluation on the performance of the EOC

15 The public's view on the overall performance of the EOC tended to be positive. On a scale of 1 – 10, the average score was 6.30 (similar to 6.27 in 2015 and 6.3 in 2012).

16 More than 60% of the general public agreed with the eight statements which described the work of EOC. Specifically, higher percentages agreed that the EOC “enhances public understanding of EO and discrimination” (68.6%), “enhances public understanding of sexual harassment” (68.4%), “provides access to redress for discrimination” (66.2%) and “its promotion and education work on EO and anti-discrimination is effectively carried out” (64.4%).

17 Compared with the results of the previous survey, the proportion of respondents who agreed that the EOC “initiates suggestions on policy changes for promoting EO and anti-discrimination” (62.7% in 2021 vs. 57.8% in 2015) increased by about 5 percentage points, while a slightly smaller proportion agreed that the EOC “enhances public understanding of EO and discrimination” (68.6% in 2021 vs. above 70% in 2015).

18 Further analysis showed that all of the eight statements have significant positive relationships with the overall performance of the EOC. The top three highest correlated aspects were: “keeps pace with the development of the society”, “responsive to the demands of the society on promoting EO and anti-discrimination” and “initiates suggestions on policy changes for promoting EO and anti-discrimination”. That is to say, the more the public recognised the work of EOC in these aspects, the better their perception on the overall performance of the EOC.

Perceived importance level of the forthcoming EO works

19 For the forthcoming EO works, the top three issues that the public perceived as very / quite important were: (i) “to urge the Government to amend Disability Discrimination Ordinance (DDO) by introducing a distinct duty to make reasonable accommodation for persons with disability” (92.5%), (ii) “to encourage business and organisations to formulate anti-sexual harassment policies and to set up a mechanism to handle sexual harassment complaints” (91.0%) and (iii) “to advocate a reform of sexuality education in primary and secondary schools to raise the awareness of young people towards sexual harassment” (90.3%).

Summary of Key Findings

Index of overall anti-discrimination attitude (on a scale of 0 – 100, where 0 = the lowest tendency and 100 = the highest tendency)	Overall index at 60.7	
Agreement on examples relating to various aspects of discrimination <small>Note</small>	Positive attitude towards EO	Negative attitude towards EO
After returning to work from maternity leave, a shop sales worker requests a 30-minute session during her working day to express milk in the baby care room of the shopping mall. Her employer refuses her request because the additional break will be unfair to other staff (disagree: +ve)	84.2%	14.1%
A man who stays home full-time to look after his children is less of a man (disagree: +ve)	81.3%	17.8%
After a match-making agency realises that a customer service employee has divorced, the employer transfers the staff to a post that does not directly serve customers in order to avoid affecting the company image (disagree: +ve)	80.2%	18.0%
Workers with a disability should receive the same wage for the same workload as compared with other workers without a disability (agree: +ve)	76.4%	21.5%
South Asians are capable of performing limited types of work (disagree: +ve)	74.1%	23.3%
Compared with their ethnic Chinese counterparts, non-Chinese students are less diligent in schoolwork (disagree: +ve)	68.8%	25.0%
Men are more knowledgeable about politics than women (disagree: +ve)	67.6%	25.4%
I don't mind living near a half-way house for ex-mentally ill persons (agree: +ve)	61.2%	35.9%
For students with a disability, mainstream schools are more preferable than special schools (agree: +ve)	58.9%	34.4%
Hiring workers with a disability would increase the workload of other workers without a disability (disagree: +ve)	55.1%	40.3%
Public's perceived prevalence of different aspects of discrimination in Hong Kong <small>Note</small>	Very / Quite prevalent	Not too prevalent / Not prevalent at all
Residency status discrimination	55.2%	42.0%
Race discrimination	51.5%	47.3%
Age discrimination	49.9%	48.4%
Sexual orientation discrimination	45.8%	49.5%
Disability discrimination	45.5%	53.0%
Sex discrimination	32.5%	65.3%
Family status discrimination	26.9%	67.6%
Experience of discrimination / harassment during the 12 months before enumeration	12.7% had such experience	

Note: Figures for those who answered "don't know / no comment / hard to say / refused to answer" were not shown.

Awareness of the current discrimination ordinances in Hong Kong <small>Note</small>	Correct	Incorrect
<u>Covered by current discrimination ordinances</u>		
Disability discrimination	68.0%	24.2%
Race discrimination	61.8%	30.6%
Sex discrimination	61.8%	30.7%
Family status discrimination	25.8%	59.6%
<u>Not covered by current discrimination ordinances</u>		
Residency status discrimination	65.7%	19.7%
Sexual orientation discrimination	48.4%	40.7%
Age discrimination	46.9%	44.3%
Awareness of the EOC	97.2% were aware of the EOC	
Awareness of the EOC's educational, promotional and publicity activities during the 12 months before enumeration	Total awareness level: 60.0% - One or more items 47.6% - Advertisements (APIs) on TV 19.4% - Advertisements in the MTR 17.1% - Internet (e.g. the EOC's website, YouTube channel, Facebook / LinkedIn) 16.8% - Printed / online version of newspapers / magazines 14.3% - Radio programmes 8.4% - Leaflets and newsletters 4.5% - Mobile phone applications 2.9% - Seminars, talks or exhibitions	
Evaluation on the overall performance of the EOC (on a scale of 1 – 10, where 1 = very bad and 10 = very good)	Average score at 6.30	
Agreement on the statements which described the work of EOC <small>Note</small> (on a scale of 1 – 10, where 1 = strongly disagree and 10 = strongly agree)	Agree (score 6 – 10)	Disagree (score 1 – 5)
Enhances public understanding of EO and discrimination	68.6%	27.8%
Enhances public understanding of sexual harassment	68.4%	28.5%
Provides access to redress for discrimination	66.2%	29.9%
Its promotion and education work on EO and anti-discrimination is effectively carried out	64.4%	32.5%
Initiates suggestions on policy changes for promoting EO and anti-discrimination	62.7%	33.6%
Keeps pace with the development of the society	62.2%	34.1%
Responsive to the demands of the society on promoting EO and anti-discrimination	62.0%	34.6%
Works independently and will not subject to undue influence or pressure	61.9%	33.8%

Note: Figures for those who answered "don't know / no comment / hard to say / refused to answer" were not shown.

Perceived importance level of the forthcoming EO works ^{Note}	Very / Quite important	Not too / Not important at all
Urge the Government to amend DDO by introducing a distinct duty to make reasonable accommodation for persons with disability	92.5%	6.1%
Encourage business and organisations to formulate anti-sexual harassment policies and to set up a mechanism to handle sexual harassment complaints	91.0%	7.4%
Advocate a reform of sexuality education in primary and secondary schools to raise the awareness of young people towards sexual harassment	90.3%	8.6%
Promote employment and community participation of ex-mentally ill persons	89.7%	8.8%
Urge the Government to introduce a statutory right of women to return to their previous work positions after maternity leave	88.3%	10.8%
Encourage employers to formulate "Family-friendly Employment Policies and Practices"	82.0%	16.4%

Note: Figures for those who answered "don't know / no comment / hard to say / refused to answer" were not shown.

Conclusion

20 In conclusion, the survey revealed that the general public indicated a positive attitude towards EO. The overall index of anti-discrimination attitude was 60.7 (on a scale of 0 – 100, where 0 denotes the lowest tendency and 100 denotes the highest).

21 The public's attitude towards the examples related to discrimination on the grounds of sex, marital status and breastfeeding tended to be more certain. Over 80% of the respondents were against those examples which illustrated discrimination on the abovementioned grounds. However, respondents' anti-discrimination attitude towards the examples related to disability discrimination varied and was less certain.

22 Half of the general public considered that residency status discrimination (55.2%), race discrimination (51.5%) and age discrimination (49.9%) were prevalent in Hong Kong, while only 32.5% and 26.9% of them perceived sex discrimination and family status discrimination as prevalent respectively.

23 It was found that one in eight (12.7%) of the responding general public had experienced discrimination or harassment during the 12 months before enumeration. Among them, relatively more had experienced age discrimination (54.3%). Besides, half of these respondents encountered discrimination or harassment at work (50.2%).

24 The awareness level of the EOC remained at a very high level (97.2%). The public's view on the overall performance of the EOC tended to be positive. On a scale of 1 – 10, the average score was 6.30.

25 Besides, many of the general public (60.0%) were aware of one or more EOC's educational, promotional or publicity activities during the 12 months before enumeration.

26 For the agreement of eight statements which described the work of EOC, an increased agreement level was found for "the EOC initiates suggestions on policy changes for promoting EO and anti-discrimination" (62.7% in 2021 vs. 57.8% in 2015).

27 Further analysis showed that the EOC may strengthen their work on some key aspects which were highly correlated to their overall performance. The top three highest correlated aspects were: "keeps pace with the development of the society", "responsive to the demands of the society on promoting EO and anti-discrimination" and "initiates suggestions on policy changes for promoting EO and anti-discrimination".

28 For the importance of the forthcoming EO works, those relating to "disability" and "sexual harassment" were perceived as important for about 90% of the general public.

Recommendations

29 Based on survey findings, recommendations on the advancement of the EOC's work against discrimination are summarised below.

- (a) The EOC may prioritise its work with reference to the opinions from the public. Issues relating to "disability" and "sexual harassment" were perceived as more important by the general public, followed by issues relating to "women returning to their previous work positions after maternity leave" and "family-friendly policies". Given a strong social consensus observed in the findings of this 2021 Survey, legislative reform in these areas and additional resources for public education would further show the commitment of the Government to issues of equal opportunities and anti-discrimination.
- (b) Survey results revealed that there was an increase in the perceived prevalence of age discrimination among the responded public over the past 10 years. A considerable proportion of the general public perceived it as prevalent in Hong Kong, and such proportion is higher than that in European countries. In fact, it is the most common type of discrimination encountered by those reported to have experienced discrimination / harassment in Hong Kong in both EO Awareness Surveys conducted in 2015 and 2021. Therefore, the Government should consider conducting regular large-scale prevalence surveys of age discrimination to collect public views and launching public consultation on introducing legal protection against discrimination on the ground of age.

- (c) Currently, there is no protection from discrimination under the Race Discrimination Ordinance (RDO) on grounds of nationality, citizenship, or residency status. As suggested in the Report of Discrimination Law Review (DLR) published by EOC, there is evidence that different groups face discrimination on these afore-mentioned grounds. Results from the current survey further demonstrate residency status discrimination is perceived as prevalent in Hong Kong, although the actual percentage of respondents reported to have experienced residency status discrimination in Survey 2021 was smaller than that in Survey 2015. The Government might therefore re-consider related recommendations raised by EOC in DLR by carrying out a public consultation for introducing protection from discrimination on ground of residency status under the RDO.
- (d) The EOC should further promote the Family Status Discrimination Ordinance and its scope of protection to the public as it is least known anti-discrimination law in the territory.
- (e) As relatively more members of the general public were aware of the EOC's APIs on TV, advertisements in the MTR and channels on the Internet, the EOC should further use these media as means of promotion and education.
- (f) To address the expectations of the public, the EOC may make reference to the top three aspects which were highly correlated to the evaluation of the overall performance in planning its work and strategies, i.e. "keeps pace with the development of the society", "responsive to the demands of the society on promoting EO and anti-discrimination" and "initiates suggestions on policy changes for promoting EO and anti-discrimination".

1 BACKGROUND & SURVEY OBJECTIVES

1.1 The Equal Opportunities Commission (EOC) conducted a survey on public perceptions about equal opportunities (EO) awareness and the EOC's work in 1998, 2003, 2007, 2012 and 2015. Mercado Solutions Associates Ltd. (MSA) was commissioned to carry out another round of survey in 2021 to obtain an updated picture from the general public.

1.2 The objectives of this survey are as follows:

- To gauge public perception towards the concept of EO;
- To gauge public awareness and their perception of the EOC's work against discrimination within its ambit;
- To gauge public perception on the effectiveness of the EOC programmes, including promotion, public education, training and consultancy, radio programme, etc.;
- To examine public attitudes towards persons with disability;
- To understand public views on equality and discrimination issues faced by persons with disabilities in the fields of employment, education, and access to services and facilities;
- To solicit public opinion on forthcoming EO issues, such as legislation against discrimination on the grounds of age, religion, sexual orientation and gender identity, new immigration status, etc.; and
- To provide recommendations on the advancement of the EOC's work against discrimination within its ambit, as well as strategic planning advice on forthcoming EO issues and other areas of anti-discrimination work which the public expects the EOC to move onto.

2 METHODOLOGY

2.1 Survey Coverage and Target Respondents

2.1.1 This survey covered all Hong Kong residents aged 15 or above, including those who speak Cantonese, Putonghua or English, but excluding tourists. While in many public opinion surveys, foreign domestic helpers are excluded, in view of the objectives of this study, they were included in this survey.

2.2 Research and Sampling Design

2.2.1 The survey was conducted by means of telephone interviewing method. The sample included residential telephone numbers and mobile phone numbers.

2.2.2 For residential telephone numbers, a random sample was drawn systematically from the telephone database maintained by MSA. When contacting the sampled households, if more than one qualified respondent was found in a household, a target respondent was randomly selected by means of the “last birthday” method, so as to ensure that each qualified respondent had an equal probability for being selected for the interview. Only one qualified household member was interviewed for each household and once the selection method identified the target respondent of the household, no replacement sample was allowed.

2.2.3 For mobile phone numbers, the 4-digit prefix mobile phone numbers were randomly drawn from the Numbering Plan of the Office of the Communications Authority (OFCA). For each selected prefix, a 4-digit number was randomly generated and appended to it to form the 8-digit mobile phone number. When contacting the sampled mobile phone respondents, a screening question was asked to screen out respondents who have installed residential telephone lines in their households, so as to avoid overlapping of samples.

2.3 Enumeration Result and Fieldwork Period

2.3.1 The fieldwork was conducted between 23 February and 5 April 2021. In total, 1 501 respondents were successfully interviewed (69.2% drawn from residential telephone numbers and 30.8% from mobile phone numbers), constituting an overall response rate of 41.7%. The enumeration results are summarised in the table below.

	Total	Residential telephone numbers	Mobile phone numbers
(A) Total number of samples	7 000	3 000	4 000
(B) Invalid numbers	3 403	532	2 871
➤ Invalid phone numbers	2 051	532	1 519
➤ Having residential telephone numbers	1 352	-	1 352
(C) Successful interviews	1 501	1 039	462
(D) Non-contact	927	744	183
(E) Refusal	1 169	685	484
Response rates (C) / [(A) – (B)]:	41.7%	42.1%	40.9%
Refusal rates (E) / [(A) – (B)]:	32.5%	27.8%	42.9%
Non-contact rates (D) / [(A) – (B)]:	25.8%	30.1%	16.2%

2.4 Weighting

2.4.1 Data collected from the survey was weighted to align with the sex-age distribution of the population in mid-2020 (issued by the Census & Statistics Department) so that findings of the survey were representative of the opinions / views of the whole population aged 15 or above in Hong Kong.

2.5 Reliability of the Estimates

2.5.1 Based on the sample size achieved for the survey, the margin of error for the sample estimates and the true values is about $\pm 2.5\%$ at 95% confidence level.

2.6 Analysis of Survey Findings

2.6.1 Statistical tests, including Chi-Square Test and ANOVA Test, were conducted on the results of items comparable with the EO Awareness Survey 2015 and the Baseline Survey on Public Attitudes towards Persons with a Disability 2010. Moreover, Chi-Square Test and ANOVA Test were also conducted to test whether there is a significant relationship between the opinions of people in different sub-groups. A p-value < 0.05 was taken to indicate a level of statistical significance. When conducting the statistical tests, those who declared “don’t know / no comment / hard to say” and “refused to answer” were excluded.

2.6.2 It is worthwhile to note that direct comparison of results between the two EO Awareness Surveys 2015 and 2021 and between EO Awareness Survey 2021 and the Baseline Survey on Public Attitudes towards Persons with a Disability 2010 might not be entirely appropriate. First, while respondents of EO Awareness Survey conducted in 2015 were drawn from landline telephone numbers, those of the 2021 round were from both landline and mobile phone numbers. Second, interviews of EO Awareness Survey 2021 were administered over the telephone and those of the Baseline Survey 2010 were carried out face-to-face via household visits. In the latter survey, effects of social desirability in responding to sensitive questions have to be taken into account. In brief, interpretation of related findings in terms of time trend should be made with caution.

2.7 Points to Note

- All descriptive statistics were reported in percentages.
- For questions allowing multiple responses, the sum of individual responses did not add up to the total number of respondents.

2.8 Respondent Profile

2.8.1 More than half of the respondents (55.1%) were females. The median age range was 40 – 49. More than one-third of the respondents (34.5%) attained tertiary education or above, and more than half (54.8%) attained secondary education. More than half of the respondents (55.0%) were working, with relatively more being clerical support / service and sales workers (28.5%). About two-third of the respondents (66.0%) were married. Most of the respondents were Chinese (95.0%) and Hong Kong Permanent Residents (90.7%). The median monthly household income range was \$20,000 - \$29,999.

(Ref.: Table 2.8)

Table 2.8: Profile of the Respondents

	%
Gender	
Male	44.9
Female	55.1
Age	
15 – 24	9.8
25 – 29	7.3
30 – 39	17.5
40 – 49	17.5
50 – 59	18.2
60+	29.7
Education level	
Primary or below	10.4
Secondary	54.8
Tertiary or above	34.5
Refused to answer	0.3
Occupation	
Manager & administrator / Professional / Associate professional	14.6
Clerical support / service & sales worker	28.5
Skilled & manual worker	11.9
Student	6.4
Home-maker	11.4
Unemployed	4.8
Retired	22.3
Marital status	
Never married	28.4
Married	66.0
Separated / divorced / widowed	4.4
Refused to answer	1.2
Race	
Chinese	95.0
Non-Chinese	5.0
Hong Kong Permanent Residents or not	
Yes	90.7
No	8.5
Refused to answer	0.8
Monthly household income	
Below \$10,000	12.1
\$10,000 – \$19,999	20.5
\$20,000 – \$29,999	17.2
\$30,000 – \$39,999	19.0
\$40,000 – \$59,999	16.5
\$60,000 or above	6.9
Refused to answer	7.7

Base: The general public aged 15 or above (n = 1501) [Ref.: X1 – X10]

3 SURVEY FINDINGS

3.1 Attitudes Towards Equal Opportunities and Knowledge of the Current Discrimination Ordinances in Hong Kong

3.1.1 Overall anti-discrimination attitude

3.1.1.1 To gauge the overall anti-discrimination attitude of the general public, respondents were asked whether they agreed or not with ten examples related to various forms of discrimination or equal opportunities. These examples are:

Disability	Workers with a disability should receive the same wage for the same workload as compared with other workers without a disability (Agree = anti-discrimination)
	For students with a disability, mainstream schools are more preferable than special schools (Agree = anti-discrimination)
	I don't mind living near a half-way house for ex-mentally ill persons (Agree = anti-discrimination)
	Hiring workers with a disability would increase the workload of other workers without a disability (Disagree = anti-discrimination)
Sex	A man who stays home full-time to look after his children is less of a man (Disagree = anti-discrimination)
	Men are more knowledgeable about politics than women (Disagree = anti-discrimination)
Marital status	After a match-making agency realises that a customer service employee has divorced, the employer transfers the staff to a post that does not directly serve customers in order to avoid affecting the company image (Disagree = anti-discrimination)
Breastfeeding	After returning to work from maternity leave, a shop sales worker requests a 30-minute session during her working day to express milk in the baby care room of the shopping mall. Her employer refuses her request because the additional break will be unfair to other staff (Disagree = anti-discrimination)
Race	South Asians are capable of performing limited types of work (Disagree = anti-discrimination)
	Compared with their ethnic Chinese counterparts, non-Chinese students are less diligent in schoolwork (Disagree = anti-discrimination)

Overall analysis on the agreement of examples

3.1.1.2 The survey revealed that a considerable proportion of the general public indicated an anti-discrimination attitude. More than 70% of the public showed anti-discrimination attitude towards the following five examples:

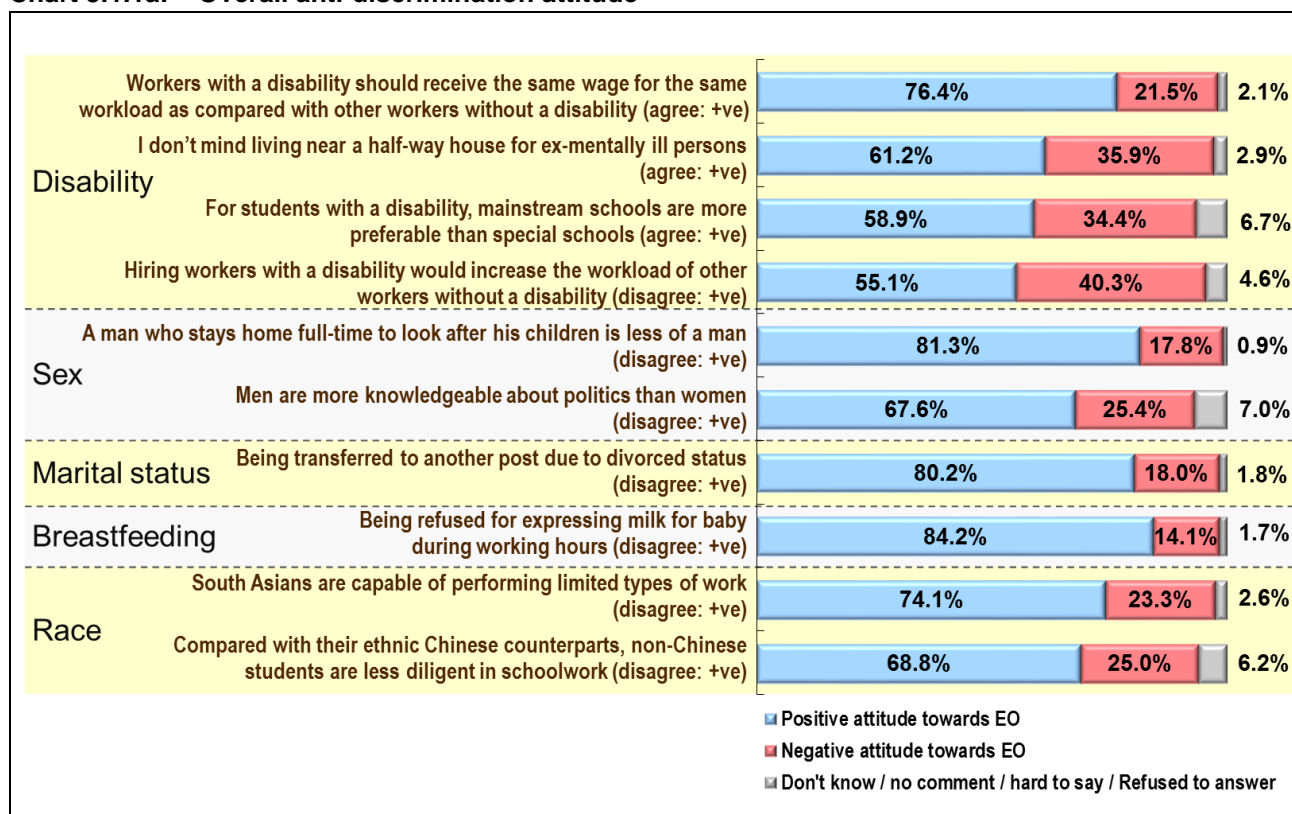
- 84.2% disagreed that “After returning to work from maternity leave, a shop sales worker requests a 30-minute session during her working day to express milk in the baby care room of the shopping mall. Her employer refuses her request because the additional break will be unfair to other staff” (*breastfeeding discrimination*);
- 81.3% disagreed that “A man who stays home full-time to look after his children is less of a man” (*sex discrimination*);
- 80.2% disagreed that “After a match-making agency realises that a customer service employee has divorced, the employer transfers the staff to a post that does not directly serve customers in order to avoid affecting the company image” (*marital status discrimination*);
- 76.4% agreed that “Workers with a disability should receive the same wage for the same workload as compared with other workers without a disability” (*disability discrimination*); and
- 74.1% disagreed that “South Asians are capable of performing limited types of work” (*race discrimination*).

