

Equal Opportunities Awareness Survey 2015

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 the awareness of equal opportunities (EO) and EOC's work in 1998, 2003, 2007 and 2012. Mercado Solutions Associates Ltd. (MSA) was commissioned to conduct the survey in 2015 to obtain an updated picture from the general public and service users (users) of the EOC. During the fieldwork period between September and November 2015, 1 500 general public aged 15 or above and 213 EOC users were successfully enumerated via telephone interviews and self-administered questionnaire survey respectively. This summary highlighted the major findings of the two surveys.

Major Findings of the General Public Survey

2. Overall speaking, the general public demonstrated a positive attitude towards EO. The overall index of anti-discrimination attitude was 62 (in a scale of 0 – 100, where 0 denotes the lowest tendency and 100 denotes the highest). The corresponding figure in 2012 was 63.

3. (a) The general public showed better knowledge on the current discrimination ordinances on the grounds of disability, race and sex (62% - 69%), while relatively few could correctly indicate that discrimination ordinance on the ground of family status (28%) was enacted, and that new immigration status, sexual orientation and age have not been legislated (42% - 56%). It was observed that the general public's knowledge on the current discrimination ordinances tended to be stable except slightly fewer of the public could correctly indicate the current discrimination ordinance on the ground of race when compared with that in 2012 survey (65% in 2015 and 71% in 2012).

(b) It was observed that those who aged 15 – 19, 20 – 29, those with educational level of tertiary or above, those who were working, those who working as manager / administrator / professional / associate professional and clerk/ service and shop sales workers were more likely to correctly indicate the current discrimination ordinances. On the contrary, those who aged 60 or above, those with educational level of primary or below, those who were non-working and those who were separated / divorced / widowed tended not to have enough knowledge on the existence of the four ordinances.

4. It was found that 9% of the general public experienced incidents of discrimination, harassment or vilification in the past year, more frequently relating to age discrimination and sexual harassment.

5. When people were asked if they were aware of any organization in Hong Kong that was involved in promoting EO and eliminating discrimination, 56% of the general public could name EOC spontaneously and it went up to 98% upon prompting (95% in both 2012 and 2007, 93% in 2003 and 87% in 1998; an increasing trend was observed since 1998 survey). Besides, a majority of the general public (82%; the corresponding figures in 2012 and 2007 were 84% and 66% respectively) were aware of one or more EOC's educational, promotional and publicity activities in the past 12 months before enumeration.

6. (a) Many of the general public agreed that "EOC has enhanced public understanding of EO and discrimination" (70%), "the EOC provides access to redress for discrimination" (63%) and "its promotion and education work is appropriately carried out" (63%), while relatively fewer recognized "the EOC keeps pace with the development of society" (59%) and "the EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary" (58%).

(b) When compared with previous surveys, decreasing trends were observed on the levels of agreement with "EOC has enhanced public understanding of EO and discrimination" and "EOC's promotion and education work is appropriately carried out" since 1998 survey.

7. Public's view on the overall performance of EOC tended to be positive. In a scale of 1-10, 66% gave favourable scores of 6 – 10 and 32% gave lower scores of 1 – 5 (mean score was 6.3 and the corresponding figure in 2012 was also 6.3).

8. For the forthcoming EO issues, the top 2 issues ranked as first priority by the general public were "to promote visually impaired people's access to public premises with guide dogs" (25%) and "to encourage public venues to support breastfeeding" (20%), while most of the general public perceived the issues of "promoting employment and community participation of ex-mentally ill people" (90%) and "promoting visually impaired people's access to public premises with guide dogs" (89%) as "very / quite important".

Major Findings of the User Survey

9. Overall, EOC's users demonstrated a direction towards a high tendency of anti-discrimination attitude. The overall index was 77 (in a scale of 0 – 100, where 0 denotes the lowest tendency and 100 denotes the highest), which was higher than that of the general public (62) and that of the users in the 2012 survey (73).

10. Users showed better understanding on disability vilification (90%), sexual harassment (60% - 85%) and the definition of family status (79% - 94%), while relatively few gave correct answers relating to racial vilification (18%) and the definition of disability (29% - 66%). The overall index of the level of understanding of discrimination ordinances

was 66 (in a scale of 0 – 100). It was higher than that in 2012 survey (61).

11. A majority of the users appreciated EOC's training courses, seminars or activities which brought benefits to them (80% - 91%) (70% - 94% in the 2012 survey) and were useful (81%) (88% in the 2012 survey).

12. The agreement levels on the statements which described the work of EOC among users (70% - 92%) were distinctly higher than those of the general public (58% - 70%).

13. Users' evaluation on the overall performance of EOC was higher than that of the general public. 87% gave favourable scores of 6 – 10 and 12% gave lower scores of 1 – 5 (vs. respective 66% and 32% for the general public). The mean score was 7.1 (vs. 6.3 for the general public).

14. For the forthcoming EO issues, the top EO issue ranked as first priority by users was "to motivate employers to formulate 'Family-friendly Employment Policies and Practices'" (15%). Most users perceived the issues of "promoting visually impaired people's access to public premises with guide dogs" (91%) and "promoting airlines' formulation of policy and staff instruction to ensure persons with reduced mobility will not be treated less favorably" (91%) as "very / quite important".

15. More than 70% of them considered the problem of media stereotyping and cyber-bullying against "visitors from Mainland China" (73% and 71% respectively) is very / quite serious. It was followed by "ex-mentally ill persons" (65% and 57% respectively) and "middle-aged women who are not married" (58% and 55% respectively).

Conclusion

16. In conclusion, the surveys revealed that both the general public and EOC's service users demonstrated a positive attitude towards EO. The overall index of anti-discrimination attitude was 62 for the general public and 77 for the users, which illustrated that EOC's training courses, seminars and promotional and educational activities were effective in raising the awareness and understanding of EO. In fact, a majority of users considered that EOC's training courses, seminars or activities were useful and brought benefits to them.

17. The level of awareness of EOC (98%) was higher than that in the 2012 survey (95%). Besides, a majority of general public (82%) were aware of one or more EOC's educational, promotional and publicity activities in the past 12 months before enumeration, mainly through traditional channels such as EOC's Announcement of Public Interests (APIs) on TV, TV programmes and the promotions on newspapers / magazines.

18. The agreement levels on the 6 statements (“the EOC has enhanced public understanding of EO and discrimination”, “the EOC provides access to redress for discrimination”, “EOC’s promotion and education work is appropriately carried out”, “the EOC works independently and will not subject to undue influence of pressure”, “the EOC keeps pace with the development of society” and “the EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary”) which described the work of EOC among users (70% - 92%) were distantly higher than those of the general public (58% - 70%). The mean score of the overall performance of EOC given by users was 7.1 (in a scale of 1-10) which also far exceeded that of the general public (6.3). All these mean scores were well above the mid-point value of 5.5, which showed that EOC’s overall performance was recognized by the general public and users.

19. It was found that 9% of the general public experienced discrimination or harassment in the past year. Among them, relatively more mentioned the areas relating to age discrimination (43%) and sexual harassment (27%); more than half of these incidents occurred in the working environment / when applying for a job (54%).

20. For the forthcoming EO issues, it was found that, while the EO issue of “promoting visually impaired people’s access to public premises with guide dog” was ranked as first priority by the largest proportion of general public (25%), this issue was also regarded as top priority by the second largest proportion of the users (8%).

21. Users were asked about whether media stereotyping and cyber-bullying against the selected groups of people were serious or not. More than half of the users considered the problem of media stereotyping and cyber-bullying against “visitors from Mainland China” (73% and 71% respectively), “ex-mentally ill persons” (65% and 57% respectively) and “middle-aged women who are not married” (58% and 55% respectively) as very / quite serious.

Recommendations

22. Based on findings of the surveys on the general public and users, 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 the public expect the EOC to move onto are summarized below.

