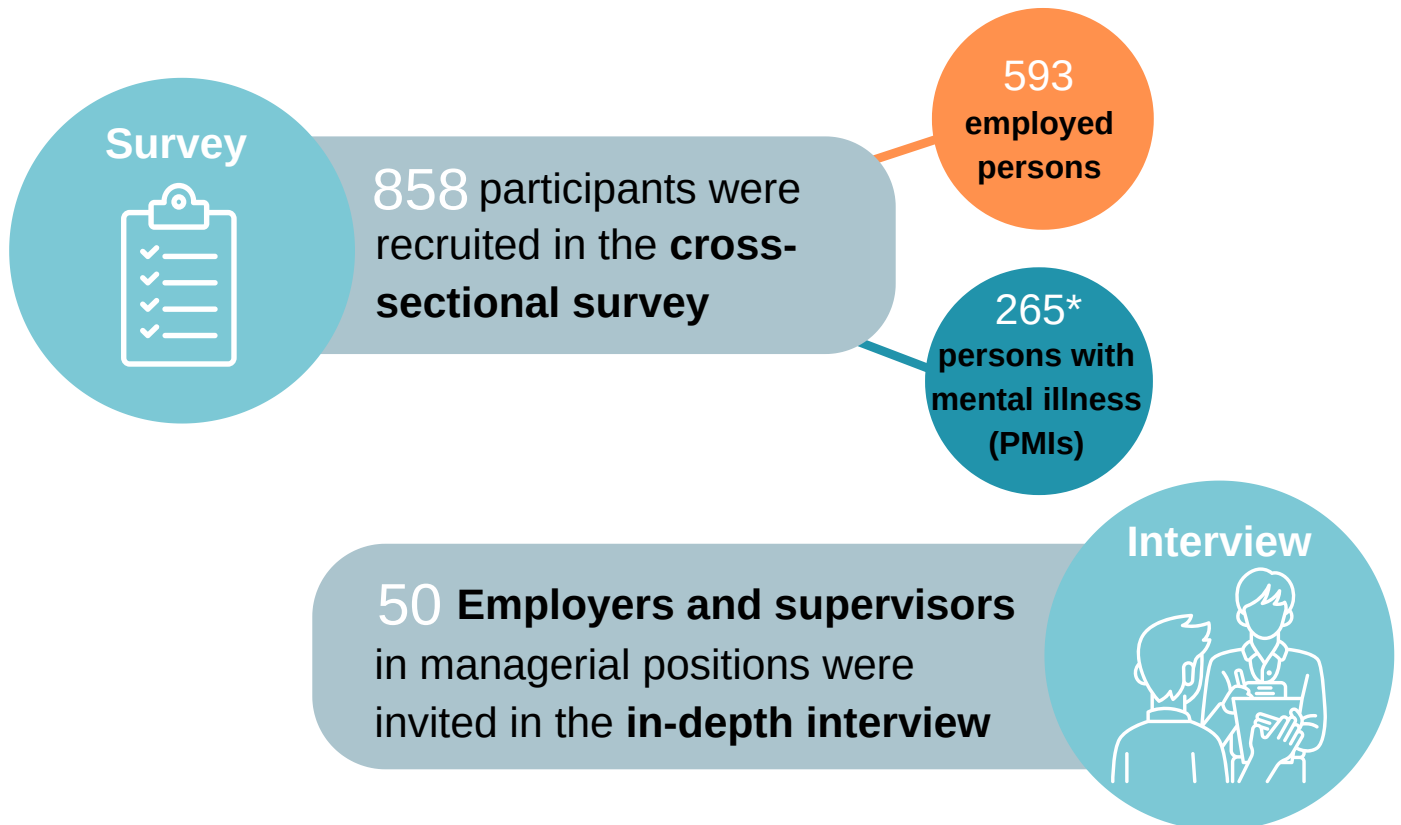




Study on Perceptions of Stigmatization and Discrimination of Persons with Mental Illness in the Workplace (Mar 2023)

Research Design



* 49.4% = Schizophrenia; 23.0% = Depression; 11.7% = Bipolar Disorder; 9.7% = Anxiety; 6.2% = Others

Knowledge of Disability Discrimination and Disability Discrimination Ordinance from the Employed Persons

96.1% of the **employed persons** have heard of the term "**disability discrimination**"



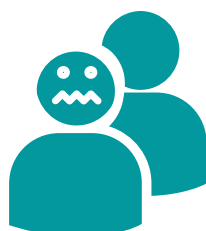
91.9% of the **employed persons** knew about **Disability Discrimination Ordinance (DDO)** of Hong Kong