3.1.1.3 Nevertheless, relatively lower percentages of the public showed anti-discrimination attitude towards the following five examples:

- 68.8% disagreed that “Compared with their ethnic Chinese counterparts, non-Chinese students are less diligent in schoolwork” (*race discrimination*);
- 67.6% disagreed that “Men are more knowledgeable about politics than women” (*sex discrimination*);
- 61.2% agreed that “I don’t mind living near a half-way house for ex-mentally ill persons” (*disability discrimination*);
- 58.9% agreed that “For students with a disability, mainstream schools are more preferable than special schools” (*disability discrimination*); and
- 55.1% disagreed “Hiring workers with a disability would increase the workload of other workers without a disability” (*disability discrimination*).

(Ref.: Chart 3.1.1a)

Chart 3.1.1a: Overall anti-discrimination attitude



Base: The general public aged 15 or above (n = 1 501) [Ref.: Q1]

Note: Reliability Analysis Test was conducted, and the Cronbach's alpha coefficient is 0.621, indicating that the internal validity and reliability tended to be good.

Overall analysis on the agreement of examples – comparison with other surveys

Baseline Survey on Public Attitudes towards Persons with a Disability 2010

3.1.1.4 Compared with the results in the Baseline Survey on Public Attitudes towards Persons with a Disability 2010 conducted by the EOC (“Survey 2010”), it was found that the percentages of respondents in the EO Awareness Survey 2021 (“Survey 2021”) who **showed anti-discrimination attitude** towards the following two examples were slightly different from those in Survey 2010 (when excluding “don’t know / no comment / hard to say” and “refused to answer”):

- In Survey 2021, 78.1% showed anti-discrimination attitude towards the example “Workers with a disability should receive the same wage for the same workload as compared with other workers without a disability”, which was slightly lower than 79.6% - 93.1% in Survey 2010 who showed anti-discrimination attitude towards the respective types of disability for the same example (*disability discrimination*); and
- In Survey 2021, 63.1% showed anti-discrimination attitude towards the example “For students with a disability, mainstream schools are more preferable than special schools”, which tended to be higher than the results in Survey 2010, except for “chronic illness” (71.8% showed anti-discrimination attitude). In 2010, the proportion of respondents who showed anti-discrimination attitude towards the respective types of disability for the same example (*disability discrimination*) ranges between 18.5% and 53.8%.

(Ref.: Table 3.1.1a)

EO Awareness Surveys in 2015 and 2012

3.1.1.5 Compared with the results in the EO Awareness Survey 2015 (“Survey 2015”) and the EO Awareness Survey 2012 (“Survey 2012”) conducted by the EOC, it was found that similar percentages of respondents in Survey 2021 **showed anti-discrimination attitude** towards the following two examples (when excluding “don’t know / no comment / hard to say” and “refused to answer”):

- “I don’t mind living near a half-way house for ex-mentally ill persons” (63.0% in Survey 2021, 62.0% in Survey 2015 and 62% in Survey 2012) (*disability discrimination*); and
- “After a match-making agency realises that a customer service employee has divorced, the employer transfers the staff to a post that does not directly serve customers in order to avoid affecting the company image” (81.6% in Survey 2021, 81.3% in Survey 2015 and 82% in Survey 2012) (*marital status discrimination*).

(Ref.: Table 3.1.1a)

Global Attitudes Towards Gender Equality 2019

3.1.1.6 Compared with the results in the Global Attitudes Towards Gender Equality 2019 conducted by Ipsos with 18 800 online respondents aged 16 – 64 across 27 countries ^{Note 1} (“Global Survey 2019”), it was found that a larger proportion of respondents in Survey 2021 **showed anti-discrimination attitude** towards the example “A man who stays home full-time to look after his children is less of a man” (81.3% in Survey 2021 vs. 75% in Global Survey 2019).

3.1.1.7 Specifically, the result in Survey 2021 showed that Hong Kong people indicated a stronger anti-discrimination attitude on this example than some countries (17.8% in this survey agreed with this statement), such as South Korea (76% agreed), India (39%) and Brazil (26%); on par with some countries, such as Mexico (20%), Germany (18%) and Poland (16%); yet slightly weaker than some countries, such as Australia (13%), Great Britain (13%), France (12%), Canada (11%) and the Netherlands (7%).

(Ref.: Table 3.1.1a)

Survey on Community Perception on Gender Issues 2009

3.1.1.8 Compared with the results in the Survey on Community Perception on Gender Issues 2009 conducted by the Women’s Commission ^{Note 2} (“Survey 2009”), it was found that a relatively smaller proportion of respondents in Survey 2021 **agreed with** the discriminatory example “Men are more knowledgeable about politics than women” (25.4% in Survey 2021 vs. 33.2% in Survey 2009).

(Ref.: Table 3.1.1a)

Note 1 <https://www.kcl.ac.uk/giwl/assets/iwd-giwl-main.pdf>

Note 2 <https://www.women.gov.hk/download/research/Community-perception-survey-findings.pdf>

Table 3.1.1a: Overall anti-discrimination attitude – comparison with other surveys

Examples	Results of Survey 2021 (excl. “don’t know / no comment / hard to say” and “refused to answer”)	Results of other surveys (excl. “don’t know / no comment / hard to say” and “refused to answer”)
		<u>Baseline Survey on Public Attitudes towards Persons with a Disability 2010 (conducted by the EOC; 1 011 respondents aged 15 or above)</u>
Workers with a disability should receive the same wage for the same workload as compared with other workers without a disability	Anti-discrimination attitude (strongly agree / agree) 78.1% Discrimination attitude (strongly disagree / disagree) 21.9%	➤ About 80% – 93% showed anti-discrimination attitude towards the respective types of disability: - Chronic illness (93.1%) - Physical impairment (86.7%) - HIV / AIDS (91.9%) - Sensory impairment (86.7%) - Autism (88.3%) - Visceral disability (86.3%) - ADHD (87.7%) - Mental illness (82.9%) - Specific learning difficulties (87.1%) - Intellectual disability (79.6%)
For students with a disability, mainstream schools are more preferable than special schools	Anti-discrimination attitude (strongly agree / agree) 63.1% Discrimination attitude (strongly disagree / disagree) 36.9%	➤ About 19% – 72% showed anti-discrimination attitude towards the respective types of disability: - Chronic illness (71.8%) - Autism (39.3%) - Physical impairment (53.8%) - Specific learning difficulties (33.6%) - HIV / AIDS (53.4%) - Sensory impairment (33.1%) - Visceral disability (47.4%) - Mental illness (24.7%) - ADHD (40.2%) - Intellectual disability (18.5%)
		<u>Equal Opportunities Awareness Survey 2015 (conducted by the EOC; 1 500 respondents aged 15 or above)</u> <u>Equal Opportunities Awareness Survey 2012 (conducted by the EOC; 1 504 respondents aged 15 or above)</u>
I don’t mind living near a half-way house for ex-mentally ill persons	Anti-discrimination attitude (strongly agree / agree) 63.0% Discrimination attitude (strongly disagree / disagree) 37.0%	<u>EO Awareness Survey 2015</u> ➤ The example was “I don’t want to live near a half-way house for discharged mental patients”. ➤ 62.0% showed anti-discrimination attitude (strongly disagree / disagree). ➤ 38.0% showed discrimination attitude (strongly agree / agree). ➤ No statistically significant difference was found. <u>EO Awareness Survey 2012</u> ➤ The same example as that in 2015. ➤ 62% showed anti-discrimination attitude (strongly disagree / disagree).
After a match-making agency realises that a customer service employee has divorced, the employer transfers the staff to a post that does not directly serve customers in order to avoid affecting the company image	Anti-discrimination attitude (strongly disagree / disagree) 81.6% Discrimination attitude (strongly agree / agree) 18.4%	<u>EO Awareness Survey 2015</u> ➤ The example was “A match-making agency for marriage noted that a customer service employee has divorced. To avoid affecting the company image, I agree with the practice of transferring the staff to another post of serving no customers”. ➤ 81.3% showed anti-discrimination attitude (strongly disagree / disagree). ➤ 18.7% showed discrimination attitude (strongly agree / agree). ➤ No statistically significant difference was found. <u>EO Awareness Survey 2012</u> ➤ The same example as that in 2015. ➤ 82% showed anti-discrimination attitude (strongly disagree / disagree).

Table 3.1.1a: Overall anti-discrimination attitude – comparison with other surveys (cont'd)

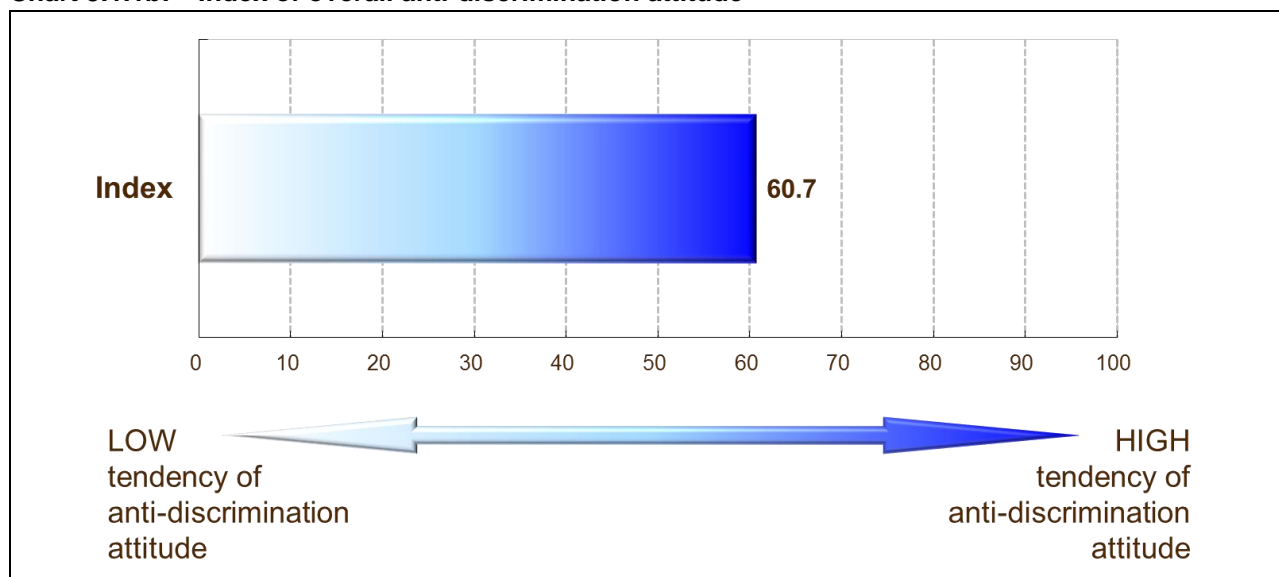
Examples	Results of Survey 2021	Results of other surveys
A man who stays home full-time to look after his children is less of a man	Anti-discrimination attitude (strongly disagree / disagree) 81.3%	<u>Global Attitudes Towards Gender Equality 2019</u> <u>(conducted by Ipsos; 18 800 online respondents aged 16 – 64 across 27 countries)</u> ➤ 75% showed anti-discrimination attitude (disagree). ➤ 18% showed discrimination attitude (agree), including: - South Korea (76%) - Germany (18%) - Great Britain (13%) - India (39%) - Poland (16%) - Spain (13%) - Brazil (26%) - Japan (15%) - Argentina (12%) - South Africa (22%) - Sweden (14%) - France (12%) - Malaysia (22%) - United States (14%) - Canada (11%) - Russia (22%) - Australia (13%) - Peru (11%) - Turkey (21%) - Chile (13%) - Colombia (10%) - Italy (21%) - Hungary (13%) - Netherlands (7%) - Mexico (20%) - Belgium (13%) - Serbia (6%)
	Discrimination attitude (strongly agree / agree) 17.8%	
	Don't know / no comment / hard to say / refused to answer 0.9%	
Men are more knowledgeable about politics than women	Anti-discrimination attitude (strongly disagree / disagree) 67.6%	<u>Survey on Community Perception on Gender Issues 2009</u> <u>(conducted by the Women's Commission; 1 530 respondents aged 15 or above)</u> ➤ 33.2% showed discrimination attitude (strongly / somewhat agree).
	Discrimination attitude (strongly agree / agree) 25.4%	
	Don't know / no comment / hard to say / refused to answer 7.0%	

Index of overall anti-discrimination attitude

3.1.1.9 An overall index was computed based on the results of the ten examples, and presented on a scale of 0 – 100, where 0 denotes low tendency of anti-discrimination attitude and 100 denotes high tendency. The index of the general public was 60.7, indicating a direction towards high tendency of anti-discrimination attitude.

(Ref.: Chart 3.1.1b)

Chart 3.1.1b: Index of overall anti-discrimination attitude



Base: The general public aged 15 or above (excl. "don't know / no comment / hard to say" and "refused to answer" in any of the 10 examples) (n = 1 149) [Ref.: Q1]

3.1.1.10 With the objective of understanding the characteristics of persons with various degrees of anti-discrimination attitude, respondents were segmented into three groups according to their indices of overall extent of anti-discrimination attitude:

- High tendency (score 65 – 100);
- Neutral (score 35 – 64); and
- Low tendency (score 0 – 34).

3.1.1.11 Of the general public, 35.1% fell under the high tendency group, 62.8% were neutral, and only 2.1% fell under the low tendency group.

Sub-group analysis on the Index of overall anti-discrimination attitude

3.1.1.12 When analysed by sub-groups, it was observed that the following sub-groups were significantly more likely to have a **higher index**, as compared with their counterparts:

- those aged 15 – 24 (63.5) and 25 – 29 (62.6) (vs. below 62 for those aged 30 or above);
- those who attained tertiary education or above (62.6) (vs. below 61 for those with lower education levels);
- students (65.1) and managers and administrators / professionals / associate professionals (63.8) (vs. below 62 for other occupations and other non-working persons);
- those who were never married (62.1) (vs. below 61 for those of other marital status);
- non-Chinese (66.7) (vs. 60.5 for Chinese); and
- Non-permanent Residents of Hong Kong (65.1) (vs. 60.4 for Hong Kong Permanent Residents).

(Ref.: Table 3.1.1b & Table 3.1.1c in Appendix A)

Table 3.1.1b : Index of overall anti-discrimination attitude – summary table of sub-groups with statistically significant differences

	Overall	Age						Education level		
		15 – 24	25 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary	Tertiary or above
Overall index	60.7	63.5	62.6	61.9	61.0	59.1	59.4	56.6	60.2	62.6

Table 3.1.1b : Index of overall anti-discrimination attitude – summary table of sub-groups with statistically significant differences (cont'd)

	Overall	Occupation						
		Manager & administrator / Professional / Associate professional	Clerical support / service & sales worker	Skilled & manual worker	Student	Home-maker	Unemployed	Retired
Overall index	60.7	63.8	59.4	61.5	65.1	59.9	57.3	59.9

Table 3.1.1b : Index of overall anti-discrimination attitude – summary table of sub-groups with statistically significant differences (cont'd)

	Overall	Marital status			Race		Hong Kong Permanent Residents or not	
		Never married	Married	Separated / divorced / widowed	Chinese	Non-Chinese	Yes	No
Overall index	60.7	62.1	60.2	59.4	60.5	66.7	60.4	65.1

Sub-group analysis on the individual examples

3.1.1.13 When excluding those who declared “don’t know / no comment / hard to say” and “refused to answer”, some statistically significant differences were observed between different sub-groups for individual examples as below.

(Disability discrimination) Workers with a disability should receive the same wage for the same workload as compared with other workers without a disability

3.1.1.14 Among the general public, 78.0% showed anti-discrimination attitude (strongly agree / agree) towards this example. Relatively higher percentages of the following sub-groups **showed anti-discrimination attitude**, as compared with their counterparts:

- those aged 15 – 24 (85.8%) and 25 – 29 (89.1%);
- those who attained tertiary education or above (83.6%);
- students (86.6%) and managers and administrators / professionals / associate professionals (84.8%);
- those who were never married (82.9%);
- Non-permanent Residents of Hong Kong (85.9%); and
- those with monthly household income of \$10,000 - \$19,999 (84.1%) and \$20,000 - \$29,999 (82.5%).

(Ref.: Table 3.1.1d in Appendix A)

(Disability discrimination) For students with a disability, mainstream schools are more preferable than special schools

3.1.1.15 Among the general public, 63.1% showed anti-discrimination attitude (strongly agree / agree) towards this example. Relatively higher percentages of the following sub-groups **showed anti-discrimination attitude**, as compared with their counterparts:

- non-Chinese (89.2%);
- Non-permanent Residents of Hong Kong (88.1%); and
- those with monthly household income of below \$10,000 (71.6%) and \$10,000 - \$19,999 (69.0%).

(Ref.: Table 3.1.1e in Appendix A)

(Disability discrimination) I don’t mind living near a half-way house for ex-mentally ill persons

3.1.1.16 Among the general public, 63.0% showed anti-discrimination attitude (strongly agree / agree) towards this example. Relatively higher percentages of the following sub-

groups **showed anti-discrimination attitude**, as compared with their counterparts:

- males (67.0%);
- managers and administrators / professionals / associate professionals (74.1%) and retired persons (66.6%); and
- those who were married (64.8%).

(Ref.: Table 3.1.1f in Appendix A)

(Disability discrimination) Hiring workers with a disability would increase the workload of other workers without a disability

3.1.1.17 Among the general public, 57.8% showed anti-discrimination attitude (strongly disagree / disagree) towards this example. Relatively higher percentages of the following sub-groups **showed anti-discrimination attitude**, as compared with their counterparts:

- those who attained primary education or below (64.4%) and tertiary education or above (60.1%);
- managers and administrators / professionals / associate professionals (64.7%), home-makers (61.8%) and unemployed persons (65.2%);
- Chinese (59.0%); and
- Hong Kong Permanent Residents (59.5%).

(Ref.: Table 3.1.1g in Appendix A)

(Sex discrimination) A man who stays home full-time to look after his children is less of a man

3.1.1.18 Among the general public, 82.0% showed anti-discrimination attitude (strongly disagree / disagree) towards this example. Relatively higher percentages of the following sub-groups **showed anti-discrimination attitude**, as compared with their counterparts:

- females (84.0%)^{Note 3};
- those who attained tertiary education or above (84.9%); and
- non-Chinese (93.3%).

(Ref.: Table 3.1.1h in Appendix A)

(Sex discrimination) Men are more knowledgeable about politics than women

3.1.1.19 Among the general public, 72.7% showed anti-discrimination attitude (strongly disagree / disagree) towards this example. Relatively higher percentages of the following sub-groups **showed anti-discrimination attitude**, as compared with their counterparts:

- those aged 15 – 49 (ranged from 75.7% to 81.6%);
- those who attained tertiary education or above (77.9%);
- students (86.0%) and managers and administrators / professionals / associate professionals (80.1%); and
- Non-permanent Residents of Hong Kong (84.5%).

(Ref.: Table 3.1.1i in Appendix A)

^{Note 3} It is interesting to note that a significant proportion of male respondents (79.6%) also strongly disagreed / disagreed with this statement.

(Marital status discrimination) After a match-making agency realises that a customer service employee has divorced, the employer transfers the staff to a post that does not directly serve customers in order to avoid affecting the company image

3.1.1.20 Among the general public, 81.6% showed anti-discrimination attitude (strongly disagree / disagree) towards this example. Relatively higher percentages of the following sub-groups **showed anti-discrimination attitude**, as compared with their counterparts:

- those who attained secondary education (82.8%) and tertiary education or above (83.3%);
- Non-permanent Residents of Hong Kong (89.0%); and
- those with monthly household income of \$10,000 - \$19,999 (90.1%), \$20,000 - \$29,999 (85.8%) and \$60,000 or above (88.3%).

(Ref.: Table 3.1.1j in Appendix A)

(Breastfeeding discrimination) After returning to work from maternity leave, a shop sales worker requests a 30-minute session during her working day to express milk in the baby care room of the shopping mall. Her employer refuses her request because the additional break will be unfair to other staff

3.1.1.21 Among the general public, 85.7% showed anti-discrimination attitude (strongly disagree / disagree) towards this example. Relatively higher percentages of the following sub-groups **showed anti-discrimination attitude**, as compared with their counterparts:

- students (92.8%) and managers and administrators / professionals / associate professionals (89.3%);
- Non-permanent Residents of Hong Kong (92.9%); and
- those with monthly household income of \$10,000 - \$19,999 (93.4%) and \$20,000 - \$29,999 (90.9%).

(Ref.: Table 3.1.1k in Appendix A)

(Race discrimination) South Asians are capable of performing limited types of work

3.1.1.22 Among the general public, 76.1% showed anti-discrimination attitude (strongly disagree / disagree) towards this example. Relatively higher percentages of the following sub-groups **showed anti-discrimination attitude**, as compared with their counterparts:

- those aged 25 – 29 (89.1%) and 30 – 39 (80.5%);
- those who attained tertiary education or above (81.0%);
- students (85.4%), managers and administrators / professionals / associate professionals (82.8%) and home-makers (79.0%);
- those who were never married (79.8%);
- non-Chinese (86.7%); and
- Non-permanent Residents of Hong Kong (85.0%).

(Ref.: Table 3.1.1l in Appendix A)

(Race discrimination) Compared with their ethnic Chinese counterparts, non-Chinese students are less diligent in schoolwork

3.1.1.23 Among the general public, 73.4% showed anti-discrimination attitude (strongly disagree / disagree) towards this example. Relatively higher percentages of the following sub-groups **showed anti-discrimination attitude**, as compared with their counterparts:

- those aged 15 – 24 (83.3%) and 25 – 29 (81.7%);
- those who attained tertiary education or above (81.6%);
- students (87.5%) and managers and administrators / professionals / associate professionals (83.1%);
- those who were never married (82.7%);
- non-Chinese (84.0%); and
- Non-permanent Residents of Hong Kong (81.1%).

(Ref.: Table 3.1.1m in Appendix A)

3.1.2 Public's perceived prevalence of different aspects of discrimination in Hong Kong

Overall analysis

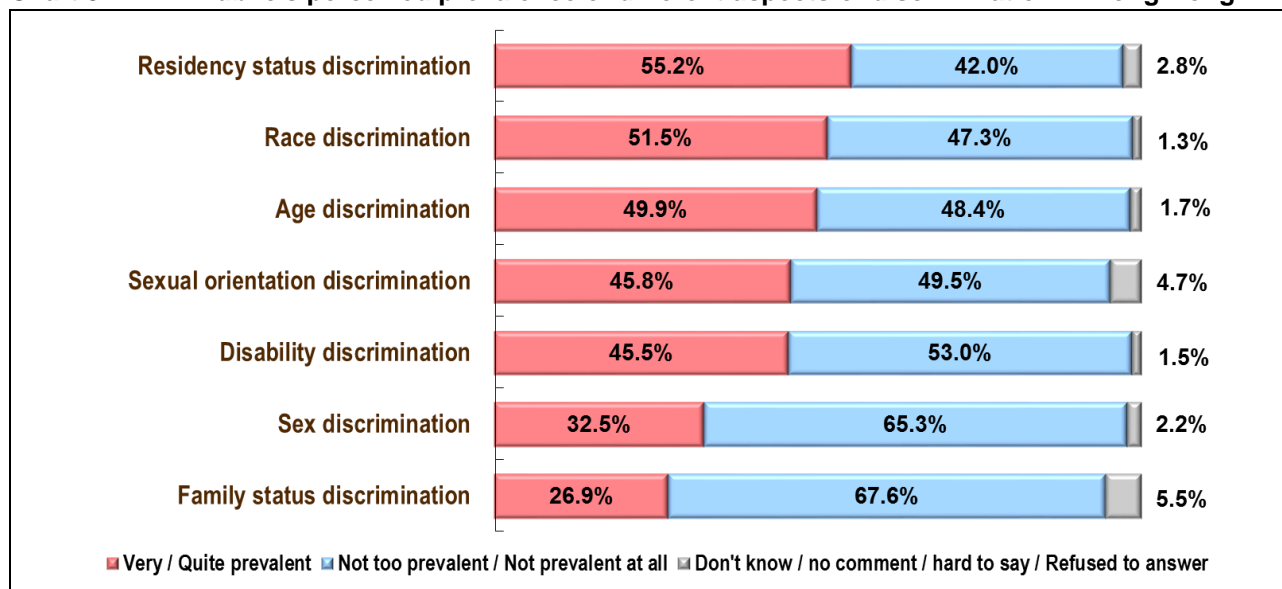
3.1.2.1 When people were asked about their perceived prevalence of different aspects of discrimination in Hong Kong, about half of the general public considered that residency status discrimination (55.2%), race discrimination (51.1%) and age discrimination (49.9%) were “very / quite prevalent”. The corresponding figures of “not too prevalent / not prevalent at all” are 42.0%, 47.3% and 48.4%.