- (a) As older respondents and those who were married of the general public were more aware of EOC’s APIs on TV, TV programmes and promotions in newspaper / magazines, EOC is recommended to continue using these traditional media as means of promotion and education. Those who aged 15 – 29, those with educational level of tertiary or above, those who were working as manager / administrator / professional / associate professional, those who are single and

immigrants who resided in Hong Kong less than 10 years were more likely to be aware of EOC's educational, promotional and publicity activities through internet. More up-to-date channels of communication via internet should also be considered in order to reach more people and proactively convey EO messages of more substances than merely slogans. Apart from existing channels, multiple means of communication should be employed: common social networking such as Facebook, multi-media sharing such as YouTube, and professional networking such as LinkedIn. All of the messages are disseminated with a higher speed and they can proliferate extensively through personal networking.

- (b) In connection with the afore-mentioned means of communication, EOC's training courses, seminars or activities should be adapted to provide different promotional and educational forms such as video clips, games, quizzes and competitions. Disseminated via multiple means of communication, they are utilized as self-learning and user-friendly study programmes which aim to "train the trainers" and/or educate the target groups who can manage the learning process on their own pace.
- (c) Results from the survey of general public revealed that older respondents, less educated individuals and recent immigrants held lower levels of anti-discrimination attitude and of knowledge about current discrimination ordinances. As such, more promotion and education work should be carried out for these groups. Effective channels of communication particularly for these individuals should be identified and so messages of equal opportunities and anti-discrimination could be successfully transmitted and received.
- (d) Promotional and educational programmes should be formulated to increase public understanding in racial vilification and the definition of disability, as users showed poorer understanding in these areas. Also, more related work should be done to raise public awareness about the work of EOC since a decreasing proportion of people agreed that "the EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary" and "the EOC works independently and will not subject to undue influence or pressure".
- (e) For media stereotyping and cyber-bullying against the selected groups of people, more than half of the users considered the problem of media stereotyping and cyber-bullying against "visitors from Mainland China", "ex-mentally ill persons" and "middle-aged women who are not married" as serious. The EOC should also target these areas of media stereotyping and cyber-bullying in the future promotional and educational programmes.
- (f) For the forthcoming EO issues, while the EO issue of "promoting visually impaired

people's access to public premises with guide dog" was ranked as first priority by the largest proportion of general public (25%), this issue was also regarded as top priority by the second largest proportion of the users (8%). In the Discrimination Law Review submitted to the Government in March 2016, EOC recommended the Government to amend section 10 of the Disability Discrimination Ordinance by adding being accompanied by an assistance animal as a category of protection from discrimination, and that assistance animal be clearly defined. The government should consider accepting EOC's related recommendation to introduce being accompanied by an assistance animal as a category of disability discrimination.

- (g) It reveals that in the past year, 9% of the general public experienced discrimination or harassment which usually occurred in the workplace environment. Among them, discriminatory incidents on the ground of age is not within EOC's ambit. Therefore, in response to this area of anti-discrimination work the public expect the EOC to move onto, EOC is suggested to undertake research studies on introducing the legal protection against discrimination on the ground of age.

1 Background & Survey Objectives

The Equal Opportunities Commission (EOC) conducted surveys on public perception about EO awareness and EOC's work in 1998, 2003, 2007 and 2012. Mercado Solutions Associates Ltd. (MSA) was commissioned to conduct the survey in 2015 to obtain an updated picture from the general public and service users (users) of the EOC.

The objectives of this survey are:

- To gauge public perception towards the concept of equal opportunities.
- To gauge public awareness and their perception of the EOC's work against discrimination.
- To gauge perception from general public and the users of EOC's programmes on the effectiveness of the EOC services including promotion, public education, training and consultancy, and specific programmes such as EOC's webpage, EO Club, TV docu-drama series, etc.
- To solicit public opinion on forthcoming EO issues such as promoting to encourage breastfeeding in public venues, motivating employers to formulate "Family-friendly Employment Policies and Practices", etc.
- 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 the public expect the EOC to move onto.

2 Methodology

The study involved two parts, namely Survey of the General Public and the User Survey.

2.1 SURVEY OF THE GENERAL PUBLIC

2.1.1 Survey Coverage and Target Respondent

This part is a territory-wide survey of representative sample of persons aged 15 or above. The survey covered the land-based non-institutional population in Hong Kong. In other words, hotel transients, inmates of institutions and persons living on board vessels were excluded.

Target respondent was defined as Hong Kong residents aged 15 or above in domestic households. While in many public opinion surveys, foreign domestic helpers are excluded, in view of the objectives of this study, these persons were included in this survey.

2.1.2 Research and Sampling Design

The survey was conducted by means of telephone interviewing method. A random sample of residential telephone numbers was drawn 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 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.

2.1.3 Enumeration Result and Fieldwork Period

The fieldwork was conducted between 15 September and 15 October 2015. In total, 1 500 individuals were successfully interviewed, constituting an overall response rate of 56.1%. The enumeration results were summarized below in Table 1.

Table 1: Enumeration results of the Survey of the General Public

(A) Total no. of telephone numbers attempted	3 000
(B) No. of invalid telephone numbers	327
- Non-residential	31
- Fax and invalid number	287
- Non-Cantonese, Putonghua and English speaking	9
- No eligible respondent who aged 15 or above	0
(C) No. of valid telephone numbers (D + E)	2 673
(D) Successfully enumerated	1 500
(E) Unsuccessful cases (F + G)	1 173
(F) Refusal	725
(G) Non-contact	448
Response rate [$D / C * 100\%$]	56.1%
Refusal rate [$F / C * 100\%$]	27.1%
Non-contact rate [$G / C * 100\%$]	16.8%

2.1.4 Weighting

Data collected from the survey was weighted to align with the sex-age distribution of the population in mid-2015 (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.

2.1.5 Reliability of the Estimates

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.

2.1.6 Analysis of Survey Findings

Chi-Square Test and ANOVA Test were 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 “refused to answer” were excluded.

2.2 USER SURVEY

2.2.1 Survey Coverage and Target Respondent

This part covered participants who joined EOC’s activities such as training sessions, the EO Club or Career Challenge, etc. Target respondent was defined as those who participated in the activities in the last 12 months before enumeration.

2.2.2 Research and Sampling Design

An integrated electronic and mailed self-administered questionnaire was used to conduct this part of the survey. While the contact information of target respondents should be kept confidential by EOC, the self-administered questionnaire was mailed to the target respondents by EOC. The electronic version was also sent to their email addresses (if available), so that respondents could choose to respond via their most convenient way. In total, 213 completed questionnaires were received between 15 September and 6 November 2015.

2.3 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.
- Those who claimed “don’t know / hard to say / no comment” and “refused to answer” were excluded in the calculation of mean score and the statistical tests for the trend analysis between 2012 and 2015.