Common Stigmatization towards PMIs Reported by the Employed Persons


55.7%
worried that
PMIs will harm
others



46.5%
try to **keep a**
distance from
PMIs



43.4%
afraid of **being**
alone with PMIs

36.4% 
think it is **normal** for PMIs to
be discriminated by others



29.8%
think PMIs **often add**
trouble to others

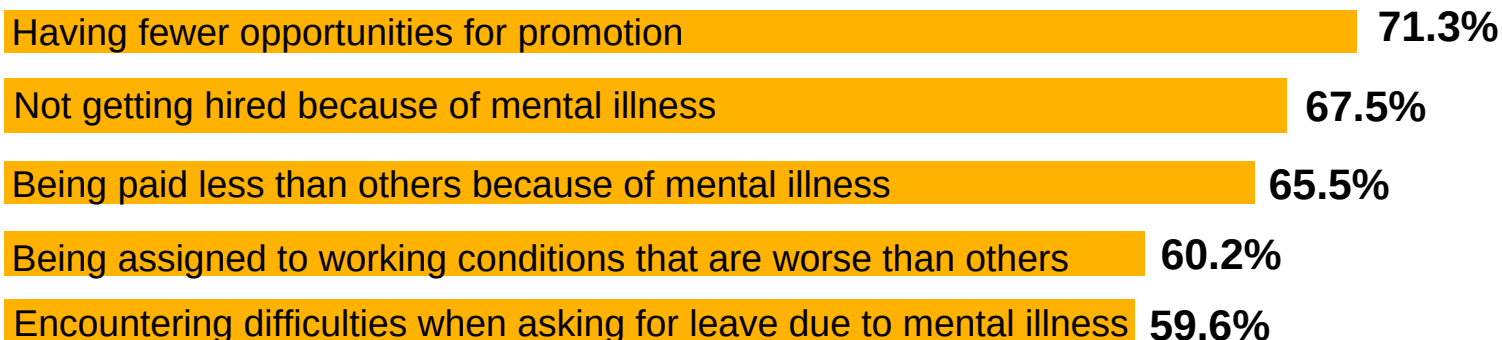
Perceived Prevalence of Discrimination by the PMIs

78.5%

of the **PMIs** reflected that the
discrimination against PMIs in
Hong Kong is **very prevalent**
or **quite prevalent**



Prevalence of common workplace discrimination observed by the PMIs (very prevalent or quite prevalent)



Workplace Discrimination Experience in Different Work Phases Reported by the PMIs

Percentages of PMIs experienced discrimination



36.2%

In the hiring process



32.8%

At work



32.8%

In the quitting process

Common workplace discrimination in different work phases

Hiring Process



42.9%

Poor employment conditions due to mental illness record

At Work



35.6%

Being paid less due to mental illness

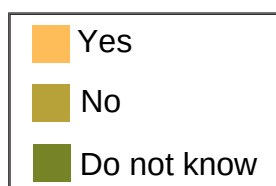
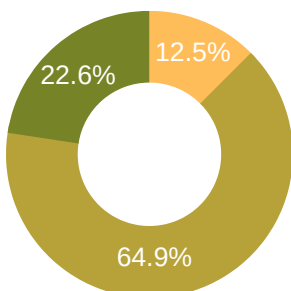
Quitting Process



29.5%

Quitting due to inferior treatment or changing employment conditions

Availability of Mental Health Support in the Workplace



Only **12.5%** of the PMIs reported that the company has provided mental health support

Quotes from the Employers and Supervisors



(A female, aged 35-44, manager/department head, import/export, wholesale and retail)

"I don't think there is any special arrangement. **If we know there is an applicant with mental illness that needs special work arrangement, that person would likely not be hired.** We should treat everyone equally in the company."

(A male, aged 35-44, manager/department head, accommodation and food services)

"I think it depends on the type of industry. In the sales department, it is **difficult to include people with mental illness** because our work involves communicating with people. If the employee with mental illness **cannot control their emotions or behaves abnormally**, it is **difficult for them to perform well at work.**"



Suggestions and Recommendations for Improvement



67.3% of the employed persons and **68.3%** of the PMIs think that the government should **step up publicity to let more people know about the Disability Discrimination Ordinance**

63.9% of the employed persons and **61.9%** of the PMIs think that the government should **require companies to formulate equal opportunities policies**



Recommendations for creating a discrimination-free working environment

Anti-discrimination policy

The Government should consider **providing more assistance to facilitate the development of discrimination-related policies**



Reasonable work accommodations

Employers should **ensure that employees can attend medical appointments and apply for sick leave**



Public education

Public education initiatives should be launched **to promote understanding of disability discrimination and DDO.**



Staff training

Employers may provide staff training **to debunk myths, promote mental health awareness, and teach communication skills**



Resources for mental health support

The Government may consider either **providing financial subsidies or centralizing support services for small and medium companies**