3.1.2.2 On the contrary, less than one-third of the public considered that family status discrimination (26.9%) and sex discrimination (32.5%) were “very / quite prevalent”, whilst most of the general public considered these two types of discrimination “not too prevalent / not prevalent at all” (67.6% and 65.3% respectively).

3.1.2.3 Around 45% of the public thought that discrimination on the grounds of sexual orientation (45.8%) and disability (45.5%) were “very / quite prevalent”, whereas slightly higher percentages considered such situations “not too prevalent / not prevalent at all” (49.5% and 53.0% respectively).

(Ref.: Chart 3.1.2)

Chart 3.1.2: Public's perceived prevalence of different aspects of discrimination in Hong Kong



Base: The general public aged 15 or above (n = 1 501) [Ref.: Q2]

Comparison with other surveys

Discrimination in the European Union 2019, Eurobarometer Surveys

3.1.2.4 The European Commission conducted the Discrimination in the European Union 2019, Eurobarometer Survey, with 27 438 respondents from 28 Member States of the European Union ^{Note 4} (“Eurobarometer Survey”). Compared the findings of the Eurobarometer Survey, it was found that lower percentages of respondents in the EO Awareness Survey 2021 (“Survey 2021”) **responded negatively** towards the following three kinds of discrimination:

- race discrimination – 59% of the respondents in Eurobarometer Survey considered it widespread in their countries vs. 51.5% of the respondents in Survey 2021 considered it very / quite prevalent in Hong Kong;
- sexual orientation discrimination – 53% of the respondents in Eurobarometer Survey considered it widespread in their countries vs. 45.8% of the respondents in Survey 2021 considered it very / quite prevalent in Hong Kong; and
- sex discrimination – 35% of the respondents in Eurobarometer Survey considered it widespread in their countries vs. 32.5% of the respondents in Survey 2021 considered it very / quite prevalent in Hong Kong.

3.1.2.5 Yet, for age discrimination, a larger proportion of respondents in Survey 2021 **responded negatively**. While 40% of the respondents in Eurobarometer Survey considered it widespread in their countries, 49.9% of the respondents in Survey 2021 considered it very / quite prevalent in Hong Kong.

3.1.2.6 Besides, for disability discrimination, the proportions of **positive and negative responses** were similar in the two surveys. In Eurobarometer Survey, 51% of the respondents considered it rare and 44% considered it widespread in their countries, while in Survey 2021, 53.0% considered it not too prevalent / not prevalent at all and 45.5% considered it very / quite prevalent in Hong Kong.

(Ref.: Table 3.1.2a)

Note 4 <https://europa.eu/eurobarometer/api/deliverable/download/file?deliverableId=71116>

EO Awareness Survey 2012

3.1.2.7 In EO Awareness Survey 2012 (“Survey 2012”), respondents were asked if they thought sexual orientation discrimination and age discrimination were serious in Hong Kong. Comparing the results of Survey 2012 with this Survey, we observed an increase in the proportions of general public considering these two types of discrimination to be “very / quite prevalent” in Hong Kong.

3.1.2.8 As for age discrimination, while 41% of the respondents answered “very / quite serious” in 2012, 49.9% of the Hong Kong public responded “very / quite prevalent” in 2021. This represents a rise of 8.9 percentage points over the last 10 years. A lesser extent of increase was observed for the situation of sexual orientation discrimination from the public’s point of view. The figures reporting “very / quite serious” and “very/ quite prevalent” were 43% and 45.8% in 2012 and 2021 respectively.

(Ref.: Table 3.1.2a)

Table 3.1.2a: Public's perceived prevalence of different aspects of discrimination in Hong Kong – comparison with other surveys

Aspects	Results of this survey	Results of Discrimination in the European Union 2019, Eurobarometer Surveys	Results of EO Awareness Survey 2012
		(conducted by the European Commission; 27 438 respondents from 28 Member States of the European Union) ➤ The question is "For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (your country)? Discrimination on the basis of...".	(conducted by the EOC; 1 504 respondents aged 15 or above)
Race discrimination	Very / Quite prevalent 51.5% Not too prevalent / Not prevalent at all 47.3%	<u>Ethnic origin</u> ➤ 59% responded negatively (widespread); ➤ 35% responded positively (rare).	N/A
Age discrimination	Very / Quite prevalent 49.9% Not too prevalent / Not prevalent at all 48.4%	<u>Being perceived as too old or too young</u> ➤ 40% responded negatively (widespread); ➤ 54% responded positively (rare).	➤ The question was "Do you think the existing situation of age discrimination in the Hong Kong society serious or not?". ➤ 41% responded negatively (very / quite serious); ➤ 56% responded positively (not quite / not serious at all).
Sexual orientation discrimination	Very / Quite prevalent 45.8% Not too prevalent / Not prevalent at all 49.5%	<u>Sexual orientation (being gay, lesbian or bisexual)</u> ➤ 53% responded negatively (widespread); ➤ 40% responded positively (rare).	➤ The question was "Do you think the existing situation of sexual orientation discrimination in the Hong Kong society serious or not?". ➤ 43% responded negatively (very / quite serious); ➤ 49% responded positively (not quite / not serious at all).
Disability discrimination	Very / Quite prevalent 45.5% Not too prevalent / Not prevalent at all 53.0%	<u>Disability</u> ➤ 44% responded negatively (widespread); ➤ 51% responded positively (rare).	N/A
Sex discrimination	Very / Quite prevalent 32.5% Not too prevalent / Not prevalent at all 65.3%	<u>Being a man or a woman</u> ➤ 35% responded negatively (widespread); ➤ 59% responded positively (rare).	N/A

Sub-group analysis

3.1.2.9 Overall, the following sub-groups were more likely to consider the different aspects of discrimination **very / quite prevalent**:

- young persons aged 15 – 29;
- those with a higher education level of tertiary or above;
- students; and
- those who were never married.

(Ref.: Table 3.1.2b & Tables 3.1.2c – i in Appendix A)

Table 3.1.2b : Public's perceived prevalence of different aspects of discrimination in Hong Kong – summary table of sub-groups with statistically significant differences

	Gender		Age					
	Male	Female	15 – 24	25 – 29	30 – 39	40 – 49	50 – 59	60+
Residency status discrimination								
Race discrimination			+	+	+	-	-	-
Age discrimination	-	+	+	-	-	-	-	-
Sexual orientation discrimination			+	+	+	+	-	-
Disability discrimination			-	+	-	-	-	-
Sex discrimination			+	+	+	-	-	-
Family status discrimination								

"+" indicates that **relatively higher percentage** of the group considered the corresponding aspect of discrimination **very / quite prevalent**, as compared with the counterparts.

"-" indicates that **relatively higher percentage** of the group considered the corresponding aspect of discrimination **not too prevalent / not prevalent at all**, as compared with the counterparts.

Table 3.1.2b : Public's perceived prevalence of different aspects of discrimination in Hong Kong – summary table of sub-groups with statistically significant differences (cont'd)

	Education level			Marital status			Race	
	Primary or below	Secondary	Tertiary or above	Never married	Married	Separated / divorced / widowed	Chinese	Non-Chinese
Residency status discrimination								
Race discrimination	-	-	+	+	-	+		
Age discrimination	-	+	+				-	+
Sexual orientation discrimination	-	-	+	+	-	-	-	+
Disability discrimination	-	-	+	+	-	-	+	-
Sex discrimination	+	-	+	+	-	-		
Family status discrimination	+	-	-	-	-	+		

"+" indicates that **relatively higher percentage** of the group considered the corresponding aspect of discrimination **very / quite prevalent**, as compared with the counterparts.

"-" indicates that **relatively higher percentage** of the group considered the corresponding aspect of discrimination **not too prevalent / not prevalent at all**, as compared with the counterparts.

Table 3.1.2b : Public's perceived prevalence of different aspects of discrimination in Hong Kong – summary table of sub-groups with statistically significant differences (cont'd)

	Occupation						
	Manager & administrator / Professional / Associate professional	Clerical support / service & sales worker	Skilled & manual worker	Student	Home-maker	Unemployed	Retired
Residency status discrimination	+	+	-	+	-	+	-
Race discrimination	-	-	-	+	-	-	-
Age discrimination	-	-	+	+	-	-	-
Sexual orientation discrimination	-	-	+	+	-	-	-
Disability discrimination	-	+	-	+	-	+	-
Sex discrimination							
Family status discrimination	-	-	-	-	-	+	-

"+" indicates that **relatively higher percentage** of the group considered the corresponding aspect of discrimination **very / quite prevalent**, as compared with the counterparts.

"-" indicates that **relatively higher percentage** of the group considered the corresponding aspect of discrimination **not too prevalent / not prevalent at all**, as compared with the counterparts.

Table 3.1.2b : Public's perceived prevalence of different aspects of discrimination in Hong Kong – summary table of sub-groups with statistically significant differences (cont'd)

	Hong Kong Permanent Residents or not		Monthly household income					
	Yes	No	Below \$10,000	\$10,000 – \$19,999	\$20,000 – \$29,999	\$30,000 – \$39,999	\$40,000 – \$59,999	\$60,000 or above
Residency status discrimination								
Race discrimination	-	+						
Age discrimination	-	+	+	+	-	-	-	-
Sexual orientation discrimination	-	+	-	+	-	-	-	-
Disability discrimination			-	+	-	-	+	+
Sex discrimination								
Family status discrimination	+	-						

"+" indicates that **relatively higher percentage** of the group considered the corresponding aspect of discrimination **very / quite prevalent**, as compared with the counterparts.

"-" indicates that **relatively higher percentage** of the group considered the corresponding aspect of discrimination **not too prevalent / not prevalent at all**, as compared with the counterparts.

3.1.2.10 When excluding those who declared “don’t know / no comment / hard to say” and “refused to answer”, some statistically significant differences were observed between different sub-groups for individual aspects of discrimination as below.

Residency status discrimination

3.1.2.11 Among the general public, 56.8% considered residency status discrimination very / quite prevalent and 43.2% considered it not too prevalent / not prevalent at all in Hong Kong. Relatively higher percentages of the students (66.0%), unemployed persons (61.8%), managers and administrators / professionals / associate professionals (60.0%) and clerical support / service and sales workers (58.8%) considered it **very / quite prevalent**, as compared with their counterparts.

(Ref.: Table 3.1.2c in Appendix A)

Race discrimination

3.1.2.12 Among the general public, 52.1% considered race discrimination very / quite prevalent and 47.9% considered it not too prevalent / not prevalent at all in Hong Kong. Relatively higher percentages of the following sub-groups considered it **very / quite prevalent**, as compared with their counterparts:

- those aged 15 – 39 (ranged from 58.0% to 65.1%);
- those who attained tertiary education or above (56.8%);
- students (63.2%);
- those who were never married (62.3%) and separated / divorced / widowed (60.9%); and
- Non-permanent Residents of Hong Kong (63.5%).

(Ref.: Table 3.1.2d in Appendix A)

Age discrimination

3.1.2.13 Among the general public, 50.7% considered age discrimination very / quite prevalent and 49.3% considered it not too prevalent / not prevalent at all in Hong Kong. Relatively higher percentages of the following sub-groups considered it **very / quite prevalent**, as compared with their counterparts:

- females (56.0%);
- those aged 15 – 24 (60.3%);
- those who attained secondary education (52.3%) and tertiary education or above (52.6%);
- students (64.6%) and skilled and manual workers (57.3%);
- non-Chinese (77.3%);
- Non-permanent Residents of Hong Kong (75.6%); and
- those with monthly household income of below \$10,000 (60.2%) and \$10,000 - \$19,999 (54.5%).

(Ref.: Table 3.1.2e in Appendix A)

Sexual orientation discrimination

3.1.2.14 Among the general public, 48.1% considered sexual orientation discrimination very / quite prevalent and 51.9% considered it not too prevalent / not prevalent at all in Hong Kong. Relatively higher percentages of the following sub-groups considered it **very / quite prevalent**, as compared with their counterparts:

- those aged 15 – 49 (ranged from 52.0% to 55.6%);
- those who attained tertiary education or above (52.9%);
- students (61.1%) and skilled and manual workers (59.0%);
- those who were never married (53.4%);
- non-Chinese (81.3%);
- Non-permanent Residents of Hong Kong (71.0%); and
- those with monthly household income of \$10,000 - \$19,999 (56.7%).

(Ref.: Table 3.1.2f in Appendix A)

Disability discrimination

3.1.2.15 Among the general public, 46.2% considered disability discrimination very / quite prevalent and 53.8% considered it not too prevalent / not prevalent at all in Hong Kong. Relatively higher percentages of the following sub-groups considered it **very / quite prevalent**, as compared with their counterparts:

- those aged 25 – 29 (58.2%);
- those who attained tertiary education or above (50.8%);
- unemployed persons (52.9%), students (51.6%) and clerical support / service and sales workers (50.5%);
- those who were never married (52.4%);
- Chinese (47.0%); and
- those with monthly household income of \$10,000 - \$19,999 (51.5%), \$40,000 - \$59,999 (50.0%) and \$60,000 or above (50.5%).

(Ref.: Table 3.1.2g in Appendix A)

Sex discrimination

3.1.2.16 Among the general public, 33.2% considered sex discrimination very / quite prevalent and 66.8% considered it not too prevalent / not prevalent at all in Hong Kong. Relatively higher percentages of the following sub-groups considered it **very / quite prevalent**, as compared with their counterparts:

- those aged 15 – 39 (ranged from 38.1% to 40.7%);
- those who attained primary education or below (42.1%) and tertiary education or above (37.3%); and
- those who were never married (40.0%).

(Ref.: Table 3.1.2h in Appendix A)

Family status discrimination

3.1.2.17 Among the general public, 28.4% considered family status discrimination very / quite prevalent and 71.6% considered it not too prevalent / not prevalent at all in Hong Kong. Relatively higher percentages of the following sub-groups considered it **very / quite prevalent**, as compared with their counterparts:

- those who attained primary education or below (44.9%);
- unemployed persons (47.0%);
- those who were separated / divorced / widowed (40.0%); and
- Hong Kong Permanent Residents (29.8%).

(Ref.: Table 3.1.2i in Appendix A)

3.1.3 Experience of discrimination / harassment during the 12 months before enumeration

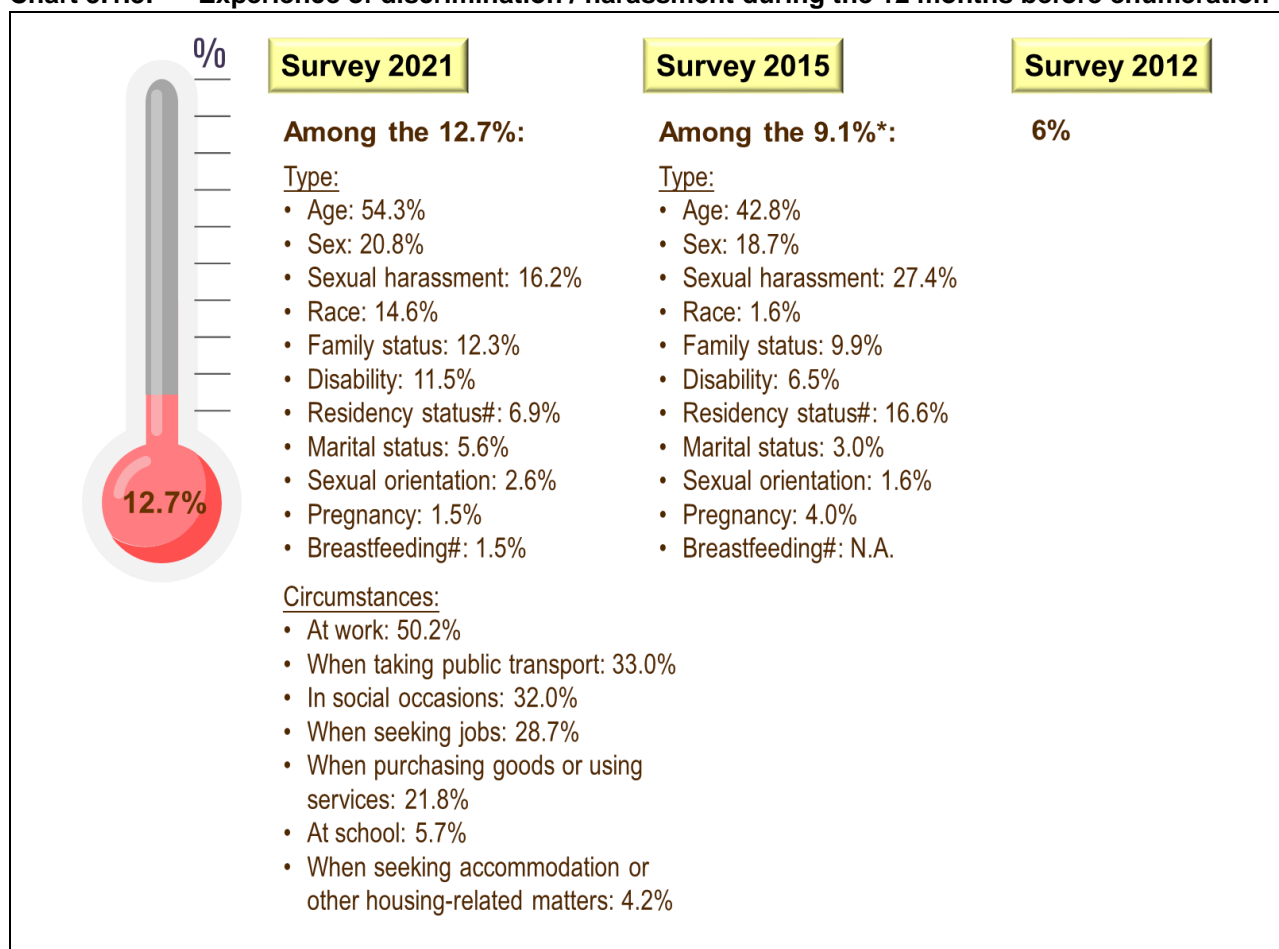
Overall analysis

3.1.3.1 One in eight of the general public (12.7%) claimed that they had experienced discrimination or harassment during the 12 months before enumeration. This proportion was relatively higher than that in Survey 2015 (9.1%).

3.1.3.2 Among the 12.7% of the respondents who experienced discrimination or harassment, relatively more people encountered age discrimination (54.3%), followed by sex discrimination (20.8%) and sexual harassment (16.2%), which is similar to the findings in 2015. Besides, half of the 12.7% of the public encountered discrimination or harassment “at work” (50.2%), followed by “during travel by public transport” (33.0%), “on social occasions” (32.0%) and “in the job-seeking process” (28.7%).

(Ref.: Chart 3.1.3)

Chart 3.1.3: Experience of discrimination / harassment during the 12 months before enumeration



Base: The general public aged 15 or above (n = 1 501) [Ref.: Q3]

Breastfeeding discrimination was not included in Survey 2015 and 2012.

Residency status discrimination was not included in Survey 2012.

* Statistically significant differences (p<0.05) were found between Survey 2021 and 2015.

Sub-group analysis

3.1.3.3 When analysed by sub-groups, it was observed that the following sub-groups were more likely to encounter discrimination / harassment, as compared with their counterparts:

- unemployed persons (23.6%) (vs. 16.1% or below for other occupation groups and other non-working groups);
- those who were separated / divorced / widowed (27.3%) (vs. 12.1% for never married and 11.8% for married respondents); and
- Non-permanent Residents of Hong Kong (21.9%) (vs. 11.8% for Hong Kong Permanent Residents).

(Ref.: Table 3.1.3 in Appendix A)

3.1.4 Awareness of the current discrimination ordinances in Hong Kong

Overall analysis

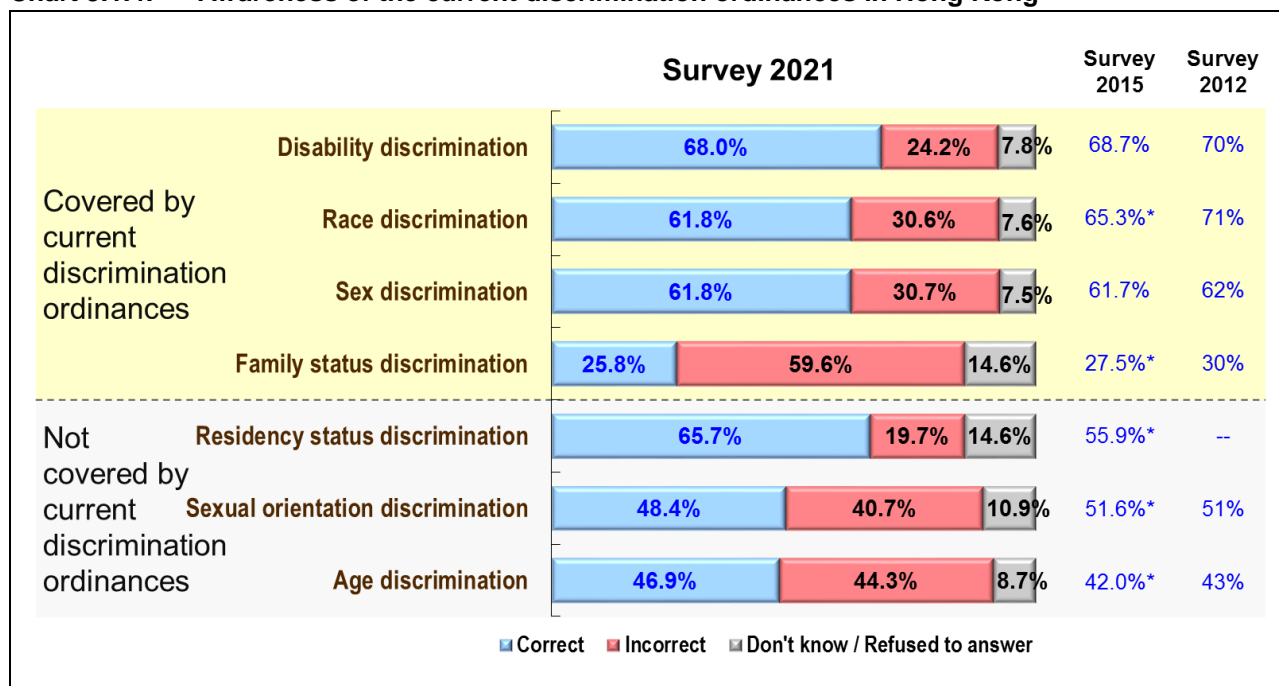
3.1.4.1 Most of the general public were aware of current ordinances prohibiting discrimination on the grounds of disability (68.0%), race (61.8%) and sex (61.8%), whereas fewer were aware of the Family Status Discrimination Ordinance (25.8%). Moreover, most of the public knew that residency status discrimination (65.7%) is not covered by current discrimination ordinances, while fewer knew that the current discrimination ordinances do not cover sexual orientation (48.4%) and age (46.9%) discrimination.

3.1.4.2 Compared with the results of Survey 2015 and Survey 2012, on the one hand, it was observed that slightly lower percentages of respondents in Survey 2021 were aware of the ordinances for race discrimination (61.8% in 2021; vs. 65.3% in 2015 and 71% in 2012) and family status discrimination (25.8% in 2021; vs. 27.5% in 2015 and 30% in 2012); and a slightly smaller proportion of the general public knew that sexual orientation discrimination is not covered by current discrimination ordinances (48.4% in 2021; vs. 51.6% in 2015 and 51% in 2012).

3.1.4.3 On the other hand, higher percentages of respondents in Survey 2021 correctly pointed out that the current discrimination ordinances do not cover discrimination on the grounds of residency status (65.7% in 2021; vs. 55.9% in 2015) and age (46.9% in 2021; vs. 42.0% in 2015 and 43% in 2012).

(Ref.: Chart 3.1.4)

Chart 3.1.4: Awareness of the current discrimination ordinances in Hong Kong



Base: The general public aged 15 or above (n = 1 501) [Ref.: Q4]

* Statistically significant differences ($p < 0.05$) were found between Survey 2021 and 2015.

Sub-group analysis

3.1.4.4 Overall, the following sub-groups were more likely to **misunderstand that discrimination on the grounds of sex, disability, family status and race are not covered by current discrimination ordinances**:

- the elderly aged 60 or above;
- those with a lower education level of primary or below;
- retired persons;
- Chinese;
- Hong Kong Permanent Residents; and
- those with a lower monthly household income of below \$10,000.

(Ref.: Table 3.1.4a & Tables 3.1.4b – e in Appendix A)

3.1.4.5 The following sub-groups were more likely to **misunderstand that discrimination on the grounds of age and sexual orientation are covered by current discrimination ordinances**:

- young persons aged 15 – 24;
- those with a higher education level of tertiary or above;
- skilled and manual workers; and
- non-Chinese.