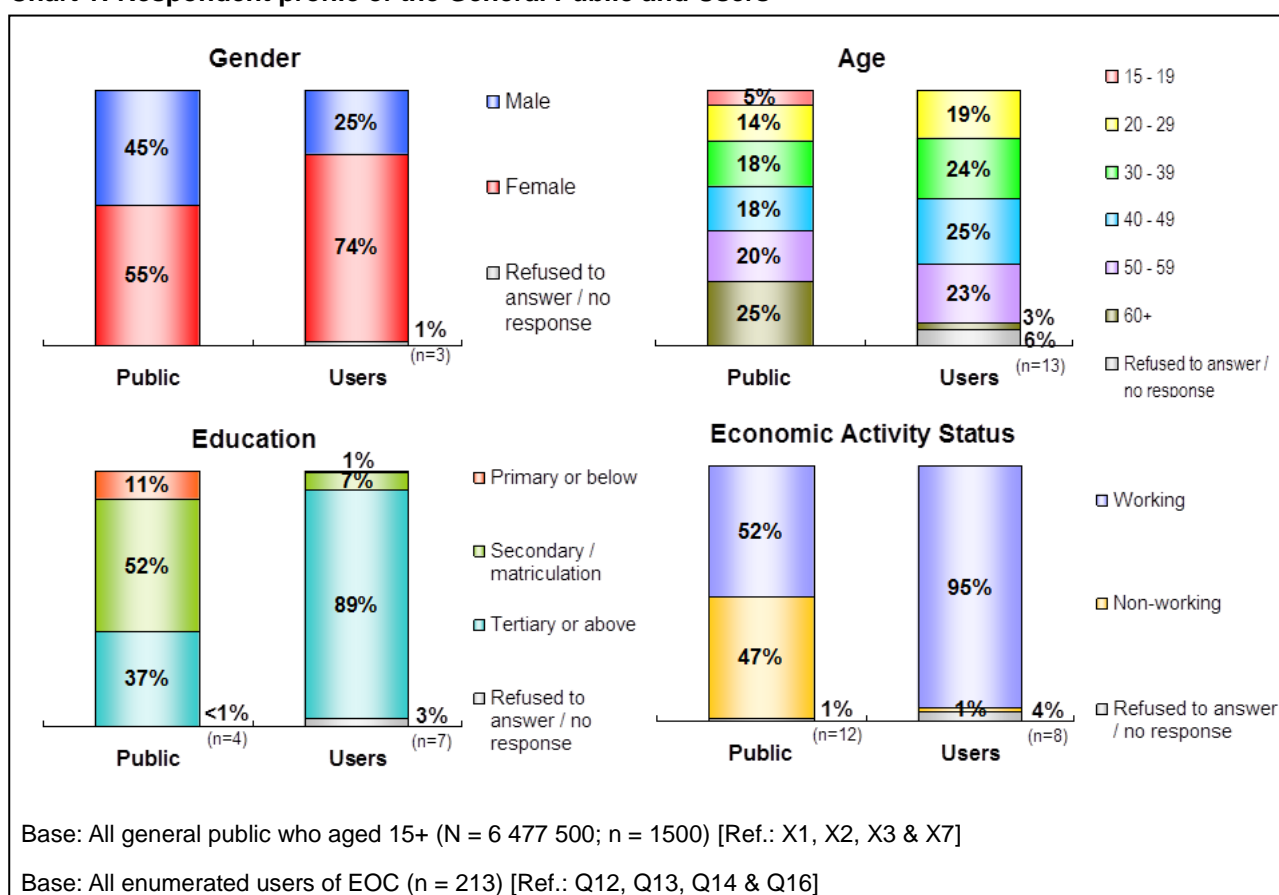
2.4 RESPONDENT PROFILE

When comparing the survey results of the general public and EOC's service users, readers should be cautioned that the profile of general public and EOC's users were quite different.

While 55% of the general public were females, the corresponding proportion among users (74%) was significantly higher. For the distribution of different age groups, about one-quarter of the users were aged 30 – 39 (24%) and 40 – 49 (25%) respectively, whilst the corresponding proportions among the general public were both 18%. Furthermore, a relatively higher proportion of the users attained tertiary educational level or above (89%), as compared to the general public (37%). In terms of economic activity status, a majority of the users were working (95%) which was significantly higher than that of the general public (52%).

(Ref.: Chart 1)

Chart 1: Respondent profile of the General Public and Users



Other background information of the respondents in the General Public Survey and User Survey were listed in Tables 2a & b below.

Table 2a: Other background information of the Respondents in the General Public Survey

	%
Marital status	
Single	34
Married	60
Separated / divorced / widowed	5
Refused to answer (n=13)	1
Place of birth	
Hong Kong	71
Mainland China	25
Other Asian countries / regions	3
Others	<1
Refused to answer (n=11)	1
Length of residence in HK	
3 years or below	<1
4 – 6 years	1
7 – 9 years	1
10 years or above	26
Since born	71
Refused to answer (n=2)	<1
Occupation	
Manager & administrator / Professional / Associate professional	34
Clerk / Service worker & shop sales worker	52
Skilled & manual worker	14
Monthly personal income	
Below \$10,000	5
\$10,000 – \$19,999	22
\$20,000 – \$29,999	11
\$30,000 or above	12
Non-working	47
Refused to answer (n=35)	3
Base: All general public who aged 15+ (N = 6 477 500; n = 1500) [Ref.: X4, X5, X6 & X8]	

Table 2b: Other background information of the Respondents in the User Survey

	%
Marital status	
Single	35
Married	54
Separated / divorced / widowed	3
Refused to answer (n=17)	8
Monthly personal income	
Below \$10,000	2
\$10,000 – \$19,999	18
\$20,000 – \$29,999	21
\$30,000 or above	40
Refused to answer (n=40)	19
Base: All enumerated users (n = 213) [Ref.: Q15 & Q17]	

3 Survey Findings – General Public

3.1 ATTITUDES TOWARDS EQUAL OPPORTUNITIES AND KNOWLEDGE OF THE CURRENT DISCRIMINATION ORDINANCES IN HONG KONG

3.1.1 Overall Anti-discrimination Attitude

To gauge the overall anti-discrimination attitude of the general public, respondents were asked about their agreement level of 12 statements relating to the various aspects of discrimination. These statements are:

Sex	(S) As child care work is suitable for females, I agree that male teachers should not be employed in kindergartens (Disagree = anti-discrimination attitude)
	(SH) If a male staff shows a pornographic poster at his own desk, even though he knows he has female colleagues viewing it, this is sexual harassment (Agree = anti-discrimination attitude)
	(S) A female clinic doctor refuses male patients for her own reason. I think it is not a problem (Disagree = anti-discrimination attitude)
	(S) It is not a problem for the manager of a swimming pool to employ male lifeguards only (Disagree = anti-discrimination attitude)
Pregnancy	(P) If a student is pregnant before marriage, expulsion from school should be resulted (Disagree = anti-discrimination attitude)
Marital status	(M) 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. (Disagree = anti-discrimination attitude)
Family status	(F) If a restaurant worries that customers may be disturbed by baby's crying, it has the right to refuse serving customers with baby (Disagree = anti-discrimination attitude)
Disability	(D) If property owner worried that wheelchair will damage the floor tile, he/she has the right to state on the advertisement that he/she will refuse tenants using wheelchair (Disagree = anti-discrimination attitude)
	(D) I don't want to live near a half-way house for discharged mental patients (Disagree = anti-discrimination attitude)
	(DH) In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law (Disagree = anti-discrimination attitude)
Race	(R) I choose not to sit next to Indians / Pakistanis in public transport (Disagree = anti-discrimination attitude)
	(RH) If a waiter calls a dark skinned person as "black ghost", that makes him/her feel embarrassed, he/she can file a lawsuit and ask for compensation (Agree = anti-discrimination attitude)

S – Sex P – Pregnancy M – Marital status D – Disability F – Family status R – Race
SH – Sexual Harassment DH – Disability Harassment RH – Racial Harassment

Overall analysis

Many of the general public demonstrated anti-discrimination attitudes. The top 3 statements that the public showed positive attitudes were:

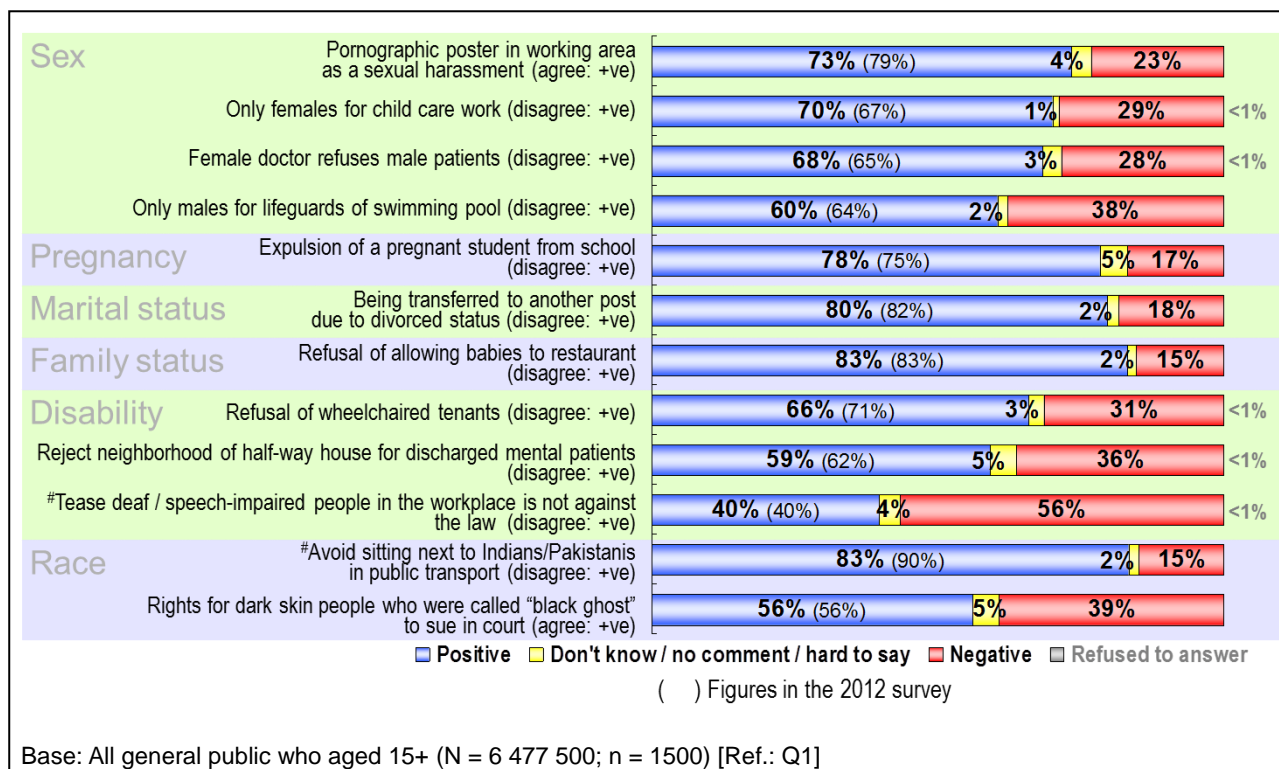
- 83% disagreed “If a restaurant worries that customers may be disturbed by baby’s crying, it has the right to refuse serving customers with baby” (*family status discrimination*) (corresponding figure in 2012 was 83%);
- 83% disagreed “I choose not to sit next to Indians / Pakistanis in public transport” (*race discrimination*) (corresponding figure in 2012 was 90%); and
- 80% disagreed “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.” (*marital status discrimination*) (corresponding figure in 2012 was 82%).

On the other hand, the bottom 3 statements were:

- 40% disagreed “In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law” (*disability harassment*) (corresponding figure in 2012 was 40%);
- 56% disagreed “If a waiter calls a dark skinned person as ‘black ghost’, that makes him/her feel embarrassed, he/she can file a lawsuit and ask for compensation” (*racial harassment*) (corresponding figure in 2012 was 56%); and
- 59% disagreed “I don’t want to live near a half-way house for discharged mental patients” (*disability discrimination*) (corresponding figure in 2012 was 62%).

(Ref.: Chart 2)

Chart 2: Overall anti-discrimination attitude



The statements in surveys in 2015 and 2012 were:

Tease deaf / speech-impaired people –

(2015) In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law.

(2012) It is misesteem to play jokes with deaf / speech-impaired people by acting their sign language, but it is not an offense against the law.

Avoid sitting next to Indians/Pakistanis in public transport –

(2015) I choose not to sit next to Indians / Pakistanis in public transport.

(2012) I cannot accept sitting next to Indians / Pakistanis in public transport.

Remark: Statistically significant differences ($p < 0.05$) were found between 2012 and 2015 in the following statements (excluding "Tease deaf / speech-impaired people" and "Avoid sitting next to Indians/Pakistanis in public transport"):

- Pornographic poster in working area as a sexual harassment;
- Female doctor refuses male patients
- Expulsion of a pregnant student from school;
- Being transferred to another post due to divorced status; and
- Refusal of wheelchair tenants.

Sub-group analysis

(Sexual Harassment) If a male staff shows a pornographic poster at his own desk, even though he knows he has female colleagues viewing it, this is sexual harassment [Ref.: Q1vii]

Of all general public, 73% agreed (+ve) with this statement and 23% disagreed (-ve). It was observed that relatively higher proportions of the females (76%), those who aged 15 – 19 (77%), 20 – 29 (78%), 30 – 39 (78%), 40 – 49 (77%), those who were working (76%) and those who were single (76%) agreed. Moreover, the higher the educational level, the higher the occupational level and the longer time residing in HK, the higher were the proportions who agreed (ranged from 63% for primary or below to 78% for tertiary or above; 69% for skilled & manual worker to 77% for manager / administrator / professional / associate professional; 68% for residing in HK less than 10 years to 76% for local born). In contrast, relatively higher proportions of the males (27%), those who aged 60 or above (28%), those with educational level of primary or below (29%), those who were separated / divorced / widowed (30%) and those who resided in Hong Kong less than 10 years (28%) disagreed.

(Sex) As child care work is suitable for females, I agree that male teachers should not be employed in kindergartens [Ref.: Q1i]

Of all general public, 70% disagreed (+ve) with this statement and 29% agreed (-ve). It was observed that relatively higher proportions of those who aged 15 – 19 (80%) and 20 – 29 (81%), those who were working as manager / administrator / professional / associate professional (76%) and those who were single (75%) disagreed. Moreover, the higher the educational level, the higher were the proportions who disagreed (ranged from 62% for primary or below to 79% for tertiary or above). On the contrary, relatively higher proportions of those who aged 60 or above (35%), those with educational level of primary or below (36%) and those who were working as clerk / service worker & shop sales worker (34%) agreed.

(Sex) A female clinic doctor refuses male patients for her own reason. I think it is not a problem [Ref.: Q1ix]

Of all general public, 68% disagreed (+ve) with this statement and 28% agreed (-ve). It was observed that relatively higher proportions of immigrants who resided in Hong Kong 10 years or more (69%) and those who were local born (69%) disagreed.

(Sex) It is not a problem for the manager of a swimming pool to employ male lifeguards only
[Ref.: Q1xi]

Of all general public, 60% disagreed (+ve) with this statement and 38% agreed (-ve). It was observed that relatively higher proportions of those who aged 15 – 19 (65%), 20 – 29 (66%), 40 – 49 (65%) and 50 – 59 (67%) and those who were local born (63%) disagreed. Moreover, the higher the educational level, the higher were the proportions who disagreed (ranged from 50% for primary or below to 66% for tertiary or above). Also, relatively higher proportions of those who aged 60 or above (47%), those with educational level of primary or below (47%) and immigrants who resided in Hong Kong 10 years or more (43%) agreed.

(Pregnancy) If a student is pregnant before marriage, expulsion from school should be resulted [Ref.: Q1iii]

Of all general public, 78% disagreed (+ve) with this statement and 17% agreed (-ve). It was observed that relatively higher proportion of those who aged 20 – 29 (91%), those who were working (81%), those who were single (84%) and those who were local born (82%) disagreed. Moreover, the higher the educational level, the higher were the proportions who disagreed (ranged from 67% for primary or below to 84% for tertiary or above). On the contrary, relatively higher proportion of those who aged 60 or above (22%), those with education level of primary or below (23%), those who were separated / divorced / widowed (27%) and immigrants who resided in Hong Kong 10 years or more (23%) agreed.

(Marital Status) 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. [Ref.: Q1v]

Of all general public, 80% disagreed (+ve) with this statement and 18% agreed (-ve). It was observed that relatively higher proportions of the females (83%), those who aged 20 – 29 (84%), 50 – 59 (86%), those who were non-working (80%) and those who were married (81%) disagreed. In contrast, relatively higher proportions of the males (22%) and those who aged 15 – 19 (24%) agreed.

(Family Status) If a restaurant worries that customers may be disturbed by baby's crying, it has the right to refuse serving customers with baby [Ref.: Q1viii]

Of all general public, 83% disagreed (+ve) with this statement and 15% agreed (-ve). It was observed that relatively higher proportions of those with educational level of secondary / matriculation (87%) and those who were married (86%) disagreed. But relatively higher proportions of those with educational level of tertiary or above (20%), those who were single (20%) and separated / divorced / widowed (20%) held an opposite view.

(Disability) If property owner worried that wheelchair will damage the floor tile, he/she has the right to state on the advertisement that he/she will refuse tenants using wheelchair [Ref.: Q1iii]

Of all general public, 66% disagreed (+ve) with this statement and 31% agreed (-ve). It was observed that, relatively higher proportions of those who aged 15 – 19 (72%), 20 – 29 (75%), those who were non-working (68%) and those who were single (70%) disagreed. Moreover, the longer time residing in HK, the higher were the proportions who disagreed (ranged from 54% for residing in HK less than 10 years to 67% for local born). On the contrary, relatively higher proportions of those who aged 40 – 49 (41%), those who were separated / divorced / widowed (43%) and those who resided in Hong Kong less than 10 years (46%) agreed.

(Disability) I don't want to live near a half-way house for discharged mental patients [Ref.: Q1vi]

Of all general public, 59% disagreed (+ve) with this statement and 36% agreed (-ve). It was observed that relatively higher proportions of those who aged 15 – 19 (70%), 20 – 29 (67%), those who were working (60%), those who were working as manager / administrator / professional / associate professional (66%), those who were single (65%) and those who were local born (62%) disagreed. Moreover, the higher the educational level, the higher were the proportions who disagreed (ranged from 54% for primary or below to 65% for tertiary or above). In contrast, relatively higher proportions of those who aged 30 – 39 (42%), 40 – 49 (40%), those with education level of primary or below (39%) and secondary / matriculation (40%), those who were working as clerk / service worker & shop sales worker (42%), those who were separated / divorced / widowed (43%), those immigrants who resided in Hong Kong less than 10 years (41%) and 10 years or more (43%) agreed.

(Disability Harassment) In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law [Ref.: Q1x]

Of all general public, 40% disagreed (+ve) with this statement and 56% agreed (-ve). It was observed that relatively higher proportions of those who aged 15 – 19 (50%), 20 – 29 (52%) and those who were single (45%) disagreed. Moreover, the longer time residing in HK, the higher were the proportions who disagreed (34% for residing in HK less than 10 years to 40% for local born). On the contrary, relatively higher proportions of those who aged 30 – 39 (65%), 40 – 49 (61%) and those who were married (59%) agreed.

(Race) I choose not to sit next to Indians / Pakistanis in public transport [Ref.: Q1iv]

Of all general public, 83% disagreed (+ve) with this statement and 15% agreed (-ve). It was observed that relatively higher proportions of those aged 15 – 19 (90%), those who were working (86%) and those who were single (87%) disagreed. Moreover, the higher the educational level, the higher were the proportions who disagreed (ranged from 73% for primary or below to 87% for tertiary or above). But, relatively higher proportions of those who aged 60 or above (19%), those with education level of primary or below (23%) and those who were separated / divorced / widowed (27%) agreed.

(Racial Harassment) If a waiter calls a dark skinned person as “black ghost”, that makes him/her feel embarrassed, he/she can file a lawsuit and ask for compensation [Ref.: Q1xii]

Of all general public, 56% agreed (+ve) with this statement and 39% disagreed (-ve). It was observed that relatively higher proportions of those who aged 15 – 19 (75%), 20 – 29 (71%), those who were single (66%), those who resided in Hong Kong less than 10 years (59%) and local born (59%) agreed. Moreover, the higher the educational level, the higher were the proportions who agreed (ranged from 45% for primary or below to 63% for tertiary or above). In contrast, relatively higher proportions of those who aged 60 or above (48%), those with education level of primary or below (48%), those who were separated / divorced / widowed (47%) and immigrants who resided in Hong Kong 10 years or more (48%) disagreed.

(Ref.: Tables A1 – A12 in Appendix A)

In summary, some salient differences between sub-groups were observed:

- those who aged 15 – 19 and those with educational level of tertiary or above were more likely to have a higher level of anti-discrimination attitude in different aspects, except on the ground of sex concerning “female doctors refuse male patients”;
- those who aged 60 or above, those with educational level of primary or below, those who were separated / divorced / widowed and immigrants who resided in Hong Kong less than 10 years were more likely to have a lower level of anti-discrimination attitude on most grounds;
- females were more likely to have a higher level of anti-discrimination attitude on the grounds of sex concerning “pornographic poster in working area” and marital status concerning “being transferred to another post due to divorced status”, and such phenomenon was reverse for males.

(Ref.: Tables 3a & b)

Table 3a: Overall anti-discrimination attitude – summary table of sub-group analysis

Statement / Area	Gender		Age						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
(SH) [Q1vii]	-	+	+	+	+	+		-	-		+
(S) [Q1i]			+	+		-		-	-	-	+
(S) [Q1ix]			-	-					-	+	-
(S) [Q1xi]			+	+	-	+	+	-	-		+
(P) [Q1iii]			+	+				-	-		+
(M) [Q1v]	-	+	-	+			+	-	-		
(F) [Q1viii]					-		+		-	+	-
(D) [Q1ii]			+	+		-			-		
(D) [Q1vi]			+	+	-	-		-	-	-	+
(DH) [Q1x]			+	+	-	-					
(R) [Q1iv]			+	+			+	-	-		+
(RH) [Q1xii]			+	+			-	-	-		+

“+” indicates the group with higher level of anti-discrimination attitude when compared with the overall level of the specific statement.

“-” indicates the group with lower level of anti-discrimination attitude when compared with the overall level of the specific statement.

S – Sex P – Pregnancy M – Marital status D – Disability F – Family status R – Race

SH – Sexual Harassment DH – Disability Harassment RH – Racial Harassment

Table 3b: Overall anti-discrimination attitude – summary table of sub-group analysis

Statement / Area	Working status		Occupation			Marital status			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
(SH) [Q1vii]			+	+	-			-	-	-	
(S) [Q1i]			+	-	+	+	-			-	
(S) [Q1ix]			-	+	-	-		-	-		
(S) [Q1xi]			+					-	-		
(P) [Q1iii]	+	-	+	+	-	+		-	-	-	
(M) [Q1v]											
(F) [Q1viii]			-		+	-	+	-	-		
(D) [Q1ii]			-		-	+		-	-		
(D) [Q1vi]			+	-		+		-	-	-	+
(DH) [Q1x]						+	-	+	-		
(R) [Q1iv]			+			+		-	-	-	
(RH) [Q1xii]			+		+	+	-	-	+	-	+

“+” indicates the group with higher level of anti-discrimination attitude when compared with the overall level of the specific statement.

“-” indicates the group with lower level of anti-discrimination attitude when compared with the overall level of the specific statement.