(Ref.: Table 3.1.4a & Tables 3.1.4f & g in Appendix A)

Table 3.1.4a : Awareness of the current discrimination ordinances in Hong Kong – summary table of sub-groups with statistically significant differences

	Gender		Age					
	Male	Female	15 – 24	25 – 29	30 – 39	40 – 49	50 – 59	60+
Sex discrimination			+	+	+	+	+	-
Disability discrimination			+	+	+	+	-	-
Family status discrimination			+	-	+	+	+	-
Race discrimination			+	+	+	+	+	-
Age discrimination			-	+	+	+	+	+
Sexual orientation discrimination	+	-	-	-	-	+	-	+
Residency status discrimination								

"+" indicates that **relatively higher percentage** of the group **gave correct answer** for the corresponding aspect of discrimination, as compared with the counterparts.

"-" indicates that **relatively higher percentage** of the group **gave incorrect answer** for the corresponding aspect of discrimination, as compared with the counterparts.

Table 3.1.4a : Awareness of the current discrimination ordinances in Hong Kong – summary table of sub-groups with statistically significant differences (cont'd)

	Education level			Marital status			Race	
	Primary or below	Secondary	Tertiary or above	Never married	Married	Separated / divorced / widowed	Chinese	Non-Chinese
Sex discrimination	-	+	+	+	-	+	-	+
Disability discrimination	-	+	+	+	+	-	-	+
Family status discrimination	-	+	+	+	-	-	-	+
Race discrimination	-	+	+	+	+	-	-	+
Age discrimination	+	+	-	-	+	+	+	-
Sexual orientation discrimination	+	-	-				+	-
Residency status discrimination							-	+

"+" indicates that **relatively higher percentage** of the group **gave correct answer** for the corresponding aspect of discrimination, as compared with the counterparts.

"-" indicates that **relatively higher percentage** of the group **gave incorrect answer** for the corresponding aspect of discrimination, as compared with the counterparts.

Table 3.1.4a : Awareness of the current discrimination ordinances in Hong Kong – summary table of sub-groups with statistically significant differences (cont'd)

	Occupation						
	Manager & administrator / Professional / Associate professional	Clerical support / service & sales worker	Skilled & manual worker	Student	Home-maker	Unemployed	Retired
Sex discrimination	+	+	+	+	-	-	-
Disability discrimination	+	+	+	+	+	+	-
Family status discrimination	+	+	+	+	-	-	-
Race discrimination	+	+	+	+	-	+	-
Age discrimination	+	+	-	-	+	+	+
Sexual orientation discrimination	+	+	-	+	+	-	+
Residency status discrimination							

"+" indicates that **relatively higher percentage** of the group **gave correct answer** for the corresponding aspect of discrimination, as compared with the counterparts.

"-" indicates that **relatively higher percentage** of the group **gave incorrect answer** for the corresponding aspect of discrimination, as compared with the counterparts.

Table 3.1.4a : Awareness of the current discrimination ordinances in Hong Kong – summary table of sub-groups with statistically significant differences (cont'd)

	Hong Kong Permanent Residents or not		Monthly household income					
	Yes	No	Below \$10,000	\$10,000 – \$19,999	\$20,000 – \$29,999	\$30,000 – \$39,999	\$40,000 – \$59,999	\$60,000 or above
Sex discrimination	-	+	-	+	+	+	+	-
Disability discrimination	-	+	-	+	+	+	+	+
Family status discrimination								
Race discrimination	-	+	-	+	+	-	+	+
Age discrimination	+	-	+	+	-	+	+	+
Sexual orientation discrimination	+	-						
Residency status discrimination								

"+" indicates that **relatively higher percentage** of the group **gave correct answer** for the corresponding aspect of discrimination, as compared with the counterparts.

"-" indicates that **relatively higher percentage** of the group **gave incorrect answer** for the corresponding aspect of discrimination, as compared with the counterparts.

3.1.4.6 When excluding those who declared “don’t know” and “refused to answer”, some statistically significant differences were observed between different sub-groups for individual aspects of discrimination as below.

Sex discrimination (covered by current discrimination ordinances)

3.1.4.7 Among the general public, 66.8% were aware of the Sex Discrimination Ordinance, while 33.2% answered incorrectly. Relatively higher percentages of the following sub-groups **misunderstood that sex discrimination is not covered by current discrimination ordinances**, as compared with their counterparts:

- those aged 60 or above (44.1%);
- those who attained primary education or below (51.9%);
- retired persons (44.2%), unemployed persons (41.8%) and home-makers (37.6%);
- those who were married (35.4%);
- Chinese (34.4%);
- Hong Kong Permanent Residents (35.0%); and
- those with monthly household income of below \$10,000 (41.8%) and \$60,000 or above (39.2%).

(Ref.: Table 3.1.4b in Appendix A)

Disability discrimination (covered by current discrimination ordinances)

3.1.4.8 Among the general public, 73.7% were aware of the Disability Discrimination Ordinance, while 26.3% answered incorrectly. Relatively higher percentages of the following sub-groups **misunderstood that disability discrimination is not covered by current discrimination ordinances**, as compared with their counterparts:

- those aged 50 – 59 (36.1%) and 60 or above (38.6%);
- those who attained primary education or below (44.6%);
- retired persons (42.0%);
- those who were separated / divorced / widowed (44.4%);
- Chinese (27.1%);
- Hong Kong Permanent Residents (28.1%); and
- those with monthly household income of below \$10,000 (37.6%).

(Ref.: Table 3.1.4c in Appendix A)

Family status discrimination (covered by current discrimination ordinances)

3.1.4.9 Among the general public, 30.2% were aware of the Family Status Discrimination Ordinance, while 69.8% answered incorrectly. Relatively higher percentages of the following sub-groups **misunderstood that family status discrimination is not covered by current discrimination ordinances**, as compared with their counterparts:

- those aged 25 – 29 (74.7%) and 60 or above (75.0%);
- those who attained primary education or below (74.0%);
- unemployed persons (78.8%), home-makers (76.5%) and retired persons (73.0%);
- those who were separated / divorced / widowed (74.0%) and married (72.3%); and
- Chinese (70.8%).

(Ref.: Table 3.1.4d in Appendix A)

Race discrimination (covered by current discrimination ordinances)

3.1.4.10 Among the general public, 66.9% were aware of the Race Discrimination Ordinance, while 33.1% answered incorrectly. Relatively higher percentages of the following sub-groups **misunderstood that race discrimination is not covered by current discrimination ordinances**, as compared with their counterparts:

- those aged 60 or above (43.8%);
- those who attained primary education or below (49.3%);
- retired persons (45.9%) and home-makers (38.8%);
- those who were separated / divorced / widowed (44.4%);
- Chinese (34.2%);
- Hong Kong Permanent Residents (34.8%); and
- those with monthly household income of below \$10,000 (40.4%) and \$30,000 - \$39,999 (38.1%).

(Ref.: Table 3.1.4e in Appendix A)

Age discrimination (not covered by current discrimination ordinances)

3.1.4.11 Among the general public, 51.4% could correctly indicate that there is no ordinance covering age discrimination, while 48.6% answered incorrectly. Relatively higher percentages of the following sub-groups **misunderstood that age discrimination is covered by current discrimination ordinances**, as compared with their counterparts:

- those aged 15 – 24 (67.6%);
- those who attained tertiary education or above (53.1%);
- students (66.3%) and skilled and manual workers (57.5%);
- those who were never married (56.1%);
- non-Chinese (83.3%);
- Non-permanent Residents of Hong Kong (80.2%); and
- those with monthly household income of \$20,000 - \$29,999 (57.0%).

(Ref.: Table 3.1.4f in Appendix A)

Sexual orientation discrimination (not covered by current discrimination ordinances)

3.1.4.12 Among the general public, 54.3% could correctly indicate that there is no ordinance covering sexual orientation discrimination, while 45.7% answered incorrectly. Relatively higher percentages of the following sub-groups **misunderstood that sexual orientation discrimination is covered by current discrimination ordinances**, as compared with their counterparts:

- females (48.9%);
- those aged 15 – 39 and 50 – 59 (ranged from 49.3% to 51.5%);
- those who attained secondary education (46.5%) and tertiary education or above (47.1%);
- unemployed persons (59.7%) and skilled and manual workers (54.8%);
- non-Chinese (77.0%); and
- Non-permanent Residents of Hong Kong (67.2%).

(Ref.: Table 3.1.4g in Appendix A)

Residency status discrimination (*not covered by current discrimination ordinances*)

3.1.4.13 Among the general public, 77.0% could correctly indicate that there is no ordinance covering residency status discrimination, while 23.0% answered incorrectly. A relatively larger proportion of Chinese respondents (23.6%) **misunderstood that residency status discrimination is covered by current discrimination ordinances**, as compared with their counterparts.

(Ref.: Table 3.1.4h in Appendix A)

3.2 Awareness and Perceptions of the EOC and Its Work

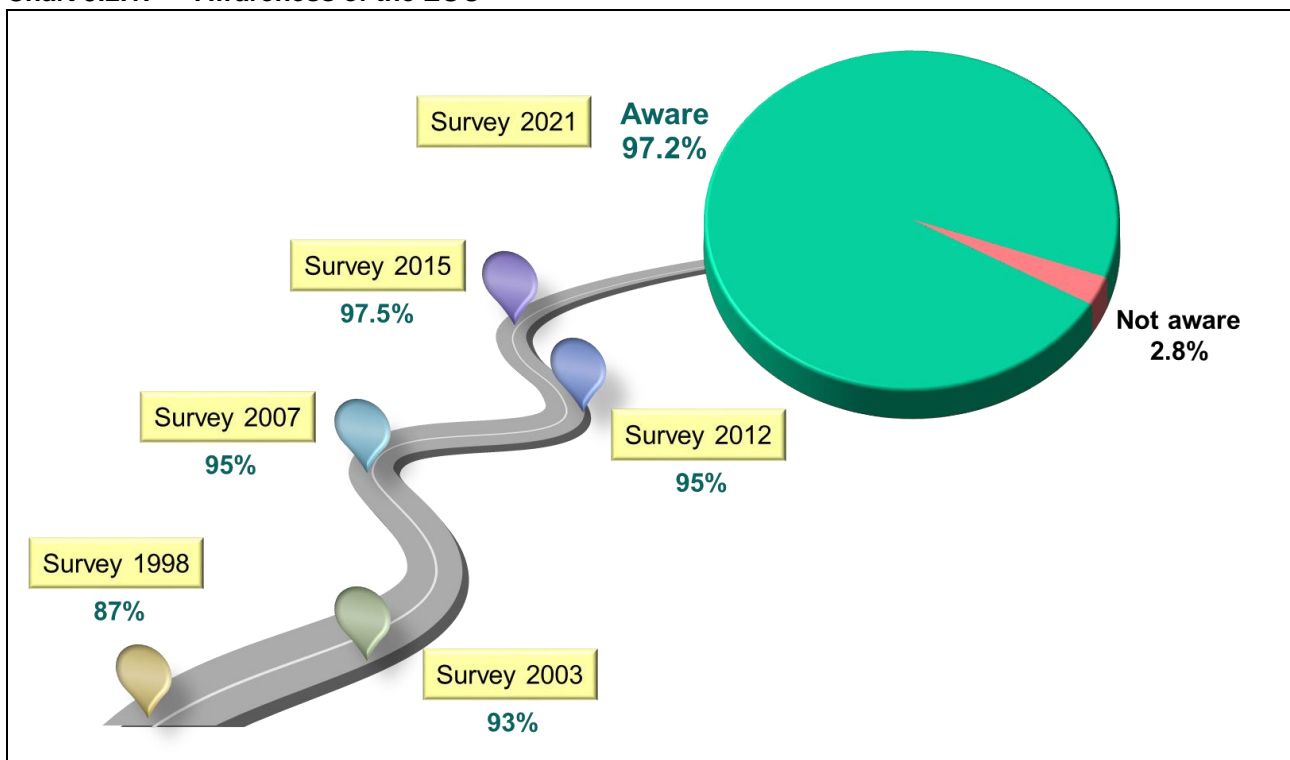
3.2.1 Awareness of the EOC

Overall analysis

3.2.1.1 The vast majority of the general public (97.2%) were aware of the EOC, which is similar to the result in Survey 2015 (97.5%). It was observed that the awareness level of the EOC remained at a very high level, and increased by about 10 percentage points as compared with 87% in 1998.

(Ref.: Chart 3.2.1)

Chart 3.2.1: Awareness of the EOC



Base: The general public aged 15 or above (n = 1 501) [Ref.: Q5]

Note: No statistically significant difference ($p < 0.05$) was found between Survey 2021 and 2015.

Sub-group analysis

3.2.1.2 When analysed by sub-groups, it was observed that more than 90% of the respondents in different sub-groups were aware of the EOC. The awareness level was **slightly lower** among the following sub-groups, as compared with their counterparts:

- females (96.4%);
- those aged 60 or above (95.1%);
- those who attained primary education or below (92.9%);
- home-makers (93.5%), retired persons (95.2%), unemployed persons (95.8%) and students (95.9%); and
- Non-permanent Residents of Hong Kong (93.0%).

(Ref.: Table 3.2.1 in Appendix A)

3.2.2 Awareness of the EOC's educational, promotional and publicity activities during the 12 months before enumeration

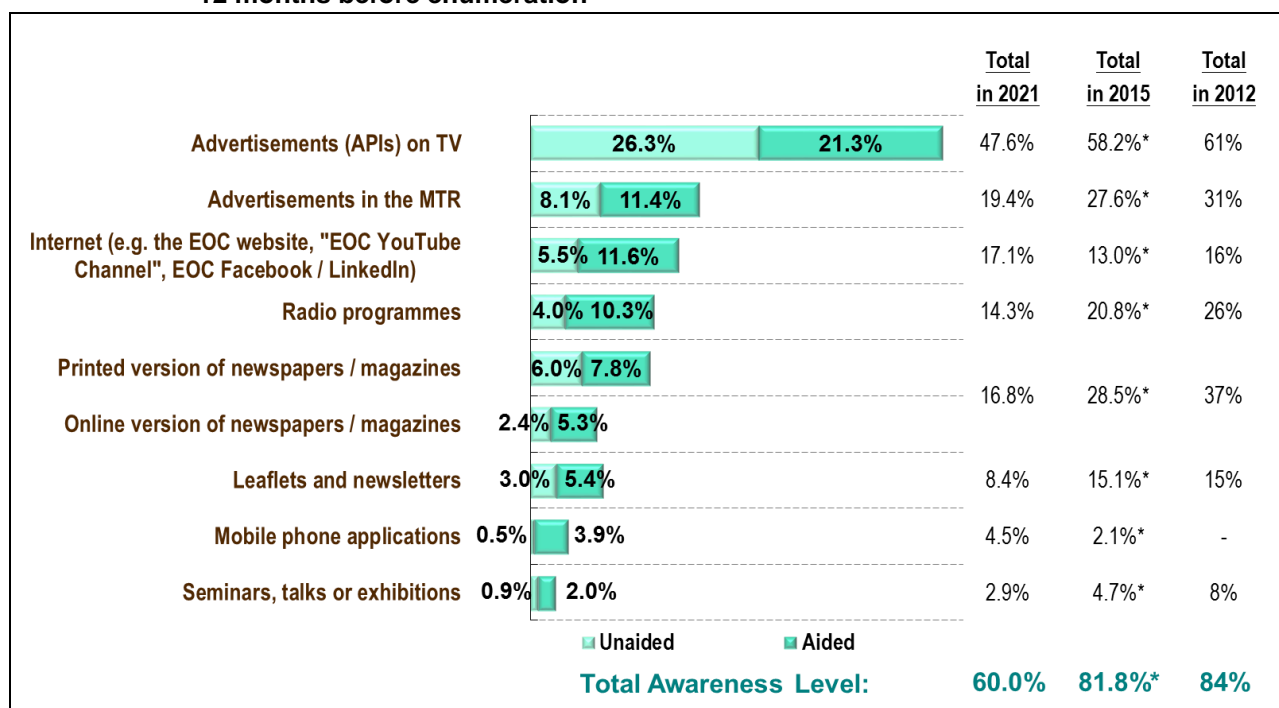
Overall analysis

3.2.2.1 When asked about the awareness of the EOC's educational, promotional and publicity activities during the 12 months before enumeration, three-fifth of the general public (60.0%) were aware of one or more of the publicity items. The total awareness level was relatively lower than 81.8% in 2015 and 84% in 2012.

3.2.2.2 Specifically, more members of the public were aware of the EOC's publicity materials through the Announcements of Public Interests (APIs) on TV (47.6%), followed by advertisements in the MTR (19.4%), channels on the Internet (e.g. the EOC's website, YouTube channel, Facebook / LinkedIn) (17.1%), printed / online versions of newspapers / magazines (16.8%) and radio programmes (14.3%).

(Ref.: Chart 3.2.2)

Chart 3.2.2: Awareness of the EOC's educational, promotional and publicity activities during the 12 months before enumeration



Base: The general public aged 15 or above (n = 1 501) [Ref.: Q6a & b]

* Statistically significant differences ($p < 0.05$) were found between Survey 2021 and 2015.

Sub-group analysis

3.2.2.3 When analysed by sub-groups, it was observed that **the total awareness level tended to be higher** among the following sub-groups, as compared with their counterparts:

- those aged 15 – 24 (72.3%) and 30 – 39 (66.2%);
- those who attained tertiary education or above (64.7%);
- managers and administrators / professionals / associate professionals (70.0%) and students (68.0%);
- those who were never married (65.7%); and
- those with monthly household income of \$60,000 or above (68.3%).

3.2.2.4 **The total awareness level tended to be lower** among the following sub-groups, as compared with their counterparts:

- those aged 60 or above (55.8%);
- those who attained primary education or below (50.3%);
- home-makers (42.9%) and unemployed persons (54.2%);
- those who were separated / divorced / widowed (51.5%); and
- those with monthly household income of below \$10,000 (52.2%) and \$10,000 - \$19,999 (54.9%).

(Ref.: Table 3.2.2 in Appendix A)

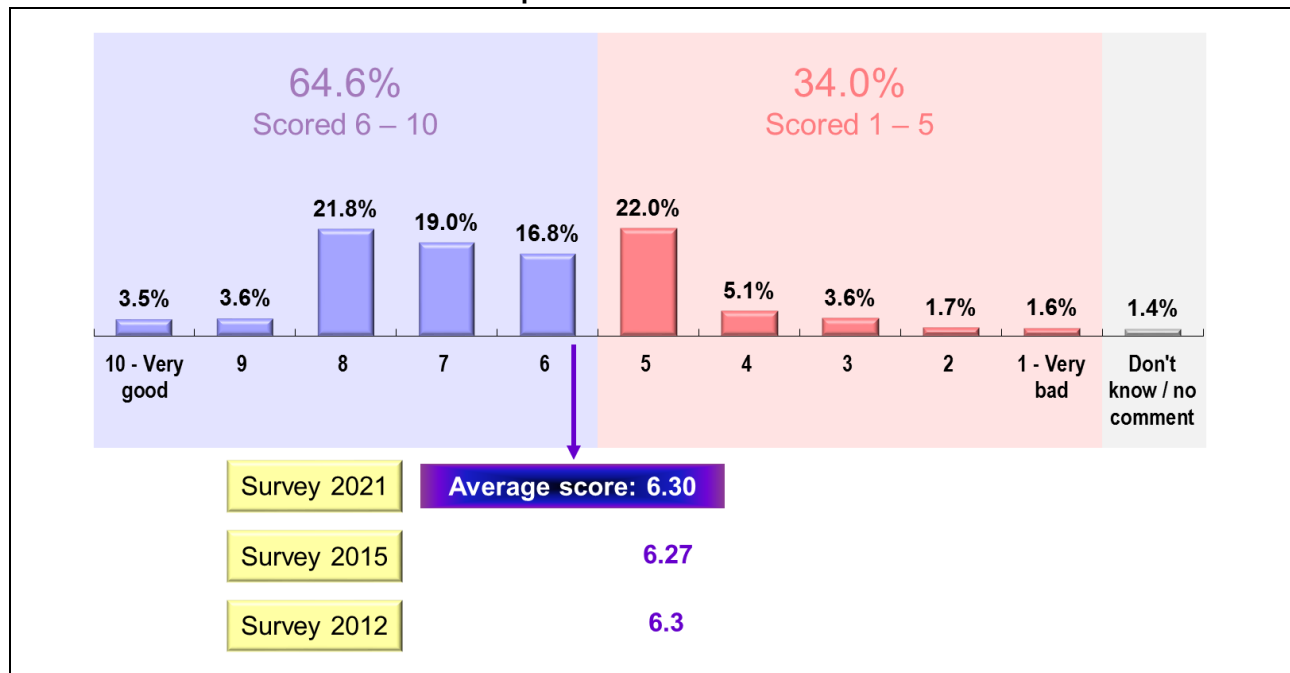
3.2.3 Evaluation on the overall performance of the EOC

Overall analysis

3.2.3.1 When asked to evaluate the overall performance of the EOC, expressed on a scale of 1 – 10, where 1 denotes “very bad” and 10 denotes “very good”, the average score obtained from the general public was 6.30 (similar to 6.27 in 2015 and 6.3 in 2012), indicating that the public’s view on the EOC’s performance tended to be positive.

(Ref.: Chart 3.2.3)

Chart 3.2.3: Evaluation on the overall performance of the EOC



Base: The general public aged 15 or above (n = 1 501) [Ref.: Q8]

Note: No statistically significant difference ($p < 0.05$) was found between Survey 2021 and 2015.

Sub-group analysis

3.2.3.2 When analysed by sub-groups, it was observed that **the average score tended to be higher** among the following sub-groups, as compared with their counterparts:

- those aged 15 – 24 (6.67);
- students (6.69) and skilled and manual workers (6.62);
- non-Chinese (7.29);
- Non-permanent Residents of Hong Kong (6.91); and
- those who were aware of the EOC's educational, promotional and publicity activities (6.57).

3.2.3.3 On the contrary, **the average score was slightly lower** among the following sub-groups, as compared with their counterparts:

- those aged 40 – 49 (6.02);
- unemployed persons (6.06) and managers and administrators / professionals / associate professionals (6.08); and
- those who were not aware of the EOC's educational, promotional and publicity activities (5.89).

(Ref.: Table 3.2.3 in Appendix A)

3.2.4 Agreement on the statements which described the work of EOC

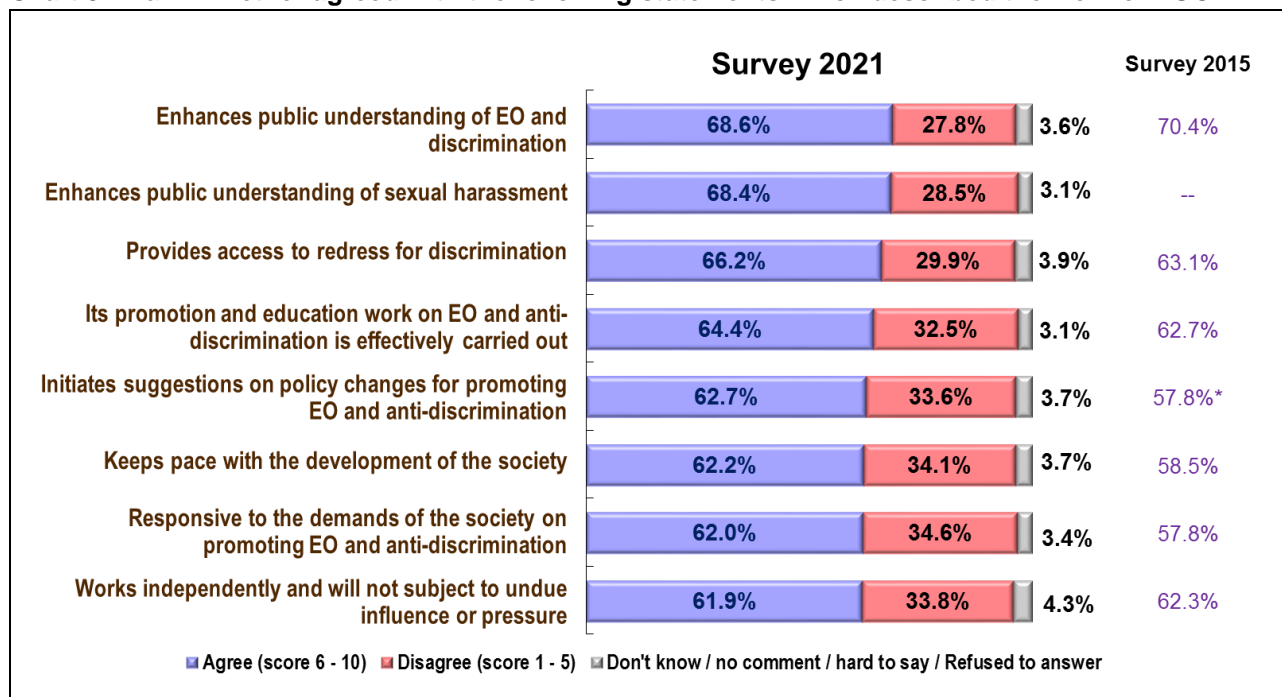
Overall analysis

3.2.4.1 Respondents were asked about their agreement level of eight statements which described the work of EOC, expressed on a scale of 1 – 10, where 1 denotes “strongly disagree” and 10 denotes “strongly agree”. The survey results showed that more than 60% of the general public agreed (with a score of 6 – 10) on the various statements. Specifically, higher percentages agreed that the EOC “enhances public understanding of EO and discrimination” (68.6%), “enhances public understanding of sexual harassment” (68.4%), “provides access to redress for discrimination” (66.2%) and “its promotion and education work on EO and anti-discrimination is effectively carried out” (64.4%).

3.2.4.2 When compared with the results of the previous survey, the proportion of respondents who agreed that the EOC “initiates suggestions on policy changes for promoting EO and anti-discrimination” (62.7% in 2021 vs. 57.8% in 2015) increased by about 5 percentage points, while a slightly smaller proportion agreed that the EOC “enhances public understanding of EO and discrimination” in 2021, as compared with the findings in 2015 (68.6% in 2021 vs. 70.4% in 2015).

(Ref.: Chart 3.2.4a)

Chart 3.2.4a: Whether agreed with the following statements which described the work of EOC



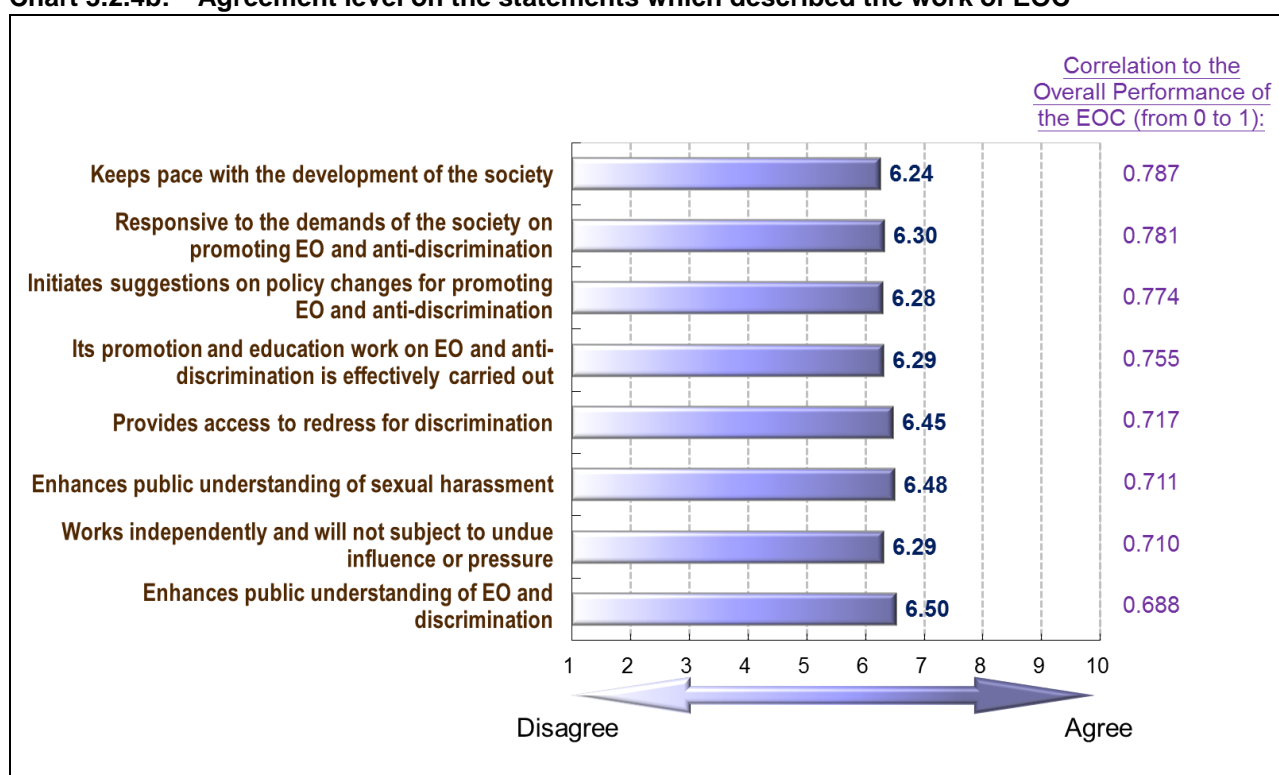
Base: The general public aged 15 or above (n = 1 501) [Ref.: Q7]

* Statistically significant differences ($p < 0.05$) were found between Survey 2021 and 2015.

3.2.4.3 The average scores of the agreement level on the eight statements were very close, ranged from 6.24 to 6.50. Further analysis showed that all statements have significant positive relationships with the overall performance of the EOC (i.e. the correlation coefficient of the eight statements are above 0.5). Across the various aspects, the top three highest correlated aspects were: “keeps pace with the development of the society”, “responsive to the demands of the society on promoting EO and anti-discrimination” and “initiates suggestions on policy changes for promoting EO and anti-discrimination”. That is to say, the more the public recognised the work of EOC in these aspects, the better their perception on the overall performance of the EOC.

(Ref.: Chart 3.2.4b)

Chart 3.2.4b: Agreement level on the statements which described the work of EOC



Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q7]

Sub-group analysis

3.2.4.4 Overall, it was observed that **the average scores of the agreement level of different statements tended to be higher** among the following sub-groups:

- those aged 15 – 24 and 30 – 39;
- students;
- non-Chinese; and
- Non-permanent Residents of Hong Kong.

3.2.4.5 On the contrary, **the average scores were slightly lower** among the following sub-groups:

- those aged 40 – 49; and
- unemployed persons.

(Ref.: Tables 3.2.1a – h in Appendix A)

3.2.4.6 Some statistically significant differences were observed between different sub-groups for individual statements as below.

The EOC provides access to redress for discrimination

3.2.4.7 Among the general public, the average score of the agreement level on this statement was 6.45. **The average score tended to be higher** among the following sub-groups, as compared with their counterparts:

- those aged 15 – 24 (7.00) and 30 – 39 (6.82);
- students (6.95) and skilled and manual workers (6.73);
- non-Chinese (7.40); and
- Non-permanent Residents of Hong Kong (7.18).

3.2.4.8 Conversely, **the average score was slightly lower** among those aged 40 – 49 (6.13) and unemployed persons (5.85), as compared with their counterparts.

(Ref.: Table 3.2.4a in Appendix A)

The EOC enhances public understanding of EO and discrimination

3.2.4.9 Among the general public, the average score of the agreement level on this statement was 6.50. **The average score tended to be higher** among the following sub-groups, as compared with their counterparts:

- those aged 15 – 24 (6.99) and 30 – 39 (6.80);
- students (7.09);
- non-Chinese (7.36); and
- Non-permanent Residents of Hong Kong (7.20).

3.2.4.10 Conversely, **the average score was slightly lower** among those aged 40 – 49 (6.31), 50 – 59 (6.31) and unemployed persons (6.31), as compared with their counterparts.

(Ref.: Table 3.2.4b in Appendix A)

The EOC enhances public understanding of sexual harassment

3.2.4.11 Among the general public, the average score of the agreement level on this statement was 6.48. **The average score tended to be higher** among the following sub-groups, as compared with their counterparts:

- those aged 15 – 24 (6.92) and 30 – 39 (6.77);
- those who attained secondary education (6.55) and tertiary education or above (6.50);
- students (6.85) and skilled and manual workers (6.73);
- non-Chinese (7.29);
- Non-permanent Residents of Hong Kong (7.15); and
- those who were aware of the EOC's educational, promotional and publicity activities (6.73).

3.2.4.12 Conversely, **the average score was slightly lower** among those who attained primary education or below (6.07), unemployed persons (6.06) and those who were not aware of the EOC's educational, promotional and publicity activities (6.10), as compared with their counterparts.

(Ref.: Table 3.2.4c in Appendix A)

The EOC's promotion and education work on EO and anti-discrimination is effectively carried out

3.2.4.13 Among the general public, the average score of the agreement level on this statement was 6.29. **The average score tended to be higher** among the following sub-groups, as compared with their counterparts:

- those aged 15 – 24 (6.70);
- non-Chinese (7.16); and
- Non-permanent Residents of Hong Kong (6.95).

3.2.4.14 Conversely, **the average score was slightly lower** among those aged 40 – 49 (6.03), as compared with their counterparts.

(Ref.: Table 3.2.4d in Appendix A)

The EOC is responsive to the demand of the society on promoting EO and anti-discrimination

3.2.4.15 Among the general public, the average score of the agreement level on this statement was 6.30. **The average score tended to be higher** among the following sub-groups, as compared with their counterparts:

- those aged 15 – 24 (6.79) and 30 – 39 (6.61);
- students (6.71) and skilled and manual workers (6.59);
- non-Chinese (7.18); and
- Non-permanent Residents of Hong Kong (6.98).

3.2.4.16 Conversely, **the average score was slightly lower** among those aged 25 – 29 (6.09) and 40 – 49 (5.98), unemployed persons (5.89) and managers and administrators / professionals / associate professionals (6.08), as compared with their counterparts.

(Ref.: Table 3.2.4e in Appendix A)

The EOC initiates suggestions for policy changes for promoting EO and anti-discrimination

3.2.4.17 Among the general public, the average score of the agreement level on this statement was 6.28. **The average score tended to be higher** among the following sub-groups, as compared with their counterparts:

- those aged 15 – 24 (6.65) and 30 – 39 (6.56);
- those who attained secondary education (6.40);
- non-Chinese (7.22); and
- Non-permanent Residents of Hong Kong (6.87).

3.2.4.18 Conversely, **the average score was slightly lower** among those aged 40 – 49 (6.01) and those who attained primary education or below (5.97), as compared with their counterparts.

(Ref.: Table 3.2.4f in Appendix A)

The EOC works independently and will not subject to undue influence or pressure

3.2.4.19 Among the general public, the average score of the agreement level on this statement was 6.29. **The average score tended to be higher** among the following sub-groups, as compared with their counterparts:

- those who attained secondary education (6.40);
- non-Chinese (7.12); and
- Non-permanent Residents of Hong Kong (6.74).

3.2.4.20 Conversely, **the average score was slightly lower** among those who attained primary education or below (5.81), as compared with their counterparts.

(Ref.: Table 3.2.4g in Appendix A)

The EOC keeps pace with the development of society

3.2.4.21 Among the general public, the average score of the agreement level on this statement was 6.24. **The average score tended to be higher** among the following sub-groups, as compared with their counterparts:

- those aged 15 – 24 (6.61) and 30 – 39 (6.48);
- students (6.64) and skilled and manual workers (6.52);
- non-Chinese (7.21); and
- Non-permanent Residents of Hong Kong (6.80).

3.2.4.22 Conversely, **the average score was slightly lower** among those aged 60 or above (6.09), unemployed persons (5.91) and managers and administrators / professionals / associate professionals (6.03), as compared with their counterparts.

(Ref.: Table 3.2.4h in Appendix A)

3.3 Opinion on Forthcoming Equal Opportunities Works

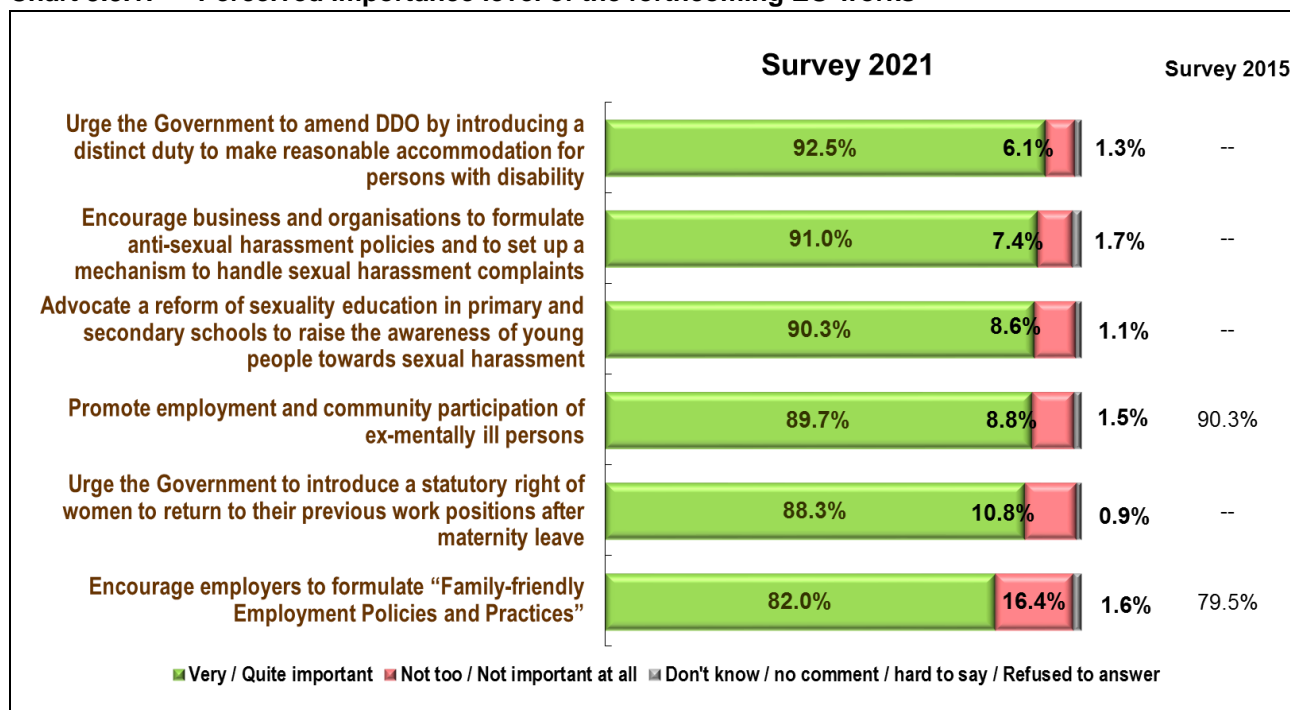
3.3.1 Perceived importance level of the forthcoming equal opportunities works

Overall analysis

3.3.1.1 Regarding the forthcoming EO works, an overwhelming majority of the general public considered that it is very / quite important to “urge the Government to amend Disability Discrimination Ordinance (DDO) by introducing a distinct duty to make reasonable accommodation for persons with disability (e.g. to widen aisles, to install automatic doors, or to add auxiliary equipment to facilitate employees and customers with disability)” (92.5%), “encourage business and organisations to formulate anti-sexual harassment policies and to set up a mechanism to handle sexual harassment complaints” (91.0%) and “advocate a reform of sexuality education in primary and secondary schools to raise the awareness of young people towards sexual harassment” (90.3%). The public’s perceived importance levels of other issues were also high, ranged from 82.0% to 89.7%.

(Ref.: Chart 3.3.1)

Chart 3.3.1: Perceived importance level of the forthcoming EO works



Base: The general public aged 15 or above (n = 1 501) [Ref.: Q9]

Note: No statistically significant difference ($p < 0.05$) was found between Survey 2021 and 2015.

Sub-group analysis

3.3.1.2 Overall, some statistically significant differences between sub-groups were observed:

- young persons aged 25 – 29, non-Chinese and those with a lower monthly household income of below \$10,000 were more likely to consider issues relating to “women returning to their previous work positions after maternity leave” and “family-friendly policies” as very / quite important; and
- managers and administrators / professionals / associate professionals, skilled and manual workers, and retired persons were more likely to consider issues relating to “sexual harassment” as very / quite important.

(Ref.: Tables 3.3.1a – f in Appendix A)

3.3.1.3 When excluding those who declared “don’t know / no comment / hard to say” and “refused to answer”, some statistically significant differences were observed between different sub-groups for individual issues as below.

Urge the Government to introduce a statutory right of women to return to their previous work positions after maternity leave

3.3.1.4 Among the general public, 89.1% considered that introducing a statutory right for women to return to their previous work positions after maternity leave was very / quite important and 10.9% considered it not too important / not important at all. Relatively higher percentages of the following sub-groups considered it **very / quite important**, as compared with their counterparts:

- those aged 25 – 29 (95.4%) and 60 or above (92.0%);
- non-Chinese (100.0%); and
- those with monthly household income of below \$10,000 (93.9%) and \$10,000 - \$19,999 (92.1%).

(Ref.: Table 3.3.1a in Appendix A)

Encourage employers to formulate “Family-friendly Employment Policies and Practices” (e.g. flexi-hours, work-from-home, etc.)

3.3.1.5 Among the general public, 83.3% considered that encouraging employers to formulate family-friendly employment policies and practices was very / quite important and 16.7% considered it not too important / not important at all. Relatively higher percentages of the following sub-groups considered it **very / quite important**, as compared with their counterparts:

- those aged 25 – 29 (93.6%);
- skilled and manual workers (90.4%);
- those who were separated / divorced / widowed (89.4%) and never married (87.2%);
- non-Chinese (97.3%); and
- those with monthly household income of below \$10,000 (90.8%).

(Ref.: Table 3.3.1b in Appendix A)

Promote employment and community participation of ex-mentally ill persons

3.3.1.6 Among the general public, 91.1% considered that promoting employment and community participation of ex-mentally ill persons was very / quite important and 8.9% considered it not too important / not important at all. A relatively larger proportion of the clerical support / service and sales workers (94.6%) considered it **very / quite important**, as compared with their counterparts.

(Ref.: Table 3.3.1c in Appendix A)

Urge the Government to amend Disability Discrimination Ordinance (DDO) by introducing a distinct duty to make reasonable accommodation for persons with disability (e.g. to widen aisles, to install automatic doors, or to add auxiliary equipment to facilitate employees and customers with disability)

3.3.1.7 Among the general public, 93.8% considered that introducing a legal duty for making reasonable accommodation for persons with disability was very / quite important and 6.2% considered it not too important / not important at all. A relatively larger proportion of those who were never married (96.2%) considered it **very / quite important**, as compared with their counterparts.

(Ref.: Table 3.3.1d in Appendix A)

Encourage business and organisations to formulate anti-sexual harassment policies and to set up a mechanism to handle sexual harassment complaints

3.3.1.8 Among the general public, 92.5% considered that encouraging business and organisations to formulate anti-sexual harassment policies was very / quite important and 7.5% considered it not too important / not important at all. Relatively higher percentages of the following sub-groups considered it **very / quite important**, as compared with their counterparts:

- managers and administrators / professionals / associate professionals (95.9%), skilled and manual workers (95.5%) and retired persons (94.1%);
- non-Chinese (98.7%); and
- those with monthly household income of below \$10,000 (97.2%) and \$60,000 or above (97.1%).

(Ref.: Table 3.3.1e in Appendix A)

Advocate a reform of sexuality education in primary and secondary schools to raise the awareness of young people towards sexual harassment

3.3.1.9 Among the general public, 91.2% considered that advocating a reform of sexuality education was very / quite important and 8.8% considered it not too important / not important at all. Relatively higher percentages of the clerical support / service and sales workers (93.9%), managers and administrators / professionals / associate professionals (92.3%), skilled and manual workers (92.1%) and retired persons (91.6%) considered it **very / quite important**, as compared with their counterparts.

(Ref.: Table 3.3.1f in Appendix A)

3.3.2 Other Comments or Recommendations on the Work of EOC or on the Equal Opportunities Issues

3.3.2.1 Finally, respondents were asked for comments or recommendations on the work of EOC or on the EO issues. The vast majority of respondents (95.1%) claimed that they had no other comments or recommendations, while only a few gave suggestions, including:

- “strengthening the promotional activities of anti-discrimination” (3.5%);
- “speeding up the processing of reported cases” (0.8%); and
- “strengthening the EOC’s statutory power” (0.5%).

4 CONCLUSION & RECOMMENDATIONS

Key Observations and Conclusion

4.1 In conclusion, the survey revealed that the general public indicated a positive attitude towards EO. The overall index of anti-discrimination attitude was 60.7 (on a scale of 0 – 100, where 0 denotes the lowest tendency and 100 denotes the highest).

4.2 The public's attitude towards examples related to discrimination on the grounds of sex, marital status and breastfeeding tended to be more certain. Over 80% of the respondents were against those examples which illustrated discrimination on the abovementioned grounds. However, respondents' anti-discrimination attitude towards the examples related to disability discrimination varied and was less certain.

4.3 For instance, regarding the agreement of examples relating to various aspects of discrimination, comparison of current results with those from a global survey conducted across 27 countries in 2019 showed that Hong Kong people indicated a stronger anti-discrimination attitude than some countries towards the statement: "A man who stays home full-time to look after his children is less of a man" (17.8% in this survey agreed vs. 76% in South Korea, 39% in India and 26% in Brazil); yet slightly weaker than some countries (13% in Australia and Great Britain, 12% in France, 11% in Canada and 7% in the Netherlands).

4.4 Half of the general public considered that residency status discrimination (55.2%), race discrimination (51.5%) and age discrimination (49.9%) were prevalent in Hong Kong, while only 32.5% and 26.9% of them perceived sex discrimination and family status discrimination as prevalent respectively.

4.5 Comparison of current results with findings from a survey conducted in European countries in 2019 showed that discrimination on the grounds of sex, sexual orientation and race were seen as less prevalent in Hong Kong than that in Europe (about 35% - 59% of the respondents in European countries considered such situations widespread in their countries vs. about 33% - 52% in this survey considered such situations prevalent in Hong Kong). However, a reverse phenomenon was observed for age discrimination (40% in European countries considered it widespread vs. about 50% in this survey considered it prevalent in Hong Kong).

4.6 It was found that one in eight (12.7%) of the responding general public had experienced discrimination or harassment during the 12 months before enumeration. Among them, relatively more had experienced age discrimination (54.3%). Besides, half of these respondents encountered discrimination or harassment at work (50.2%).

4.7 For the awareness of the current discrimination ordinances in Hong Kong, though

most of the general public knew that discrimination on the grounds of disability (68.0%) and race (61.8%) are prohibited under the law, the proportions were slightly lower than those in Survey 2015 (68.7% and 65.3% respectively) and Survey 2012 (70% and 71% respectively).

4.8 The awareness level of the EOC remained at a very high level (97.2%), and increased by about 10 percentage points as compared with 87% in Survey 1998. Besides, many of the general public (60.0%) were aware of one or more the EOC's educational, promotional or publicity activities during the 12 months before enumeration. Nearly half of the public were aware of the Announcements of Public Interests (APIs) on TV (47.6%), followed by advertisements in the MTR (19.4%), channels on the Internet (e.g. the EOC's website, YouTube channel, Facebook / LinkedIn) (17.1%), printed / online versions of newspapers / magazines (16.8%) and radio programmes (14.3%).

4.9 The public's view on the overall performance of the EOC tended to be positive. On a scale of 1 – 10, the average score was 6.30.

4.10 For the agreement of eight statements which described the work of EOC on a scale of 1 – 10, an increased agreement level (score 6 – 10) was found for “the EOC initiates suggestions on policy changes for promoting EO and anti-discrimination” (62.7% in 2021 vs. 57.8% in 2015).

4.11 Further analysis showed that the EOC may strengthen their work on some key aspects which were highly correlated to their overall performance. The top three highest correlated aspects were: “keeps pace with the development of the society”, “responsive to the demands of the society on promoting EO and anti-discrimination” and “initiates suggestions on policy changes for promoting EO and anti-discrimination”. That is to say, the more the public recognised the work of EOC in these aspects, the better their perception on the overall performance of the EOC.

4.12 For the importance of the forthcoming EO works, those relating to “disability” and “sexual harassment” were perceived as important for about 90% of the general public.

Recommendations

4.13 Based on survey findings, recommendations on the advancement of the EOC's work against discrimination are summarised below.