S – Sex P – Pregnancy M – Marital status D – Disability F – Family status R – Race

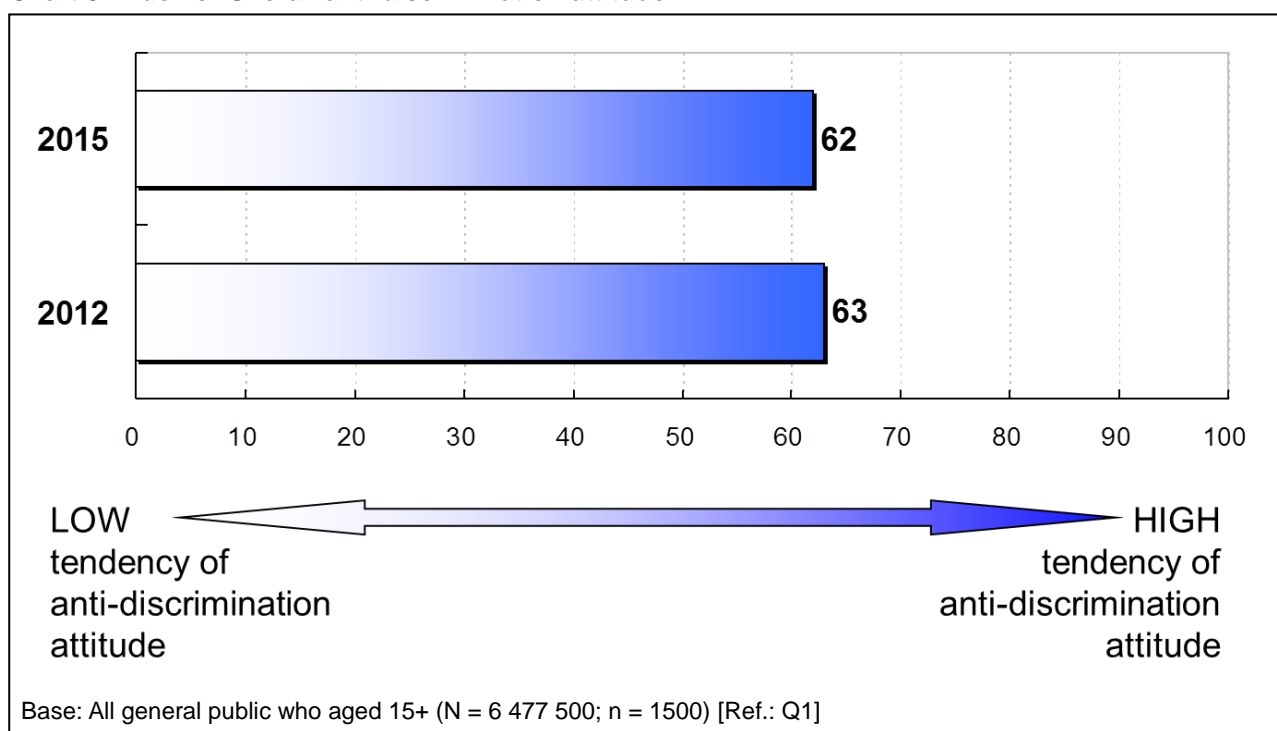
SH – Sexual Harassment DH – Disability Harassment RH – Racial Harassment

Index

An overall index was computed based on the results of the 12 statements, and presented in 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 62 (corresponding figure in 2012 was 63), indicating a direction towards high tendency of anti-discrimination attitude.

(Ref.: Chart 3)

Chart 3: Index of Overall anti-discrimination attitude



With the objective of understanding the characteristics of persons of different anti-discrimination attitude, respondents were segmented into 3 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).

Of all general public, 36% fell under the high tendency group, 63% were neutral, and only 1% fell under the low tendency group.

When analyzed by sub-groups, it was observed that the following sub-groups were more likely to obtain higher index:

- those who aged 15 – 19 (index = 64) and 20 – 29 (index = 66);
- those who were single (index = 63); and
- those who were local born (index = 62).

Moreover, the higher the educational level and the higher the occupational level, the higher were the index (ranged from 57 for primary or below to 63 for tertiary or above; 60 for skilled & manual worker to 63 for manager / administrator / professional / associate professional).

(Ref.: Tables 4a & 4b)

Table 4a: Index of Overall anti-discrimination attitude – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
High tendency (score 65 – 100)	38	35	48	54	36	33	36	25	20	33	46
Neutral (score 35 – 64)	61	65	51	46	62	66	63	74	79	66	53
Low tendency (score 0 – 34)	1	<1	1	-	2	1	1	1	1	1	1
Mean score	61	62	64	66	61	61	62	59	57	61	63
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1]

ANOVA test was conducted and ** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table 4b: Index of Overall anti-discrimination attitude – analyzed by sub-groups

(%)	Working status		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
High tendency (score 65 – 100)	38	34	45	36	32	45	33	17	22	25	41
Neutral (score 35 – 64)	61	65	54	63	67	53	66	80	76	74	58
Low tendency (score 0 – 34)	1	1	1	1	1	2	1	3	2	1	1
Mean score	62	61	63	61	60	63	61	57	59	59	62
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1]

ANOVA test was conducted and

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

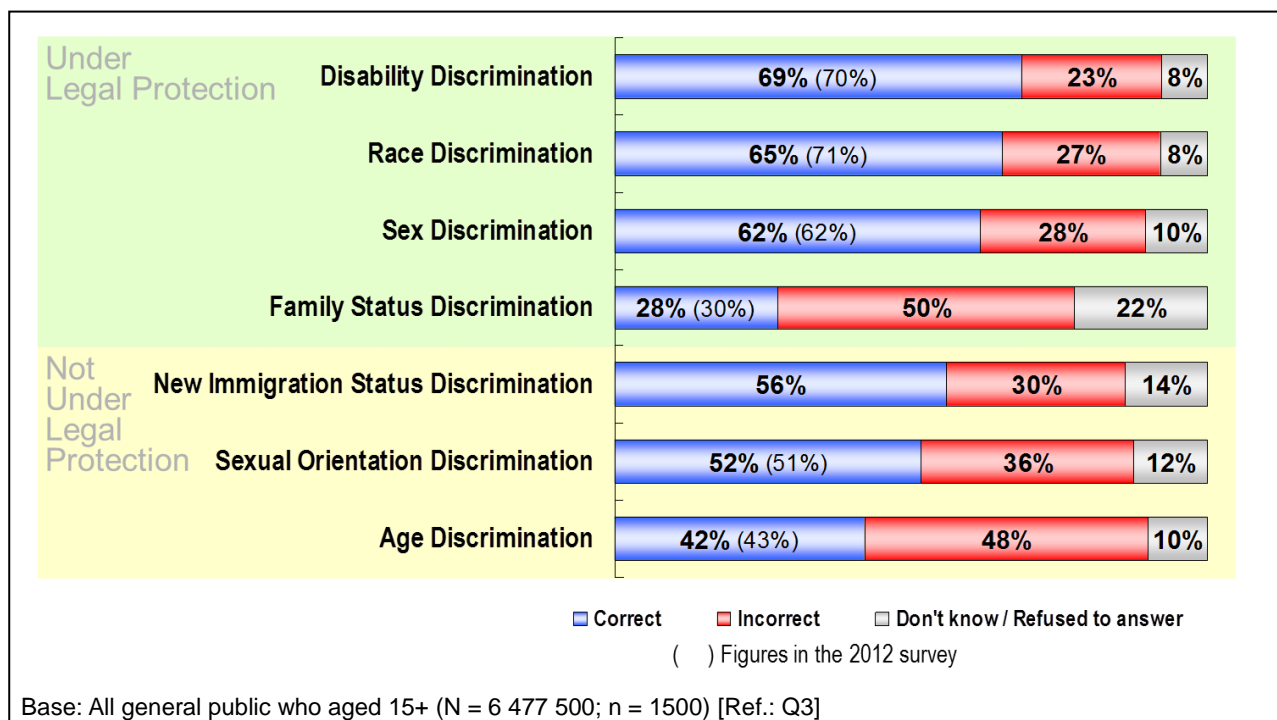
3.1.2 Awareness of the Current Discrimination Ordinances in HK

Overall analysis

Most of the general public could correctly indicate the current discrimination ordinances on the grounds of disability (69%), race (65%) and sex (62%), while fewer were aware of the ordinance for family status discrimination (28%). The corresponding proportions in 2012 were 70%, 71%, 62% and 30%. It was observed that the general public's knowledge on the current discrimination ordinances tended to be stable except slightly fewer of the public could correctly indicate the current discrimination ordinance on the ground of race when compared with that in 2012 survey (65% in 2015 and 71% in 2012). Besides, some misunderstood that the current discrimination laws protected people from discrimination on the grounds of new immigration status (30%), sexual orientation (36%) and age (48%).