- (a) The EOC may prioritise its work with reference to the opinions from the public. Issues relating to “disability” and “sexual harassment” were perceived as more important by the general public, followed by issues relating to “women returning to their previous work positions after maternity leave” and “family-friendly policies”. It is noted that “an introduction of a distinct duty to make reasonable accommodation for persons with a disability” and “an introduction of a statutory right for women to return to their previous work position after maternity leave”, among others, were named as higher priority areas for legislative amendments by the EOC's Report on Discrimination Law Review made in 2016. Given a strong social consensus observed in the findings of this 2021 Survey, legislative reform in these areas and additional resources for public education would further show the commitment of the Government to issues of equal opportunities and anti-discrimination.
- (b) Survey results revealed that there was an increase in the perceived prevalence of age discrimination among the responded public over the past 10 years. A considerable proportion of the general public perceived it as prevalent in Hong Kong, and such proportion is higher than that in European countries. In fact, it is the most common type of discrimination encountered by those reported to have experienced discrimination / harassment in Hong Kong in both EO Awareness Surveys conducted in 2015 and 2021. Therefore, the Government should consider conducting regular large-scale prevalence surveys of age discrimination to collect public views and launching public consultation on introducing legal protection against discrimination on the ground of age. This recommendation is further substantiated by the fact that 70% of the employed respondents in a survey conducted in 2015 expressed support towards legislating against age discrimination.
- (c) Currently, there is no protection from discrimination under the Race Discrimination Ordinance (RDO) on grounds of nationality, citizenship, or residency status. As suggested in the Report of Discrimination Law Review (DLR) published by EOC, there is evidence that different groups face discrimination on these afore-mentioned grounds. Results from the current survey further demonstrate residency status discrimination is perceived as prevalent in Hong Kong, although the actual percentage of respondents reported to have experienced residency status discrimination in Survey 2021 was smaller than that in Survey 2015. The Government might therefore re-

consider related recommendations raised by EOC in DLR by carrying out a public consultation for introducing protection from discrimination on ground of residency status under the RDO.

- (d) The EOC should further promote the Family Status Discrimination Ordinance (FSDO) and its scope of protection to the public as it is least known anti-discrimination law in the territory. Results from a territory-representative survey on employees conducted in 2016 in Hong Kong revealed that only one-third of the respondents heard of FSDO.
- (e) As relatively more members of the general public were aware of the EOC's APIs on TV, advertisements in the MTR and channels on the Internet, the EOC should further use these media as means of promotion and education. Besides, the EOC may consider using other channels such as billboards at bus-stops, outer wall of Government buildings, advertisements in major social media platforms, etc.
- (f) To address the expectations of the public, the EOC may make reference to the top three aspects which were highly correlated to the evaluation of the overall performance in planning its work and strategies, i.e. "keeps pace with the development of the society", "responsive to the demands of the society on promoting EO and anti-discrimination" and "initiates suggestions on policy changes for promoting EO and anti-discrimination".

APPENDIX A
- TABLES (SUB-GROUP ANALYSIS) -

Table 3.1.1c: Index of overall anti-discrimination attitude – sub-groups with statistically significant differences

	High tendency (score 65 – 100) (%)	Neutral (score 35 – 64) (%)	Low tendency (score 0 – 34) (%)	Overall index	Base (weighted sample)
Overall	35.1	62.8	2.1	60.7	(1 149)
Age					
15 – 24	52.4	43.7	4.0	63.5	(126)
25 – 29	40.2	58.6	1.1	62.6	(87)
30 – 39	43.6	53.9	2.5	61.9	(204)
40 – 49	33.7	65.8	0.5	61.0	(193)
50 – 59	27.1	69.6	3.3	59.1	(214)
60+	28.1	70.7	1.2	59.4	(324)
Education level					
Primary or below	16.0	82.0	2.0	56.6	(100)
Secondary	32.9	65.3	1.9	60.2	(648)
Tertiary or above	43.9	53.6	2.5	62.6	(399)
Occupation					
Manager & administrator / Professional / Associate professional	42.6	56.8	0.6	63.8	(162)
Clerical support / service & sales worker	33.7	62.5	3.8	59.4	(341)
Skilled & manual worker	36.9	62.3	0.8	61.5	(122)
Student	57.5	41.4	1.1	65.1	(87)
Home-maker	33.8	63.3	2.9	59.9	(139)
Unemployed	23.1	75.0	1.9	57.3	(52)
Retired	26.8	72.4	0.8	59.9	(246)
Marital status					
Never married	42.4	54.9	2.6	62.1	(344)
Married	32.2	65.8	2.0	60.2	(751)
Separated / divorced / widowed	31.1	68.9	-	59.4	(45)
Race					
Chinese	33.9	64.0	2.1	60.5	(1 101)
Non-Chinese	66.0	34.0	-	66.7	(47)
Hong Kong Permanent Residents or not					
Yes	33.1	64.8	2.1	60.4	(1 054)
No	61.4	37.5	1.1	65.1	(88)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer” in any of the 10 statements) [Ref.: Q1]

Table 3.1.1d: Agreement on (Disability discrimination) “Workers with a disability should receive the same wage for the same workload as compared with other workers without a disability” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly agree / agree) (%)	Negative attitude towards EO (strongly disagree / disagree) (%)	Base (weighted sample)
Overall	78.0	22.0	(1 470)
Age			
15 – 24	85.8	14.2	(148)
25 – 29	89.1	10.9	(110)
30 – 39	79.5	20.5	(263)
40 – 49	81.2	18.8	(255)
50 – 59	73.7	26.3	(266)
60+	72.4	27.6	(428)
Education level			
Primary or below	64.2	35.8	(148)
Secondary	77.0	23.0	(810)
Tertiary or above	83.6	16.4	(507)
Occupation			
Manager & administrator / Professional / Associate professional	84.8	15.2	(217)
Clerical support / service & sales worker	76.3	23.7	(422)
Skilled & manual worker	80.2	19.8	(177)
Student	86.6	13.4	(97)
Home-maker	74.0	26.0	(169)
Unemployed	74.3	25.7	(70)
Retired	74.9	25.1	(319)
Marital status			
Never married	82.9	17.1	(421)
Married	76.0	24.0	(968)
Separated / divorced / widowed	74.6	25.4	(63)
Hong Kong Permanent Residents or not			
Yes	77.3	22.7	(1 329)
No	85.9	14.1	(128)
Monthly household income			
Below \$10,000	73.4	26.6	(173)
\$10,000 – \$19,999	84.1	15.9	(301)
\$20,000 – \$29,999	82.5	17.5	(257)
\$30,000 – \$39,999	77.4	22.6	(263)
\$40,000 – \$59,999	74.9	25.1	(247)
\$60,000 or above	66.3	33.7	(101)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1i]

Table 3.1.1e: Agreement on (Disability discrimination) “For students with a disability, mainstream schools are more preferable than special schools” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly agree / agree) (%)	Negative attitude towards EO (strongly disagree / disagree) (%)	Base (weighted sample)
Overall	63.1	36.9	(1 400)
Race			
Chinese	61.6	38.4	(1 327)
Non-Chinese	89.2	10.8	(74)
Hong Kong Permanent Residents or not			
Yes	60.7	39.3	(1 263)
No	88.1	11.9	(126)
Monthly household income			
Below \$10,000	71.6	28.4	(162)
\$10,000 – \$19,999	69.0	31.0	(284)
\$20,000 – \$29,999	57.4	42.6	(249)
\$30,000 – \$39,999	58.9	41.1	(275)
\$40,000 – \$59,999	61.9	38.1	(236)
\$60,000 or above	57.3	42.7	(96)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1ii]

Table 3.1.1f: Agreement on (Disability discrimination) “I don’t mind living near a half-way house for ex-mentally ill persons” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly agree / agree) (%)	Negative attitude towards EO (strongly disagree / disagree) (%)	Base (weighted sample)
Overall	63.0	37.0	(1 458)
Gender			
Male	67.0	33.0	(655)
Female	59.8	40.2	(803)
Occupation			
Manager & administrator / Professional / Associate professional	74.1	25.9	(212)
Clerical support / service & sales worker	58.5	41.5	(414)
Skilled & manual worker	62.7	37.3	(177)
Student	63.9	36.1	(97)
Home-maker	53.0	47.0	(166)
Unemployed	61.8	38.2	(68)
Retired	66.6	33.4	(323)
Marital status			
Never married	62.7	37.3	(416)
Married	64.8	35.2	(960)
Separated / divorced / widowed	43.8	56.3	(64)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1iii]

Table 3.1.1g: Agreement on (Disability discrimination) “Hiring workers with a disability would increase the workload of other workers without a disability” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly disagree / disagree) (%)	Negative attitude towards EO (strongly agree / agree) (%)	Base (weighted sample)
Overall	57.8	42.2	(1 432)
Education level			
Primary or below	64.4	35.6	(146)
Secondary	55.1	44.9	(792)
Tertiary or above	60.1	39.9	(489)
Occupation			
Manager & administrator / Professional / Associate professional	64.7	35.3	(204)
Clerical support / service & sales worker	58.0	42.0	(412)
Skilled & manual worker	48.8	51.2	(170)
Student	52.7	47.3	(93)
Home-maker	61.8	38.2	(170)
Unemployed	65.2	34.8	(69)
Retired	55.4	44.6	(314)
Race			
Chinese	59.0	41.0	(1 360)
Non-Chinese	34.7	65.3	(72)
Hong Kong Permanent Residents or not			
Yes	59.5	40.5	(1 300)
No	38.2	61.8	(123)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1iv]

Table 3.1.1h: Agreement on (Sex discrimination) “A man who stays home full-time to look after his children is less of a man” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly disagree / disagree) (%)	Negative attitude towards EO (strongly agree / agree) (%)	Base (weighted sample)
Overall	82.0	18.0	(1 487)
Gender			
Male	79.6	20.4	(668)
Female	84.0	16.0	(819)
Education level			
Primary or below	73.7	26.3	(152)
Secondary	82.0	18.0	(815)
Tertiary or above	84.9	15.1	(515)
Race			
Chinese	81.4	18.6	(1 412)
Non-Chinese	93.3	6.7	(75)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1v]

Table 3.1.1i: Agreement on (Sex discrimination) “Men are more knowledgeable about politics than women” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly disagree / disagree) (%)	Negative attitude towards EO (strongly agree / agree) (%)	Base (weighted sample)
Overall	72.7	27.3	(1 396)
Age			
15 – 24	80.7	19.3	(140)
25 – 29	81.6	18.4	(98)
30 – 39	75.7	24.3	(235)
40 – 49	75.9	24.1	(237)
50 – 59	71.9	28.1	(270)
60+	64.7	35.3	(416)
Education level			
Primary or below	60.7	39.3	(135)
Secondary	71.7	28.3	(773)
Tertiary or above	77.9	22.1	(484)
Occupation			
Manager & administrator / Professional / Associate professional	80.1	19.9	(206)
Clerical support / service & sales worker	72.9	27.1	(402)
Skilled & manual worker	73.5	26.5	(147)
Student	86.0	14.0	(93)
Home-maker	64.1	35.9	(167)
Unemployed	69.6	30.4	(69)
Retired	68.4	31.6	(313)
Hong Kong Permanent Residents or not			
Yes	71.8	28.2	(1 288)
No	84.5	15.5	(97)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1vi]

Table 3.1.1j: Agreement on (Marital status discrimination) “After a match-making agency realises that a customer service employee has divorced, the employer transfers the staff to a post that does not directly serve customers in order to avoid affecting the company image” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly disagree / disagree) (%)	Negative attitude towards EO (strongly agree / agree) (%)	Base (weighted sample)
Overall	81.6	18.4	(1 474)
Education level			
Primary or below	68.7	31.3	(150)
Secondary	82.8	17.2	(809)
Tertiary or above	83.3	16.7	(510)
Hong Kong Permanent Residents or not			
Yes	80.8	19.2	(1 336)
No	89.0	11.0	(127)
Monthly household income			
Below \$10,000	73.3	26.7	(176)
\$10,000 – \$19,999	90.1	9.9	(302)
\$20,000 – \$29,999	85.8	14.2	(253)
\$30,000 – \$39,999	73.7	26.3	(285)
\$40,000 – \$59,999	77.0	23.0	(243)
\$60,000 or above	88.3	11.7	(103)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1vii]

Table 3.1.1k: Agreement on (Breastfeeding discrimination) “After returning to work from maternity leave, a shop sales worker requests a 30-minute session during her working day to express milk in the baby care room of the shopping mall. Her employer refuses her request because the additional break will be unfair to other staff” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly disagree / disagree) (%)	Negative attitude towards EO (strongly agree / agree) (%)	Base (weighted sample)
Overall	85.7	14.3	(1 475)
Occupation			
Manager & administrator / Professional / Associate professional	89.3	10.7	(215)
Clerical support / service & sales worker	83.3	16.7	(426)
Skilled & manual worker	88.1	11.9	(176)
Student	92.8	7.2	(97)
Home-maker	80.8	19.2	(167)
Unemployed	78.9	21.1	(71)
Retired	87.2	12.8	(321)
Hong Kong Permanent Residents or not			
Yes	85.0	15.0	(1 336)
No	92.9	7.1	(127)
Monthly household income			
Below \$10,000	82.8	17.2	(174)
\$10,000 – \$19,999	93.4	6.6	(301)
\$20,000 – \$29,999	90.9	9.1	(254)
\$30,000 – \$39,999	80.7	19.3	(285)
\$40,000 – \$59,999	78.0	22.0	(246)
\$60,000 or above	82.5	17.5	(103)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1viii]

Table 3.1.1I: Agreement on (Race discrimination) “South Asians are capable of performing limited types of work” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly disagree / disagree) (%)	Negative attitude towards EO (strongly agree / agree) (%)	Base (weighted sample)
Overall	76.1	23.9	(1 463)
Age			
15 – 24	77.6	22.4	(147)
25 – 29	89.1	10.9	(110)
30 – 39	80.5	19.5	(262)
40 – 49	73.0	27.0	(256)
50 – 59	73.9	26.1	(264)
60+	72.6	27.4	(424)
Education level			
Primary or below	68.8	31.3	(144)
Secondary	74.5	25.5	(804)
Tertiary or above	81.0	19.0	(511)
Occupation			
Manager & administrator / Professional / Associate professional	82.8	17.2	(215)
Clerical support / service & sales worker	73.3	26.7	(424)
Skilled & manual worker	76.4	23.6	(174)
Student	85.4	14.6	(96)
Home-maker	79.0	21.0	(167)
Unemployed	69.4	30.6	(72)
Retired	72.2	27.8	(316)
Marital status			
Never married	79.8	20.2	(421)
Married	75.8	24.2	(961)
Separated / divorced / widowed	62.5	37.5	(64)
Race			
Chinese	75.5	24.5	(1 387)
Non-Chinese	86.7	13.3	(75)
Hong Kong Permanent Residents or not			
Yes	75.6	24.4	(1 324)
No	85.0	15.0	(127)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1ix]

Table 3.1.1m: Agreement on (Race discrimination) “Compared with their ethnic Chinese counterparts, non-Chinese students are less diligent in schoolwork” – sub-groups with statistically significant differences

	Positive attitude towards EO (strongly disagree / disagree) (%)	Negative attitude towards EO (strongly agree / agree) (%)	Base (weighted sample)
Overall	73.4	26.6	(1 408)
Age			
15 – 24	83.3	16.7	(144)
25 – 29	81.7	18.3	(104)
30 – 39	78.2	21.8	(257)
40 – 49	76.7	23.3	(245)
50 – 59	64.8	35.2	(253)
60+	68.1	31.9	(405)
Education level			
Primary or below	61.6	38.4	(138)
Secondary	70.5	29.5	(773)
Tertiary or above	81.6	18.4	(494)
Occupation			
Manager & administrator / Professional / Associate professional	83.1	16.9	(207)
Clerical support / service & sales worker	70.0	30.0	(404)
Skilled & manual worker	76.2	23.8	(168)
Student	87.5	12.5	(96)
Home-maker	73.9	26.1	(157)
Unemployed	68.7	31.3	(67)
Retired	65.9	34.1	(311)
Marital status			
Never married	82.7	17.3	(411)
Married	69.7	30.3	(925)
Separated / divorced / widowed	68.4	31.6	(57)
Race			
Chinese	72.8	27.2	(1 334)
Non-Chinese	84.0	16.0	(75)
Hong Kong Permanent Residents or not			
Yes	72.9	27.1	(1 271)
No	81.1	18.9	(127)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q1x]

Table 3.1.2c: Public's perceived prevalence of different aspects of discrimination in Hong Kong (Residency status discrimination) – sub-groups with statistically significant differences

	Very / Quite prevalent (%)	Not too prevalent / Not prevalent at all (%)	Base (weighted sample)
Overall	56.8	43.2	(1 458)
Occupation			
Manager & administrator / Professional / Associate professional	60.0	40.0	(215)
Clerical support / service & sales worker	58.8	41.2	(422)
Skilled & manual worker	53.5	46.5	(170)
Student	66.0	34.0	(94)
Home-maker	47.0	53.0	(166)
Unemployed	61.8	38.2	(68)
Retired	55.1	44.9	(321)

Base: The general public aged 15 or above (excl. "don't know / no comment / hard to say" and "refused to answer") [Ref.: Q2vii]

**Table 3.1.2d: Public's perceived prevalence of different aspects of discrimination in Hong Kong
(Race discrimination) – sub-groups with statistically significant differences**

	Very / Quite prevalent (%)	Not too prevalent / Not prevalent at all (%)	Base (weighted sample)
Overall	52.1	47.9	(1 483)
Age			
15 – 24	64.4	35.6	(146)
25 – 29	65.1	34.9	(109)
30 – 39	58.0	42.0	(262)
40 – 49	47.9	52.1	(259)
50 – 59	45.2	54.8	(270)
60+	48.0	52.0	(435)
Education level			
Primary or below	41.7	58.3	(151)
Secondary	51.0	49.0	(815)
Tertiary or above	56.8	43.2	(512)
Occupation			
Manager & administrator / Professional / Associate professional	53.9	46.1	(217)
Clerical support / service & sales worker	54.1	45.9	(427)
Skilled & manual worker	52.0	48.0	(179)
Student	63.2	36.8	(95)
Home-maker	52.7	47.3	(169)
Unemployed	55.9	44.1	(68)
Retired	44.2	55.8	(326)
Marital status			
Never married	62.3	37.7	(422)
Married	46.9	53.1	(979)
Separated / divorced / widowed	60.9	39.1	(64)
Hong Kong Permanent Residents or not			
Yes	50.9	49.1	(1 343)
No	63.5	36.5	(126)

Base: The general public aged 15 or above (excl. "don't know / no comment / hard to say" and "refused to answer") [Ref.: Q2iv]

Table 3.1.2e: Public's perceived prevalence of different aspects of discrimination in Hong Kong
(Age discrimination) – sub-groups with statistically significant differences

	Very / Quite prevalent (%)	Not too prevalent / Not prevalent at all (%)	Base (weighted sample)
Overall	50.7	49.3	(1 477)
Gender			
Male	44.2	55.8	(665)
Female	56.0	44.0	(812)
Age			
15 – 24	60.3	39.7	(146)
25 – 29	54.6	45.4	(108)
30 – 39	54.2	45.8	(262)
40 – 49	50.8	49.2	(256)
50 – 59	52.8	47.2	(271)
60+	43.1	56.9	(434)
Education level			
Primary or below	37.2	62.8	(148)
Secondary	52.3	47.7	(815)
Tertiary or above	52.6	47.4	(508)
Occupation			
Manager & administrator / Professional / Associate professional	47.2	52.8	(214)
Clerical support / service & sales worker	52.4	47.6	(424)
Skilled & manual worker	57.3	42.7	(178)
Student	64.6	35.4	(96)
Home-maker	50.0	50.0	(168)
Unemployed	52.9	47.1	(70)
Retired	42.8	57.2	(327)
Race			
Chinese	49.3	50.7	(1 401)
Non-Chinese	77.3	22.7	(75)
Hong Kong Permanent Residents or not			
Yes	48.2	51.8	(1 337)
No	75.6	24.4	(127)
Monthly household income			
Below \$10,000	60.2	39.8	(176)
\$10,000 – \$19,999	54.5	45.5	(303)
\$20,000 – \$29,999	48.2	51.8	(253)
\$30,000 – \$39,999	48.1	51.9	(285)
\$40,000 – \$59,999	48.4	51.6	(246)
\$60,000 or above	41.2	58.8	(102)

Base: The general public aged 15 or above (excl. "don't know / no comment / hard to say" and "refused to answer") [Ref.: Q2v]

Table 3.1.2f: Public's perceived prevalence of different aspects of discrimination in Hong Kong (Sexual orientation discrimination) – sub-groups with statistically significant differences

	Very / Quite prevalent (%)	Not too prevalent / Not prevalent at all (%)	Base (weighted sample)
Overall	48.1	51.9	(1 431)
Age			
15 – 24	55.6	44.4	(144)
25 – 29	53.2	46.8	(109)
30 – 39	52.7	47.3	(260)
40 – 49	52.0	48.0	(256)
50 – 59	43.7	56.3	(254)
60+	41.3	58.7	(407)
Education level			
Primary or below	44.9	55.1	(138)
Secondary	45.6	54.4	(791)
Tertiary or above	52.9	47.1	(497)
Occupation			
Manager & administrator / Professional / Associate professional	49.1	50.9	(214)
Clerical support / service & sales worker	48.7	51.3	(417)
Skilled & manual worker	59.0	41.0	(173)
Student	61.1	38.9	(95)
Home-maker	42.1	57.9	(159)
Unemployed	47.8	52.2	(67)
Retired	39.0	61.0	(305)
Marital status			
Never married	53.4	46.6	(416)
Married	45.7	54.3	(935)
Separated / divorced / widowed	47.5	52.5	(61)
Race			
Chinese	46.2	53.8	(1 355)
Non-Chinese	81.3	18.7	(75)
Hong Kong Permanent Residents or not			
Yes	45.9	54.1	(1 296)
No	71.0	29.0	(124)
Monthly household income			
Below \$10,000	51.9	48.1	(162)
\$10,000 – \$19,999	56.7	43.3	(289)
\$20,000 – \$29,999	41.7	58.3	(247)
\$30,000 – \$39,999	41.8	58.2	(282)
\$40,000 – \$59,999	52.3	47.7	(241)
\$60,000 or above	53.4	46.6	(103)

Base: The general public aged 15 or above (excl. "don't know / no comment / hard to say" and "refused to answer") [Ref.: Q2vi]

Table 3.1.2g: Public's perceived prevalence of different aspects of discrimination in Hong Kong
(Disability discrimination) – sub-groups with statistically significant differences

	Very / Quite prevalent (%)	Not too prevalent / Not prevalent at all (%)	Base (weighted sample)
Overall	46.2	53.8	(1 479)
Age			
15 – 24	48.3	51.7	(145)
25 – 29	58.2	41.8	(110)
30 – 39	48.9	51.1	(262)
40 – 49	40.2	59.8	(259)
50 – 59	41.0	59.0	(268)
60+	47.7	52.3	(436)
Education level			
Primary or below	40.3	59.7	(154)
Secondary	44.5	55.5	(813)
Tertiary or above	50.8	49.2	(508)
Occupation			
Manager & administrator / Professional / Associate professional	47.7	52.3	(214)
Clerical support / service & sales worker	50.5	49.5	(422)
Skilled & manual worker	38.4	61.6	(177)
Student	51.6	48.4	(95)
Home-maker	32.9	67.1	(170)
Unemployed	52.9	47.1	(70)
Retired	47.7	52.3	(329)
Marital status			
Never married	52.4	47.6	(422)
Married	43.2	56.8	(975)
Separated / divorced / widowed	48.4	51.6	(64)
Race			
Chinese	47.0	53.0	(1 404)
Non-Chinese	30.7	69.3	(75)
Monthly household income			
Below \$10,000	41.7	58.3	(175)
\$10,000 – \$19,999	51.5	48.5	(303)
\$20,000 – \$29,999	38.3	61.7	(256)
\$30,000 – \$39,999	45.1	54.9	(284)
\$40,000 – \$59,999	50.0	50.0	(248)
\$60,000 or above	50.5	49.5	(103)

Base: The general public aged 15 or above (excl. "don't know / no comment / hard to say" and "refused to answer") [Ref.: Q2ii]

Table 3.1.2h: Public's perceived prevalence of different aspects of discrimination in Hong Kong
(Sex discrimination) – sub-groups with statistically significant differences