(Ref.: Chart 4)

Chart 4: Awareness of the current discrimination ordinances in HK



Remark: Statistically significant difference ($p < 0.05$) was found between 2012 and 2015 on the awareness of the current discrimination ordinance on the ground of race (excluding "new immigration status discrimination").

Sub-group analysis

Disability discrimination (under legislation) [Ref.: Q3ii]

Of all general public, 69% could correctly indicate the ordinance. It was observed that relatively higher proportions of males (72%), those who aged 15 – 19 (88%), 20 – 29 (84%), those who were working (75%) and those who were single (80%) were aware of the ordinance. Moreover, the higher the educational level, the higher the occupational level and the longer time residing in Hong Kong, the higher were the proportions who were aware of (ranged from 50% for primary or below to 79% for tertiary or above; 68% for skilled & manual worker to 78% for manager / administrator / professional / associate professional; 57% for residing in HK less than 10 years to 73% for local born).

Race discrimination (under legislation) [Ref.: Q3iv]

Of all general public, 65% could correctly indicate the ordinance. It was observed that relatively higher proportions of males (69%), those who aged 15 – 19 (87%), those who were working (70%) and those who were single (75%) were aware of the ordinance. Moreover, the higher the educational level and the longer time residing in Hong Kong, the higher were the proportions who were aware of (ranged from 46% for primary or below to 75% for tertiary or above; 46% for residing in HK less than 10 years to 68% for local born).

Sex discrimination (under legislation) [Ref.: Q3i]

Of all general public, 62% could correctly indicate the ordinance. It was observed that relatively higher proportions of males (65%), those who aged 20 – 29 (76%), those who were working (69%), those who were single (71%) and those who were local born (65%) were aware of the ordinance. Moreover, the higher the educational level and the higher the occupational level, the higher were the proportions who were aware of (ranged from 45% for primary or below to 72% for tertiary or above; 56% for skilled & manual worker to 74% for manager / administrator / professional / associate professional).

Family status discrimination (under legislation) [Ref.: Q3iii]

Of all general public, 28% could correctly indicate the ordinance. It was observed that relatively higher proportions of those who aged 20 – 29 (35%) and those who were working (31%) were aware of the ordinance. Moreover, the higher the educational level and the longer time residing in Hong Kong, the higher were the proportions who were aware of (ranged from 20% for primary or below to 33% for tertiary or above; 17% for residing in HK less than 10 years to 31% for local born).

In summary, it was observed that those who aged 15 – 19, 20 – 29, those with educational level of tertiary or above, those who were working, those who working as manager / administrator / professional / associate professional and clerk/ service and shop sales workers were more likely to correctly indicate the current discrimination ordinances. On the contrary, those who aged 60 or above, those with educational level of primary or below, those who were non-working and those who were separated / divorced / widowed tended not to have enough knowledge on the existence of the four ordinances.

(Ref.: Tables 5a & b; Tables A13 – A19 in Appendix A)

Table 5a: Awareness of the current discrimination ordinances in HK – summary table of sub-group analysis

Ordinance	Gender		Age						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disability	+		+	+		+		-	-	-	+
Race	+	-	+	+	+			-	-	-	+
Sex	+	-	+	+	+		-	-	-	-	+
Family status			+	+		+		-	-		+
New immigration status	+	-	-					-	-		+
Sexual orientation			-						+		
Age			+	+	-	-	-	+	+		-

“+” indicates the group with higher proportion of correct answer when compared with the overall proportion of the specific ordinance.

“-” indicates the group with higher proportion of incorrect answer when compared with the overall proportion of the specific ordinance.

Table 5b: Awareness of the current discrimination ordinances in HK – summary table of sub-group analysis

Ordinance	Working status		Occupation			Marital status			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disability	+	-	+	+		+	-	-	-	-	
Race	+	-	+	+		+	-	-	-	-	+
Sex	+	-	+	+	-	+	-	-		-	
Family status	+	-	+	+	-			-	-	-	+
New immigration status	+	-	+		+			-	-	-	+
Sexual orientation			+		-			-	-		
Age	-	+	-	-	-			+	+		

“+” indicates the group with higher proportion of correct answer when compared with the overall proportion of the specific ordinance.

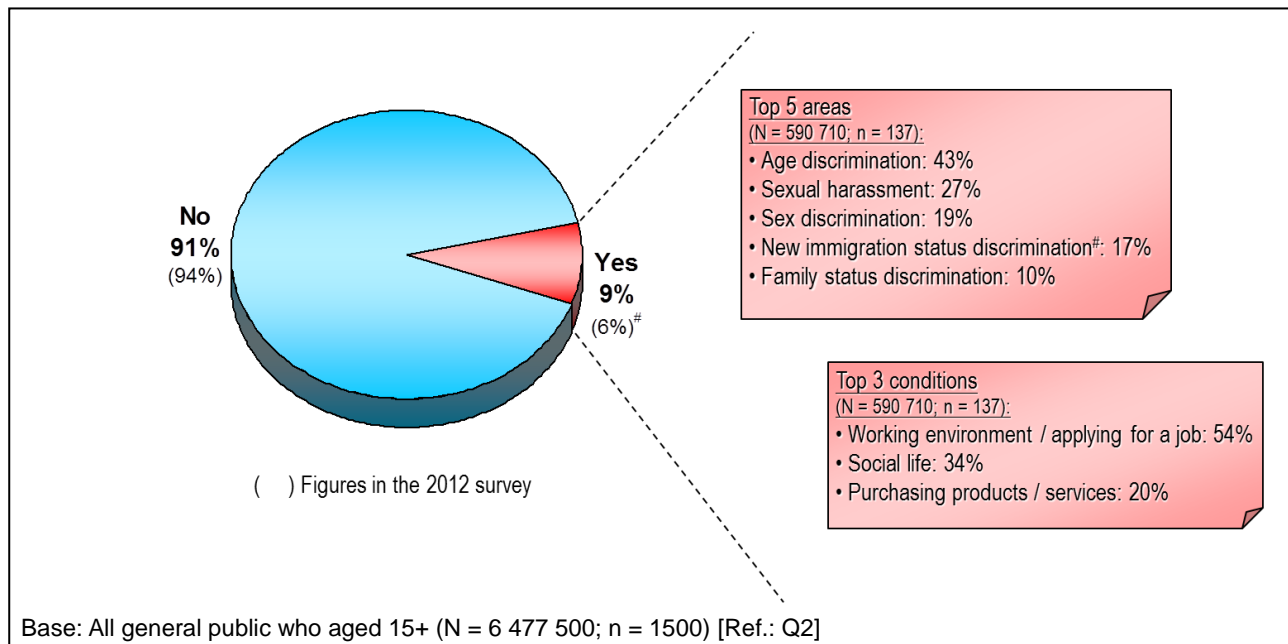
“-” indicates the group with higher proportion of incorrect answer when compared with the overall proportion of the specific ordinance.

3.1.3 Experience of Discrimination / Harassment in the Past Year

It was found that 9% of the general public claimed that they experienced discrimination or harassment in the past year before enumeration. Among them, relatively more mentioned the areas relating to age discrimination (43%) and sexual harassment (27%); more than half of these incidents occurred in the working environment / when applying for a job (54%).

(Ref.: Chart 5)

Chart 5: Experience of discrimination / harassment in the past year



[#] New immigration status discrimination was not asked in the 2012 survey.