	Very / Quite prevalent (%)	Not too prevalent / Not prevalent at all (%)	Base (weighted sample)
Overall	33.2	66.8	(1 467)
Age			
15 – 24	38.1	61.9	(147)
25 – 29	40.7	59.3	(108)
30 – 39	40.2	59.8	(261)
40 – 49	27.5	72.5	(255)
50 – 59	31.4	68.6	(271)
60+	30.0	70.0	(426)
Education level			
Primary or below	42.1	57.9	(145)
Secondary	29.0	71.0	(806)
Tertiary or above	37.3	62.7	(512)
Marital status			
Never married	40.0	60.0	(418)
Married	30.2	69.8	(971)
Separated / divorced / widowed	35.9	64.1	(64)

Base: The general public aged 15 or above (excl. "don't know / no comment / hard to say" and "refused to answer") [Ref.: Q2i]

Table 3.1.2i: Public's perceived prevalence of different aspects of discrimination in Hong Kong
(Family status discrimination) – sub-groups with statistically significant differences

	Very / Quite prevalent (%)	Not too prevalent / Not prevalent at all (%)	Base (weighted sample)
Overall	28.4	71.6	(1 418)
Education level			
Primary or below	44.9	55.1	(136)
Secondary	23.3	76.7	(787)
Tertiary or above	32.4	67.6	(491)
Occupation			
Manager & administrator / Professional / Associate professional	32.4	67.6	(207)
Clerical support / service & sales worker	29.4	70.6	(412)
Skilled & manual worker	18.5	81.5	(168)
Student	28.4	71.6	(95)
Home-maker	32.7	67.3	(159)
Unemployed	47.0	53.0	(66)
Retired	24.0	76.0	(312)
Marital status			
Never married	30.5	69.5	(417)
Married	26.6	73.4	(928)
Separated / divorced / widowed	40.0	60.0	(60)
Hong Kong Permanent Residents or not			
Yes	29.8	70.2	(1 287)
No	14.9	85.1	(121)

Base: The general public aged 15 or above (excl. "don't know / no comment / hard to say" and "refused to answer") [Ref.: Q2iii]

Table 3.1.3: Experience of discrimination / harassment during the 12 months before enumeration – sub-groups with statistically significant differences

	Yes (%)	No (%)	Base (weighted sample)
Overall	12.7	87.3	(1 501)
Occupation			
Manager & administrator / Professional / Associate professional	7.3	92.7	(220)
Clerical support / service & sales worker	13.3	86.7	(428)
Skilled & manual worker	14.6	85.4	(178)
Student	7.2	92.8	(97)
Home-maker	7.6	92.4	(170)
Unemployed	23.6	76.4	(72)
Retired	16.1	83.9	(335)
Marital status			
Never married	12.2	87.8	(426)
Married	11.8	88.2	(991)
Separated / divorced / widowed	27.3	72.7	(66)
Hong Kong Permanent Residents or not			
Yes	11.8	88.2	(1 361)
No	21.9	78.1	(128)

Base: The general public aged 15 or above [Ref.: Q3]

Table 3.1.4b: Awareness of the current discrimination ordinances in Hong Kong (Sex discrimination) – sub-groups with statistically significant differences

	Correct (covered by current discrimination ordinance) (%)	Incorrect (not covered by current discrimination ordinance) (%)	Base (weighted sample)
Overall	66.8	33.2	(1 389)
Age			
15 – 24	81.6	18.4	(141)
25 – 29	67.6	32.4	(105)
30 – 39	77.6	22.4	(250)
40 – 49	65.6	34.4	(253)
50 – 59	65.1	34.9	(261)
60+	55.9	44.1	(379)
Education level			
Primary or below	48.1	51.9	(129)
Secondary	66.9	33.1	(774)
Tertiary or above	71.3	28.7	(485)
Occupation			
Manager & administrator / Professional / Associate professional	74.5	25.5	(208)
Clerical support / service & sales worker	68.7	31.3	(409)
Skilled & manual worker	71.8	28.2	(174)
Student	79.3	20.7	(92)
Home-maker	62.4	37.6	(149)
Unemployed	58.2	41.8	(67)
Retired	55.8	44.2	(292)
Marital status			
Never married	71.9	28.1	(405)
Married	64.6	35.4	(915)
Separated / divorced / widowed	67.9	32.1	(56)
Race			
Chinese	65.6	34.4	(1 318)
Non-Chinese	88.7	11.3	(71)
Hong Kong Permanent Residents or not			
Yes	65.0	35.0	(1 263)
No	85.7	14.3	(119)
Monthly household income			
Below \$10,000	58.2	41.8	(158)
\$10,000 – \$19,999	70.0	30.0	(280)
\$20,000 – \$29,999	71.6	28.4	(250)
\$30,000 – \$39,999	67.2	32.8	(271)
\$40,000 – \$59,999	70.3	29.7	(232)
\$60,000 or above	60.8	39.2	(97)

Base: The general public aged 15 or above (excl. “don’t know” and “refused to answer”) [Ref.: Q4i]

Table 3.1.4c: Awareness of the current discrimination ordinances in Hong Kong (Disability discrimination) – sub-groups with statistically significant differences

	Correct (covered by current discrimination ordinance) (%)	Incorrect (not covered by current discrimination ordinance) (%)	Base (weighted sample)
Overall	73.7	26.3	(1 384)
Age			
15 – 24	95.9	4.1	(145)
25 – 29	87.1	12.9	(101)
30 – 39	86.2	13.8	(254)
40 – 49	72.0	28.0	(246)
50 – 59	63.9	36.1	(249)
60+	61.4	38.6	(389)
Education level			
Primary or below	55.4	44.6	(130)
Secondary	71.3	28.7	(769)
Tertiary or above	82.5	17.5	(481)
Occupation			
Manager & administrator / Professional / Associate professional	78.4	21.6	(208)
Clerical support / service & sales worker	75.5	24.5	(404)
Skilled & manual worker	81.2	18.8	(170)
Student	98.9	1.1	(94)
Home-maker	70.4	29.6	(152)
Unemployed	69.8	30.2	(63)
Retired	58.0	42.0	(293)
Marital status			
Never married	86.4	13.6	(405)
Married	68.8	31.2	(918)
Separated / divorced / widowed	55.6	44.4	(45)
Race			
Chinese	72.9	27.1	(1 309)
Non-Chinese	89.2	10.8	(74)
Hong Kong Permanent Residents or not			
Yes	71.9	28.1	(1 254)
No	91.5	8.5	(118)
Monthly household income			
Below \$10,000	62.4	37.6	(157)
\$10,000 – \$19,999	76.2	23.8	(281)
\$20,000 – \$29,999	76.2	23.8	(244)
\$30,000 – \$39,999	78.0	22.0	(273)
\$40,000 – \$59,999	75.8	24.2	(231)
\$60,000 or above	70.8	29.2	(96)

Base: The general public aged 15 or above (excl. “don’t know” and “refused to answer”) [Ref.: Q4ii]

Table 3.1.4d: Awareness of the current discrimination ordinances in Hong Kong (Family status discrimination) – sub-groups with statistically significant differences

	Correct (covered by current discrimination ordinance) (%)	Incorrect (not covered by current discrimination ordinance) (%)	Base (weighted sample)
Overall	30.2	69.8	(1 283)
Age			
15 – 24	41.1	58.9	(124)
25 – 29	25.3	74.7	(91)
30 – 39	32.6	67.4	(230)
40 – 49	32.5	67.5	(228)
50 – 59	30.2	69.8	(248)
60+	25.0	75.0	(360)
Education level			
Primary or below	26.0	74.0	(123)
Secondary	28.4	71.6	(719)
Tertiary or above	34.6	65.4	(437)
Occupation			
Manager & administrator / Professional / Associate professional	37.1	62.9	(194)
Clerical support / service & sales worker	31.2	68.8	(375)
Skilled & manual worker	33.1	66.9	(154)
Student	34.6	65.4	(78)
Home-maker	23.5	76.5	(149)
Unemployed	21.2	78.8	(66)
Retired	27.0	73.0	(267)
Marital status			
Never married	37.2	62.8	(376)
Married	27.7	72.3	(846)
Separated / divorced / widowed	26.0	74.0	(50)
Race			
Chinese	29.2	70.8	(1 218)
Non-Chinese	48.4	51.6	(64)

Base: The general public aged 15 or above (excl. “don’t know” and “refused to answer”) [Ref.: Q4iii]

Table 3.1.4e: Awareness of the current discrimination ordinances in Hong Kong (Race discrimination) – sub-groups with statistically significant differences

	Correct (covered by current discrimination ordinance) (%)	Incorrect (not covered by current discrimination ordinance) (%)	Base (weighted sample)
Overall	66.9	33.1	(1 386)
Age			
15 – 24	78.3	21.7	(143)
25 – 29	65.7	34.3	(105)
30 – 39	73.9	26.1	(253)
40 – 49	71.7	28.3	(247)
50 – 59	65.5	34.5	(249)
60+	56.2	43.8	(390)
Education level			
Primary or below	50.7	49.3	(136)
Secondary	67.5	32.5	(767)
Tertiary or above	70.2	29.8	(480)
Occupation			
Manager & administrator / Professional / Associate professional	73.3	26.7	(206)
Clerical support / service & sales worker	69.3	30.7	(404)
Skilled & manual worker	75.4	24.6	(171)
Student	75.5	24.5	(94)
Home-maker	61.2	38.8	(152)
Unemployed	66.2	33.8	(68)
Retired	54.1	45.9	(292)
Marital status			
Never married	71.5	28.5	(411)
Married	64.9	35.1	(917)
Separated / divorced / widowed	55.6	44.4	(45)
Race			
Chinese	65.8	34.2	(1 314)
Non-Chinese	87.5	12.5	(72)
Hong Kong Permanent Residents or not			
Yes	65.2	34.8	(1 256)
No	82.1	17.9	(123)
Monthly household income			
Below \$10,000	59.6	40.4	(166)
\$10,000 – \$19,999	69.0	31.0	(281)
\$20,000 – \$29,999	74.9	25.1	(247)
\$30,000 – \$39,999	61.9	38.1	(273)
\$40,000 – \$59,999	66.2	33.8	(231)
\$60,000 or above	72.6	27.4	(95)

Base: The general public aged 15 or above (excl. “don’t know” and “refused to answer”) [Ref.: Q4iv]

Table 3.1.4f: Awareness of the current discrimination ordinances in Hong Kong (Age discrimination) – sub-groups with statistically significant differences

	Correct (not covered by current discrimination ordinance) (%)	Incorrect (covered by current discrimination ordinance) (%)	Base (weighted sample)
Overall	51.4	48.6	(1 370)
Age			
15 – 24	32.4	67.6	(136)
25 – 29	49.5	50.5	(99)
30 – 39	47.7	52.3	(239)
40 – 49	55.2	44.8	(248)
50 – 59	52.7	47.3	(260)
60+	57.6	42.4	(387)
Education level			
Primary or below	66.4	33.6	(131)
Secondary	51.6	48.4	(771)
Tertiary or above	46.9	53.1	(467)
Occupation			
Manager & administrator / Professional / Associate professional	51.0	49.0	(196)
Clerical support / service & sales worker	49.9	50.1	(405)
Skilled & manual worker	42.5	57.5	(167)
Student	33.7	66.3	(89)
Home-maker	55.6	44.4	(151)
Unemployed	61.2	38.8	(67)
Retired	59.8	40.2	(296)
Marital status			
Never married	43.9	56.1	(392)
Married	53.7	46.3	(910)
Separated / divorced / widowed	65.5	34.5	(55)
Race			
Chinese	53.4	46.6	(1 298)
Non-Chinese	16.7	83.3	(72)
Hong Kong Permanent Residents or not			
Yes	54.5	45.5	(1 243)
No	19.8	80.2	(121)
Monthly household income			
Below \$10,000	55.4	44.6	(168)
\$10,000 – \$19,999	48.4	51.6	(283)
\$20,000 – \$29,999	43.0	57.0	(244)
\$30,000 – \$39,999	49.8	50.2	(263)
\$40,000 – \$59,999	53.6	48.4	(224)
\$60,000 or above	59.6	40.4	(94)

Base: The general public aged 15 or above (excl. “don’t know” and “refused to answer”) [Ref.: Q4v]

Table 3.1.4g: Awareness of the current discrimination ordinances in Hong Kong (Sexual orientation discrimination) – sub-groups with statistically significant differences

	Correct (not covered by current discrimination ordinance) (%)	Incorrect (covered by current discrimination ordinance) (%)	Base (weighted sample)
Overall	54.3	45.7	(1 338)
Gender			
Male	58.2	41.8	(612)
Female	51.1	48.9	(726)
Age			
15 – 24	50.7	49.3	(136)
25 – 29	48.5	51.5	(103)
30 – 39	48.8	51.2	(246)
40 – 49	54.8	45.2	(239)
50 – 59	48.8	51.2	(246)
60+	64.4	35.6	(368)
Education level			
Primary or below	65.8	34.2	(120)
Secondary	53.5	46.5	(748)
Tertiary or above	52.9	47.1	(467)
Occupation			
Manager & administrator / Professional / Associate professional	56.1	43.9	(198)
Clerical support / service & sales worker	52.6	47.4	(397)
Skilled & manual worker	45.2	54.8	(168)
Student	53.8	46.2	(91)
Home-maker	53.8	46.2	(143)
Unemployed	40.3	59.7	(62)
Retired	64.6	35.4	(280)
Race			
Chinese	56.1	43.9	(1 263)
Non-Chinese	23.0	77.0	(74)
Hong Kong Permanent Residents or not			
Yes	56.5	43.5	(1 214)
No	32.8	67.2	(116)

Base: The general public aged 15 or above (excl. “don’t know” and “refused to answer”) [Ref.: Q4vi]

Table 3.1.4h: Awareness of the current discrimination ordinances in Hong Kong (Residency status discrimination) – sub-groups with statistically significant differences

	Correct (not covered by current discrimination ordinance) (%)	Incorrect (covered by current discrimination ordinance) (%)	Base (weighted sample)
Overall	77.0	23.0	(1 281)
Race			
Chinese	76.4	23.6	(1 222)
Non-Chinese	88.1	11.9	(59)

Base: The general public aged 15 or above (excl. “don’t know” and “refused to answer”) [Ref.: Q4vii]

Table 3.2.1: Awareness of the EOC – sub-groups with statistically significant differences

	Aware (%)	Not aware (%)	Base (weighted sample)
Overall	97.2	2.8	(1 501)
Gender			
Male	98.2	1.8	(674)
Female	96.4	3.6	(827)
Age			
15 – 24	98.0	2.0	(148)
25 – 29	97.2	2.8	(109)
30 – 39	98.5	1.5	(263)
40 – 49	97.7	2.3	(262)
50 – 59	98.5	1.5	(273)
60+	95.1	4.9	(446)
Education level			
Primary or below	92.9	7.1	(156)
Secondary	97.1	2.9	(824)
Tertiary or above	98.6	1.4	(518)
Occupation			
Manager & administrator / Professional / Associate professional	99.1	0.9	(220)
Clerical support / service & sales worker	99.1	0.9	(429)
Skilled & manual worker	98.9	1.1	(179)
Student	95.9	4.1	(97)
Home-maker	93.5	6.5	(170)
Unemployed	95.8	4.2	(72)
Retired	95.2	4.8	(335)
Hong Kong Permanent Residents or not			
Yes	97.6	2.4	(1 361)
No	93.0	7.0	(128)

Base: The general public aged 15 or above [Ref.: Q5]

Table 3.2.2: Awareness of the EOC's educational, promotional and publicity activities during the 12 months before enumeration – sub-groups with statistically significant differences

	Aware of one or more items (%)	Not aware of any (%)	Base (weighted sample)
Overall	60.0	40.0	(1 501)
Age			
15 – 24	72.3	27.7	(148)
25 – 29	56.4	43.6	(110)
30 – 39	66.2	33.8	(263)
40 – 49	56.5	43.5	(262)
50 – 59	58.6	41.4	(273)
60+	55.8	44.2	(446)
Education level			
Primary or below	50.3	49.7	(155)
Secondary	58.8	41.2	(823)
Tertiary or above	64.7	35.3	(518)
Occupation			
Manager & administrator / Professional / Associate professional	70.0	30.0	(220)
Clerical support / service & sales worker	60.6	39.4	(429)
Skilled & manual worker	59.2	40.8	(179)
Student	68.0	32.0	(97)
Home-maker	42.9	57.1	(170)
Unemployed	54.2	45.8	(72)
Retired	60.5	39.5	(334)
Marital status			
Never married	65.7	34.3	(426)
Married	58.0	42.0	(991)
Separated / divorced / widowed	51.5	48.5	(66)
Monthly household income			
Below \$10,000	52.2	47.8	(182)
\$10,000 – \$19,999	54.9	45.1	(308)
\$20,000 – \$29,999	62.4	37.6	(258)
\$30,000 – \$39,999	64.7	35.3	(286)
\$40,000 – \$59,999	63.6	36.4	(247)
\$60,000 or above	68.3	31.7	(104)

Base: The general public aged 15 or above [Ref.: Q6a & b]

Table 3.2.3: Evaluation on the overall performance of the EOC – sub-groups with statistically significant differences

	Score 6 – 10 (%)	Score 1 – 5 (%)	Average score	Base (weighted sample)
Overall	65.5	34.5	6.30	(1 480)
Age				
15 – 24	74.1	25.9	6.67	(147)
25 – 29	72.2	27.8	6.30	(108)
30 – 39	73.4	26.6	6.42	(263)
40 – 49	58.7	41.3	6.02	(259)
50 – 59	64.2	35.8	6.31	(268)
60+	61.1	38.9	6.27	(435)
Occupation				
Manager & administrator / Professional / Associate professional	65.9	34.1	6.08	(217)
Clerical support / service & sales worker	65.6	34.4	6.19	(425)
Skilled & manual worker	69.1	30.9	6.62	(178)
Student	76.0	24.0	6.69	(96)
Home-maker	64.9	35.1	6.34	(168)
Unemployed	64.3	35.7	6.06	(70)
Retired	60.7	39.3	6.33	(326)
Race				
Chinese	64.1	35.9	6.25	(1 405)
Non-Chinese	93.3	6.7	7.29	(75)
Hong Kong Permanent Residents or not				
Yes	64.1	35.9	6.25	(1 342)
No	82.7	17.3	6.91	(127)
Awareness of the EOC's educational, promotional and publicity activities during the 12 months before enumeration				
Aware of one or more items	72.1	27.9	6.57	(894)
Not aware of any	55.5	44.5	5.89	(586)

Base: The general public aged 15 or above (excl. "don't know / no comment") [Ref.: Q8]

Table 3.2.4a: Agreement on “the EOC provides access to redress for discrimination” – sub-groups with statistically significant differences

	Agree (score 6 – 10) (%)	Disagree (score 1 – 5) (%)	Average score	Base (weighted sample)
Overall	68.9	31.1	6.45	(1 442)
Age				
15 – 24	85.0	15.0	7.00	(140)
25 – 29	75.5	24.5	6.29	(102)
30 – 39	79.4	20.6	6.82	(257)
40 – 49	62.0	38.0	6.13	(250)
50 – 59	65.8	34.2	6.39	(263)
60+	61.8	38.2	6.31	(429)
Occupation				
Manager & administrator / Professional / Associate professional	72.2	27.8	6.40	(216)
Clerical support / service & sales worker	69.4	30.6	6.41	(412)
Skilled & manual worker	76.5	23.5	6.73	(166)
Student	82.6	17.4	6.95	(92)
Home-maker	69.3	30.7	6.56	(166)
Unemployed	58.8	41.2	5.85	(68)
Retired	59.8	40.2	6.32	(321)
Race				
Chinese	67.5	32.5	6.40	(1 373)
Non-Chinese	95.7	4.3	7.40	(69)
Hong Kong Permanent Residents or not				
Yes	67.2	32.8	6.39	(1 322)
No	89.2	10.8	7.18	(111)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q7i]

Table 3.2.4b: Agreement on “the EOC enhances public understanding of EO and discrimination” – sub-groups with statistically significant differences

	Agree (score 6 – 10) (%)	Disagree (score 1 – 5) (%)	Average score	Base (weighted sample)
Overall	71.2	28.8	6.50	(1 447)
Age				
15 – 24	81.7	18.3	6.99	(142)
25 – 29	80.8	19.2	6.70	(104)
30 – 39	78.8	21.2	6.80	(259)
40 – 49	65.3	34.7	6.31	(259)
50 – 59	68.0	32.0	6.31	(266)
60+	66.0	34.0	6.34	(418)
Occupation				
Manager & administrator / Professional / Associate professional	72.4	27.6	6.40	(217)
Clerical support / service & sales worker	74.2	25.8	6.51	(415)
Skilled & manual worker	72.1	27.9	6.66	(172)
Student	84.9	15.1	7.09	(93)
Home-maker	67.5	32.5	6.40	(166)
Unemployed	65.7	34.3	6.31	(70)
Retired	64.9	35.1	6.39	(313)
Race				
Chinese	70.1	29.9	6.46	(1 376)
Non-Chinese	93.0	7.0	7.36	(71)
Hong Kong Permanent Residents or not				
Yes	69.8	30.2	6.45	(1 323)
No	88.7	11.3	7.20	(115)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q7ii]

Table 3.2.4c: Agreement on “the EOC enhances public understanding of sexual harassment” – sub-groups with statistically significant differences

	Agree (score 6 – 10) (%)	Disagree (score 1 – 5) (%)	Average score	Base (weighted sample)
Overall	70.6	29.4	6.48	(1 454)
Age				
15 – 24	81.3	18.8	6.92	(144)
25 – 29	82.1	17.9	6.54	(106)
30 – 39	83.5	16.5	6.77	(261)
40 – 49	66.4	33.6	6.33	(256)
50 – 59	63.4	36.6	6.27	(265)
60+	63.4	36.6	6.37	(423)
Education level				
Primary or below	54.9	45.1	6.07	(142)
Secondary	70.8	29.2	6.55	(802)
Tertiary or above	75.3	24.7	6.50	(507)
Occupation				
Manager & administrator / Professional / Associate professional	74.3	25.7	6.44	(214)
Clerical support / service & sales worker	75.7	24.3	6.52	(420)
Skilled & manual worker	74.4	25.6	6.73	(172)
Student	82.8	17.2	6.85	(93)
Home-maker	67.9	32.1	6.51	(165)
Unemployed	57.1	42.9	6.06	(70)
Retired	60.1	39.9	6.30	(321)
Race				
Chinese	69.5	30.5	6.44	(1 381)
Non-Chinese	91.9	8.1	7.29	(74)
Hong Kong Permanent Residents or not				
Yes	69.3	30.7	6.43	(1 324)
No	89.1	10.9	7.15	(119)
Awareness of the EOC’s educational, promotional and publicity activities during the 12 months before enumeration				
Aware of one or more items	75.8	24.2	6.73	(883)
Not aware of any	62.8	37.2	6.10	(572)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q7iii]

Table 3.2.4d: Agreement on “the EOC’s promotion and education work on EO and anti-discrimination is effectively carried out” – sub-groups with statistically significant differences

	Agree (score 6 – 10) (%)	Disagree (score 1 – 5) (%)	Average score	Base (weighted sample)
Overall	66.4	33.6	6.29	(1 454)
Age				
15 – 24	74.5	25.5	6.70	(141)
25 – 29	70.1	29.9	6.25	(107)
30 – 39	72.1	27.9	6.45	(258)
40 – 49	58.8	41.2	6.03	(257)
50 – 59	66.4	33.6	6.24	(265)
60+	64.1	35.9	6.25	(426)
Race				
Chinese	65.0	35.0	6.25	(1 384)
Non-Chinese	94.3	5.7	7.16	(70)
Hong Kong Permanent Residents or not				
Yes	64.4	35.6	6.23	(1 328)
No	88.9	11.1	6.95	(117)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q7iv]

Table 3.2.4e: Agreement on “the EOC is responsive to the demands of the society on promoting EO and anti-discrimination” – sub-groups with statistically significant differences

	Agree (score 6 – 10) (%)	Disagree (score 1 – 5) (%)	Average score	Base (weighted sample)
Overall	64.2	35.8	6.30	(1 450)
Age				
15 – 24	78.3	21.7	6.79	(143)
25 – 29	62.9	37.1	6.09	(105)
30 – 39	69.4	30.6	6.61	(258)
40 – 49	58.3	41.7	5.98	(254)
50 – 59	65.5	34.5	6.32	(267)
60+	59.2	40.8	6.17	(424)
Occupation				
Manager & administrator / Professional / Associate professional	60.6	39.4	6.08	(218)
Clerical support / service & sales worker	65.9	34.1	6.37	(419)
Skilled & manual worker	69.0	31.0	6.59	(171)
Student	80.6	19.4	6.71	(93)
Home-maker	58.0	42.0	6.11	(162)
Unemployed	57.1	42.9	5.89	(70)
Retired	61.8	38.2	6.26	(317)
Race				
Chinese	62.7	37.3	6.25	(1 378)
Non-Chinese	93.1	6.9	7.18	(72)
Hong Kong Permanent Residents or not				
Yes	62.8	37.2	6.24	(1 321)
No	82.4	17.6	6.98	(119)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q7v]

Table 3.2.4f: Agreement on “the EOC initiates suggestions on policy changes for promoting EO and anti-discrimination” – sub-groups with statistically significant differences

	Agree (score 6 – 10) (%)	Disagree (score 1 – 5) (%)	Average score	Base (weighted sample)
Overall	65.1	34.9	6.28	(1 446)
Age				
15 – 24	76.4	23.6	6.65	(140)
25 – 29	68.9	31.1	6.22	(106)
30 – 39	74.8	25.2	6.56	(258)
40 – 49	59.4	40.6	6.01	(256)
50 – 59	63.8	36.2	6.28	(265)
60+	58.7	41.3	6.17	(421)
Education level				
Primary or below	51.1	48.9	5.97	(141)
Secondary	66.2	33.8	6.40	(796)
Tertiary or above	67.5	32.5	6.20	(505)
Race				
Chinese	63.6	36.4	6.23	(1 372)
Non-Chinese	94.5	5.5	7.22	(73)
Hong Kong Permanent Residents or not				
Yes	63.2	36.8	6.23	(1 319)
No	85.5	14.5	6.87	(117)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q7vi]

Table 3.2.4g: Agreement on “the EOC works independently and will not subject to undue influence or pressure” – sub-groups with statistically significant differences

	Agree (score 6 – 10) (%)	Disagree (score 1 – 5) (%)	Average score	Base (weighted sample)
Overall	64.7	35.3	6.29	(1 436)
Education level				
Primary or below	47.2	52.8	5.81	(142)
Secondary	66.7	33.3	6.40	(792)
Tertiary or above	66.8	33.2	6.24	(500)
Race				
Chinese	63.4	36.6	6.24	(1 367)
Non-Chinese	91.4	8.6	7.12	(70)
Hong Kong Permanent Residents or not				
Yes	63.3	36.7	6.25	(1 312)
No	81.0	19.0	6.74	(116)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q7vii]

Table 3.2.4h: Agreement on “the EOC keeps pace with the development of the society” – sub-groups with statistically significant differences

	Agree (score 6 – 10) (%)	Disagree (score 1 – 5) (%)	<i>Average score</i>	Base (weighted sample)
Overall	64.6	35.4	6.24	(1 445)
Age				
15 – 24	76.2	23.8	6.61	(143)
25 – 29	70.4	29.6	6.17	(108)
30 – 39	72.6	27.4	6.48	(259)
40 – 49	62.1	37.9	6.14	(253)
50 – 59	61.1	38.9	6.15	(262)
60+	57.9	42.1	6.09	(420)
Occupation				
Manager & administrator / Professional / Associate professional	65.9	34.1	6.03	(214)
Clerical support / service & sales worker	64.8	35.2	6.27	(418)
Skilled & manual worker	72.1	27.9	6.52	(172)
Student	81.1	18.9	6.64	(95)
Home-maker	62.0	38.0	6.24	(163)
Unemployed	63.2	36.8	5.91	(68)
Retired	56.1	43.9	6.12	(314)
Race				
Chinese	63.1	36.9	6.18	(1 372)
Non-Chinese	91.8	8.2	7.21	(73)
Hong Kong Permanent Residents or not				
Yes	63.2	36.8	6.19	(1 314)
No	80.8	19.2	6.80	(120)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q7viii]

Table 3.3.1a: Perceived importance of “Urge the Government to introduce a statutory right of women to return to their previous work positions after maternity leave” – sub-groups with statistically significant differences

	Very / Quite important (%)	Not too / Not important at all (%)	Base (weighted sample)
Overall	89.1	10.9	(1 488)
Age			
15 – 24	87.2	12.8	(148)
25 – 29	95.4	4.6	(109)
30 – 39	88.2	11.8	(262)
40 – 49	89.3	10.7	(262)
50 – 59	83.7	16.3	(270)
60+	92.0	8.0	(437)
Race			
Chinese	88.5	11.5	(1 413)
Non-Chinese	100.0	-	(75)
Monthly household income			
Below \$10,000	93.9	6.1	(181)
\$10,000 – \$19,999	92.1	7.9	(303)
\$20,000 – \$29,999	88.4	11.6	(258)
\$30,000 – \$39,999	86.3	13.7	(284)
\$40,000 – \$59,999	83.4	16.6	(247)
\$60,000 or above	88.5	11.5	(104)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q9i]

Table 3.3.1b: Perceived importance of “Encourage employers to formulate “Family-friendly Employment Policies and Practices”” – sub-groups with statistically significant differences

	Very / Quite important (%)	Not too / Not important at all (%)	Base (weighted sample)
Overall	83.3	16.7	(1 477)
Age			
15 – 24	82.4	17.6	(148)
25 – 29	93.6	6.4	(109)
30 – 39	85.0	15.0	(260)
40 – 49	78.8	21.2	(259)
50 – 59	76.8	23.2	(272)
60+	86.7	13.3	(430)
Occupation			
Manager & administrator / Professional / Associate professional	83.7	16.3	(215)
Clerical support / service & sales worker	82.9	17.1	(422)
Skilled & manual worker	90.4	9.6	(177)
Student	76.3	23.7	(97)
Home-maker	76.5	23.5	(170)
Unemployed	83.1	16.9	(71)
Retired	85.8	14.2	(323)
Marital status			
Never married	87.2	12.8	(423)
Married	81.2	18.8	(971)
Separated / divorced / widowed	89.4	10.6	(66)
Race			
Chinese	82.6	17.4	(1 402)
Non-Chinese	97.3	2.7	(75)
Monthly household income			
Below \$10,000	90.8	9.2	(174)
\$10,000 – \$19,999	86.0	14.0	(301)
\$20,000 – \$29,999	79.2	20.8	(255)
\$30,000 – \$39,999	79.5	20.5	(283)
\$40,000 – \$59,999	83.0	17.0	(247)
\$60,000 or above	80.8	19.2	(104)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q9ii]

Table 3.3.1c: Perceived importance of “Promote employment and community participation of mentally ill persons” – sub-groups with statistically significant differences

	Very / Quite important (%)	Not too / Not important at all (%)	Base (weighted sample)
Overall	91.1	8.9	(1 479)
Occupation			
Manager & administrator / Professional / Associate professional	92.7	7.3	(219)
Clerical support / service & sales worker	94.6	5.4	(425)
Skilled & manual worker	91.0	9.0	(177)
Student	89.7	10.3	(97)
Home-maker	80.0	20.0	(170)
Unemployed	87.0	13.0	(69)
Retired	92.9	7.1	(322)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q9iii]

Table 3.3.1d: Perceived importance of “Urge the Government to amend Disability Discrimination Ordinance by introducing a distinct duty to make reasonable accommodation for persons with disability” – sub-groups with statistically significant differences

	Very / Quite important (%)	Not too / Not important at all (%)	Base (weighted sample)
Overall	93.8	6.2	(1 481)
Marital status			
Never married	96.2	3.8	(423)
Married	93.2	6.8	(975)
Separated / divorced / widowed	87.9	12.1	(66)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q9iv]

Table 3.3.1e: Perceived importance of “Encourage business and organisations to formulate anti-sexual harassment policies and to set up a mechanism to handle sexual harassment complaints” – sub-groups with statistically significant differences

	Very / Quite important (%)	Not too / Not important at all (%)	Base (weighted sample)
Overall	92.5	7.5	(1 477)
Occupation			
Manager & administrator / Professional / Associate professional	95.9	4.1	(217)
Clerical support / service & sales worker	92.2	7.8	(425)
Skilled & manual worker	95.5	4.5	(178)
Student	87.6	12.4	(97)
Home-maker	88.8	11.2	(169)
Unemployed	84.3	15.7	(70)
Retired	94.1	5.9	(320)
Race			
Chinese	92.1	7.9	(1 401)
Non-Chinese	98.7	1.3	(75)
Monthly household income			
Below \$10,000	97.2	2.8	(176)
\$10,000 – \$19,999	91.0	9.0	(301)
\$20,000 – \$29,999	93.8	6.2	(257)
\$30,000 – \$39,999	88.0	12.0	(284)
\$40,000 – \$59,999	91.8	8.2	(245)
\$60,000 or above	97.1	2.9	(103)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q9v]

Table 3.3.1f: Perceived importance of “Advocate a reform of sexuality education in primary and secondary schools to raise the awareness of young people towards sexual harassment” – sub-groups with statistically significant differences

	Very / Quite important (%)	Not too / Not important at all (%)	Base (weighted sample)
Overall	91.2	8.8	(1 485)
Occupation			
Manager & administrator / Professional / Associate professional	92.3	7.7	(220)
Clerical support / service & sales worker	93.9	6.1	(428)
Skilled & manual worker	92.1	7.9	(178)
Student	84.5	15.5	(97)
Home-maker	87.1	12.9	(171)
Unemployed	87.3	12.7	(71)
Retired	91.6	8.4	(321)

Base: The general public aged 15 or above (excl. “don’t know / no comment / hard to say” and “refused to answer”) [Ref.: Q9vi]

APPENDIX B
- QUESTIONNAIRE -

	Sup :	Case :
	Edit :	Check :

Equal Opportunities Awareness Survey 2021

Restricted when entered with data

Tel. code: _____

Name of respondent: _____ Contact tel.: _____

Interviewer no.: _____ Date: _____

Time started: _____ Time ended: _____

Introduction:

Hello! My name is _____, an interviewer of Mercado Solutions Associates Ltd. We have been commissioned by the Equal Opportunities Commission to conduct an opinion survey on equal opportunities, and would like to have an interview with your household. The information you provide will be used for aggregate analysis only. Personal data will be kept confidential. Thank you for your co-operation.

Screening

Fixed line telephone numbers	Mobile phone numbers
<p>S1. We would like to randomly select a member from your household to take part in this opinion survey. May I know how many members aged 15 or above are there in your household? I mean those who stay in your household at least 5 nights per week. Please include live-in domestic helpers.</p> <p>Record the no. of person(s): _____ [If more than 1, ask S2; if not, invite this member for an interview.]</p> <p>S2. May I know who has just passed the birthday? (If the respondent does not understand: that means... today is the ____ of _____, so whose birthday is the last birthday?)</p> <p>I am the one → [Read out] Thank you for your co-operation. [Start the interview]</p> <p>Others → [Read out] I would like to conduct an interview with this member. Is he/she here? Can I talk to him/her? [Repeat the introduction & start the interview]</p>	<p>S3. [Confirm age] Are you aged 15 or above?</p> <p>Yes → [Ask S4]</p> <p>No → [Read out] Our target respondents are persons aged 15 or above. Thank you for your time! [End of interview]</p> <p>S4. Do you use fixed telephone line at home?</p> <p>No → [Read out] Thank you for your co-operation. [Start the interview]</p> <p>Yes → [Read out] Our target respondents are mobile phone users who do not use residential fixed line. Thank you for your time! [End of interview]</p>

[If the selected respondent is not at home or not available, interviewer should make an appointment or call again later] May I know his/her name? When should I call him/her again?

[If the respondent refuses to conduct the interview, read out] Your opinion is very important to the Equal Opportunities Commission. Our interview doesn't take a long time. And don't worry, the information you provide will be used for aggregate analysis only. Personal data will be kept confidential.

Main Questionnaire

X1.	Record the gender:		[SA]
		Male	1
		Female	2

X2.	Which of the following age groups are you in? [Read out 01 – 10] [SA]			
	15 – 24	01	50 – 54	07
	25 – 29	02	55 – 59	08
	30 – 34	03	60 – 64	09
	35 – 39	04	65 or above	10
	40 – 44	05		
	45 – 49	06	Refused to answer	97

Q1. Do you agree with the following statements? [Read out i – x according to random sequence] [Probe] Do you strongly agree, agree, disagree or strongly disagree?						
	Strongly agree	Agree	Disagree	Strongly disagree	Don't know / no comment / hard to say [Do not read out]	Refused to answer [Do not read out]
[] i. Workers with a disability should receive the same wage for the same workload as compared with other workers without a disability	4	3	2	1	8	7
[] ii. For students with a disability, mainstream schools are more preferable than special schools	4	3	2	1	8	7
[] iii. I don't mind living near a half-way house for ex-mentally ill persons	4	3	2	1	8	7
[] iv. Hiring workers with a disability would increase the workload of other workers without a disability	4	3	2	1	8	7
[] v. A man who stays home full-time to look after his children is less of a man	4	3	2	1	8	7
[] vi. Men are more knowledgeable about politics than women	4	3	2	1	8	7
[] vii. After a match-making agency realises that a customer service employee has divorced, the employer transfers the staff to a post that does not directly serve customers in order to avoid affecting the company image. Do you agree with what the employer has done?	4	3	2	1	8	7
[] viii. After returning to work from maternity leave, a shop sales worker requests a 30-minute session during her working day to express milk in the baby care room of the shopping mall. Her employer refuses her request because the additional break will be unfair to other staff. Do you agree with employer's refusal?	4	3	2	1	8	7
[] ix. South Asians are capable of performing limited types of work	4	3	2	1	8	7
[] x. Compared with their ethnic Chinese counterparts, non-Chinese students are less diligent in schoolwork	4	3	2	1	8	7

<p>Q2. To what extent, do you think the following situations are prevalent in Hong Kong? [Read out i – vii according to random sequence] [Probe] Do you think it is very prevalent, quite prevalent, not too prevalent or not prevalent at all?</p>						
	Very prevalent	Quite prevalent	Not too prevalent	Not prevalent at all	Don't know / no comment / hard to say [Do not read out]	Refused to answer [Do not read out]
[] i. Sex discrimination	4	3	2	1	8	7
[] ii. Disability discrimination	4	3	2	1	8	7
[] iii. Family status discrimination	4	3	2	1	8	7
[] iv. Race discrimination	4	3	2	1	8	7
[] v. Age discrimination	4	3	2	1	8	7
[] vi. Sexual orientation discrimination	4	3	2	1	8	7
[] vii. Residency status discrimination (including new immigrants, asylum seekers, etc.)	4	3	2	1	8	7

Q3. In the past 12 months, have you ever encountered the following situations...				
[Read out i – x one by one]	Yes	[If yes] Under what circumstance(s) did you encounter the experience? 1. When seeking jobs 2. At work 3. At school 4. When seeking accommodation or other housing-related matters 5. When taking public transport 6. When purchasing goods or using services 7. In social occasions Others (pls. specify)	No	Refused to answer [Do not read out]
i. Being treated less favourably because of your <u>sex</u>	1		2	7
ii. Being <u>sexually harassed</u> , including physical touch, verbal harassment, etc.	1		2	7
iii. Being treated less favourably because of your <u>marital status</u>	1		2	7
iv. [Ask females aged below 55 ONLY (X1 = 2 & X2 = 01-07)] Being treated less favourably because you are <u>pregnant</u>	1		2	7
v. [Ask females aged below 55 ONLY (X1 = 2 & X2 = 01-07)] Being treated less favourably because you are a <u>breastfeeding mother</u>	1		2	7
vi. Being treated less favourably because you have to <u>take care</u> of your children, parents or other <u>family members</u>	1		2	7
vii. Being treated less favourably because of your <u>age</u>	1		2	7
viii. Being treated less favourably because of your <u>sexual orientation</u>	1		2	7
ix. Being treated less favourably because of your <u>disability</u>	1		2	7
x. Being treated less favourably because of your <u>race</u>	1		2	7

Q4. As far as you know, is there any legislation to protect people from the following discrimination in Hong Kong? [Read out i – vii according to random sequence]				
	Yes	No	Don't know [Do not read out]	Refused to answer [Do not read out]
[] i. Sex discrimination	1	2	8	7
[] ii. Disability discrimination	1	2	8	7
[] iii. Family status discrimination	1	2	8	7
[] iv. Race discrimination	1	2	8	7
[] v. Age discrimination	1	2	8	7
[] vi. Sexual orientation discrimination	1	2	8	7
[] vii. Residency status discrimination (including new immigrants, asylum seekers, etc.)	1	2	8	7

Q5. Before this interview, have you heard of the “Equal Opportunities Commission”, that is the “EOC”?		[SA]	
	Yes	1	
	No	2	

<p>Q6a. During the past 12 months, have you seen, heard or encountered any educational, promotional or publicity activities of the EOC? Please include mass media, internet, advertisements, printing materials, seminars, exhibitions, etc.</p> <p>[If yes] From which channel(s) have you seen / heard / encountered these activities? [Probe] Any others?</p>			
<p>Q6b. During the past 12 months, have you seen, heard or encountered the following promotions of the EOC? [Read out the item(s) that was(were) not mentioned in Q6a only]</p>			
		<p>Q6a.</p> <p>[Unaided]</p> <p>[MA]</p>	<p>Q6b.</p> <p>[Read out the item(s) that was(were) not mentioned in Q6a only]</p> <p>[MA]</p>
	Advertisements (APIs) on TV (e.g. "Fight Sexual Harassment: Speak out!", "Racial Harmony")	01	01
	Radio programmes	02	02
	Printed version of newspapers / magazines	03	03
	Online version of newspapers / magazines	04	04
	Advertisements in the MTR	05	05
	Leaflets and newsletters	06	06
	Internet (e.g. the EOC website, "EOC YouTube Channel", EOC Facebook or LinkedIn)	07	07
	Seminars, talks or exhibitions	08	08
	Mobile phone applications	09	09
	Others (pls. specify):	_____	

	98. Can't remember the channel(s)	98	--
	99. None	99	99

Q7. Do you agree with the following statements which described the work of EOC? If using scores 1 – 10 to indicate, where 1 denotes Strongly disagree; and 10 denotes Strongly agree, which score would you give? **[Read out i – viii according to random sequence]**

	Strongly agree	•	•	•	•	•	•	•	•	Strongly disagree	Don't know / no comment / hard to say [Do not read out]	Refused to answer [Do not read out]
[] i. The EOC provides access to redress for discrimination	10	9	8	7	6	5	4	3	2	1	98	97
[] ii. The EOC enhances public understanding of equal opportunities and discrimination	10	9	8	7	6	5	4	3	2	1	98	97
[] iii. The EOC enhances public understanding of sexual harassment	10	9	8	7	6	5	4	3	2	1	98	97
[] iv. The EOC's promotion and education work on equal opportunities and anti-discrimination is effectively carried out	10	9	8	7	6	5	4	3	2	1	98	97
[] v. The EOC is responsive to the demands of the society on promoting equal opportunities and anti-discrimination	10	9	8	7	6	5	4	3	2	1	98	97
[] vi. The EOC initiates suggestions on policy changes for promoting equal opportunities and anti-discrimination	10	9	8	7	6	5	4	3	2	1	98	97
[] vii. The EOC works independently and will not subject to undue influence or pressure	10	9	8	7	6	5	4	3	2	1	98	97
[] viii. The EOC keeps pace with the development of the society	10	9	8	7	6	5	4	3	2	1	98	97

Q8. In general, please use scores 1 – 10 to evaluate the work of EOC, where 10 denotes “very good” and 1 denotes “very bad”, which score would you give?

Don't know / no comment 98

Q9. Concerning the forthcoming equal opportunities issues, to what extent, do you think the following areas of work are important? **[Read out i – vi according to random sequence]**

[Probe] Do you think it is very important, quite important, not too important or not important at all?

	Very important	Quite important	Not too important	Not important at all	Don't know / no comment / hard to say [Do not read out]	Refused to answer [Do not read out]	
[] i. Urge the Government to introduce a statutory right of women to return to their previous work positions after maternity leave	4	3	2	1	8	7	
[] ii. Encourage employers to formulate "Family-friendly Employment Policies and Practices" (e.g. flexi-hours, work-from-home, etc.)	4	3	2	1	8	7	
[] iii. Promote employment and community participation of ex-mentally ill persons	4	3	2	1	8	7	
[] iv. Urge the Government to amend Disability Discrimination Ordinance by introducing a distinct duty to make reasonable accommodation for persons with disability (e.g. to widen aisles, to install automatic doors, or to add auxiliary equipments to facilitate employees and customers with disability)	4	3	2	1	8	7	
[] v. Encourage business and organisations to formulate anti-sexual harassment policies and to set up a mechanism to handle sexual harassment complaints	4	3	2	1	8	7	
[] vi. Advocate a reform of sexuality education in primary and secondary schools to raise the awareness of young people towards sexual harassment	4	3	2	1	8	7	

Q10. Apart from the above mentioned, what other comments or recommendations do you have on the work of the EOC or on the issue of equal opportunities?

Background Information

[Read out] Finally, for conducting statistical analysis, would you tell me...

X3.	Your highest educational attainment is... ? [Read out 1 – 5]	[SA]	
	Primary or below	1	
	Lower secondary (Form 1 to 3)	2	
	Upper secondary (Form 4 to 7)	3	
	Certificate / diploma / associate degree	4	
	Bachelor / Master / Doctoral degree	5	
	Refused to answer	9	

X4.	Your marital status is... ? [Read out 1 – 3]	[SA]	
	Never married	1	
	Married	2	
	Separated / divorced / widowed	3	
	Refused to answer	9	

X5.	Were you born in Hong Kong?	[SA]	
	Yes	1	→ Skip to X7
	No	2	→ Ask X6
	Refused to answer	97	→ Skip to X7

X6.	Have you been living in Hong Kong for more than or less than 7 years?	[SA]	
	[More than 7 years] For... [Read out 4 – 5] ?		
	[Less than 7 years] For... [Read out 1 – 3] ?		
	Less than 1 year	1	
	1 – 3 years	2	
	4 – 6 years	3	
	7 – 9 years	4	
	10 years or above	5	
	Refused to answer	9	

X7.	May I know if you are a Hong Kong Permanent Resident?	[SA]	
	Yes	1	→ Skip to X8
	No	2	→ Ask Q3(xi)
	Refused to answer	9	→ Skip to X8

Q3(xi). In the past 12 months, have you ever been...

	Yes	[If yes] Under what circumstance(s) did you encounter the experience? 1. When seeking jobs 2. At work 3. At school 4. When seeking accommodation or other housing-related matters 5. When taking public transport 6. When purchasing goods or using services 7. In social occasions Others (pls. specify)	No	Refused to answer [Do not read out]
xi. [Ask non-permanent residents ONLY (X7 = 2)] Being treated less favourably because you are not a <u>permanent resident of Hong Kong</u> (including new immigrants, asylum seekers, etc.)	1		2	7

X8.	Are you an ethnic Chinese? [If not] May I know which ethnic group do you belong to?	[SA]	
	Chinese	01	
	White	02	
	Filipino	03	
	Indonesian	04	
	Thai	05	
	Indian	06	
	Pakistani	07	
	Nepalese	08	
	Japanese	09	
	Korean	10	
	Others (pls. specify): _____		
	Refused to answer	97	

X9. Are you working?

[No] You are... **[Read out 10 – 13]? [SA]**

[Yes] Your occupation is... ? **[Record]**

[Record] _____

Manager & administrator	01	Plant & machine operator and assembler	08
Professional	02	Elementary occupations	09
Associate professional	03	Student	10
Clerical support worker	04	Housewife / home-maker	11
Service & sales worker	05	Unemployed or job seeker	12
Skilled agricultural & fishery worker	06	Retired	13
Craft & related worker	07	Refused to answer	97

X10. What is the range of your total monthly household income? **[Read out] [SA]**

\$4,999 or below	01	\$35,000 - \$39,999	08
\$5,000 - \$9,999	02	\$40,000 - \$49,999	09
\$10,000 - \$14,999	03	\$50,000 - \$59,999	10
\$15,000 - \$19,999	04	\$60,000 - \$79,999	11
\$20,000 - \$24,999	05	\$80,000 - \$99,999	12
\$25,000 - \$29,999	06	\$100,000 or above	13
\$30,000 - \$34,999	07	Refused to answer	97

~ **Thank you for your co-operation!** ~

[Read out] Another staff of our company may contact you later to re-confirm the interview that I have done or to clarify some other questions. He/she will only ask a few questions and will not take a long time. Thank you for your cooperation.

Signature: _____

Date: _____