3.2 AWARENESS AND PERCEPTIONS OF EOC AND ITS WORK

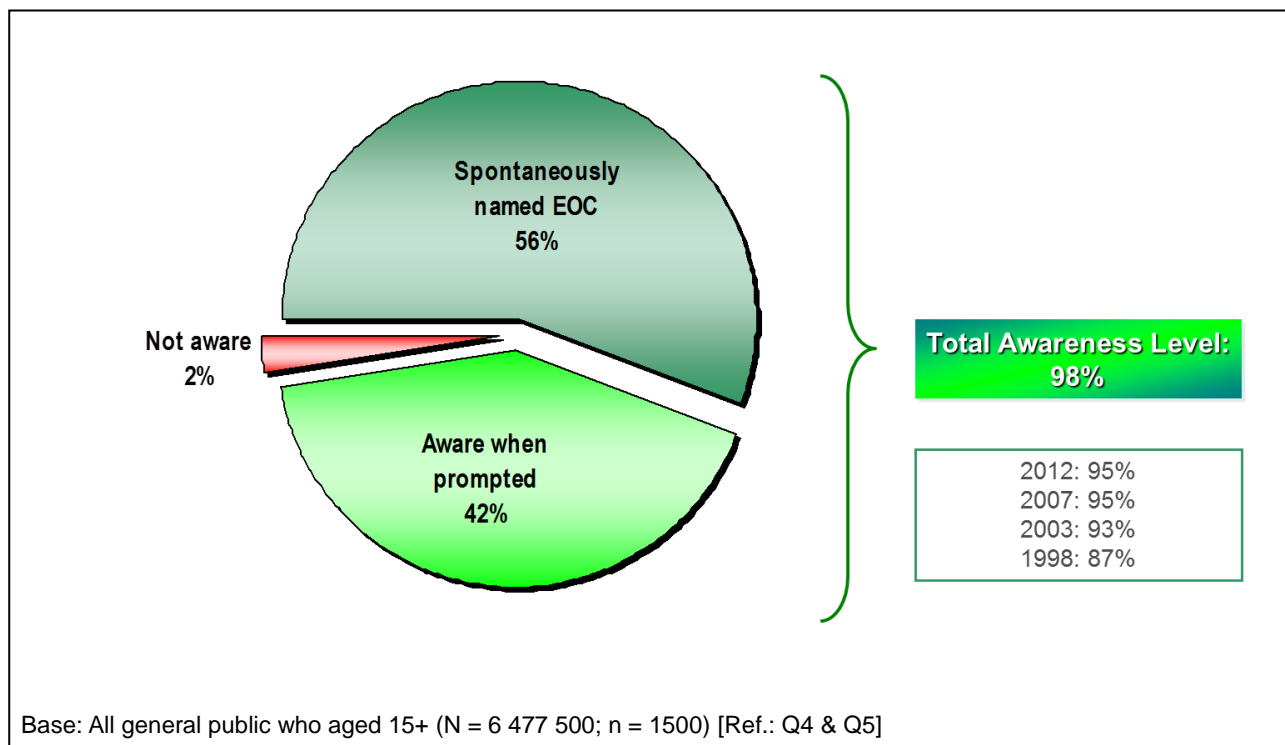
3.2.1 Awareness of EOC

Overall analysis

Without prompting, 56% of the general public could name EOC as the organization in Hong Kong working towards the promotion of EO; and the total awareness level was as high as 98% after prompted (95% in both 2012 and 2007, 93% in 2003 and 87% in 1998; an increasing trend was observed since 1998 survey).

(Ref.: Chart 6)

Chart 6: Awareness of EOC



Statistically significant difference ($p < 0.05$) was found between 2012 and 2015 in terms of the total awareness level of EOC.

Sub-group analysis

When analyzed by socio-demographic characteristics, it was observed that males (61%), those who aged 20 – 29 (74%), 30 – 39 (66%), those who were working (64%) and those who were single (66%) were more likely to be able to name EOC spontaneously, as compared with their counterparts.

Moreover, the higher the educational level, the higher the occupational level and the longer time residing in HK, the higher were the proportions who could name EOC spontaneously (ranged from 25% for primary or below to 72% for tertiary or above; 44% for skilled & manual worker to 77% for manager / administrator / professional / associate professional; 38% for residing in HK less than 10 years to 61% for local born).

(Ref.: Tables 6a & b)

Table 6a: Awareness of EOC – analyzed by sub-groups

(%)	Gender**		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Spontaneously named EOC	61	52	57	74	66	58	53	39	25	51	72
Aware when prompted	38	44	38	24	31	41	46	57	66	47	27
Not aware	1	4	5	2	3	1	1	4	9	2	1
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q4 & Q5]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table 6b: Awareness of EOC – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Spontaneously named EOC	64	47	77	62	44	66	53	27	38	43	61
Aware when prompted	34	49	23	36	53	32	44	68	32	54	38
Not aware	2	4	-	2	3	2	3	5	30	3	1
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q4 & Q5]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

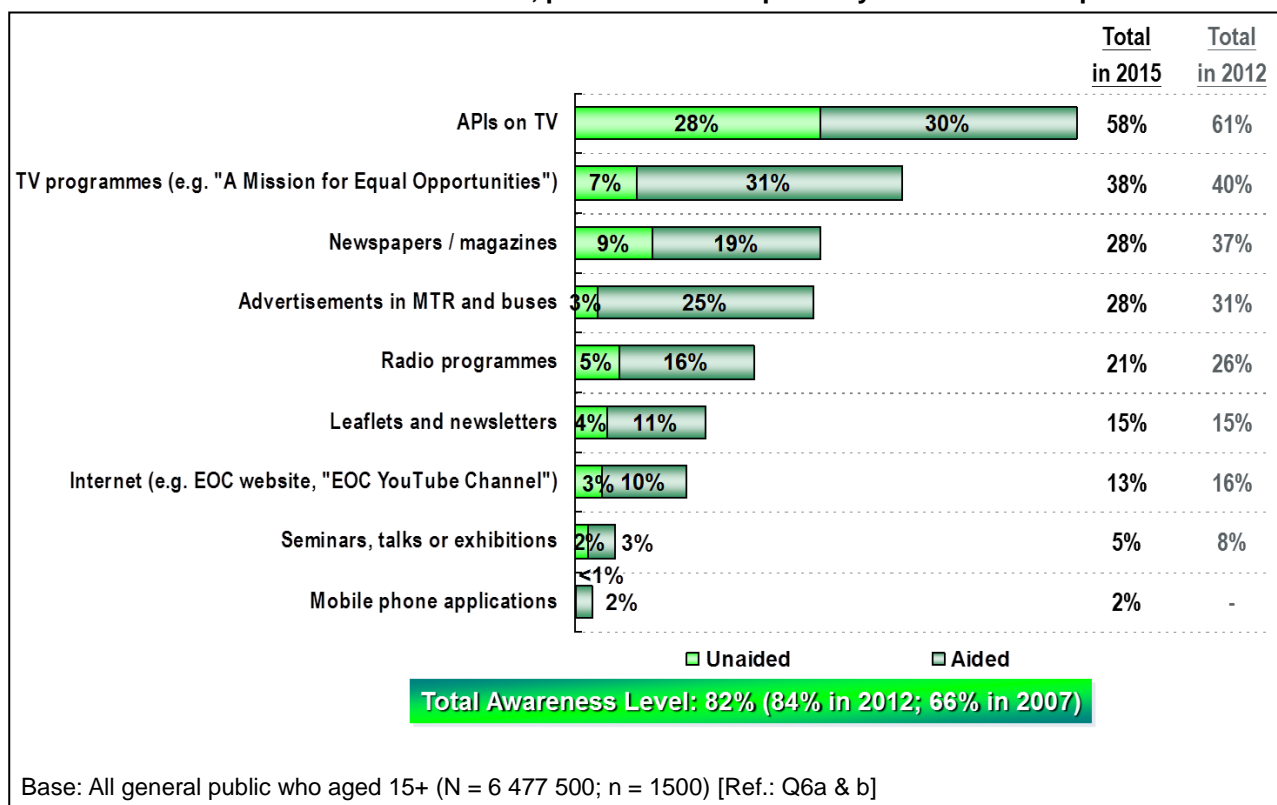
3.2.2 Awareness of EOC's Educational, Promotional and Publicity Activities in the Past 12 Months

Overall analysis

When asked about the awareness of EOC's educational, promotional and publicity activities in the past 12 months before enumeration, the total awareness level was 82% (the corresponding figures in 2012 and 2007 were 84% and 66% respectively). Specifically, more of the public were aware of APIs on TV (58%) and TV programmes (e.g. "A Mission for Equal Opportunities") (38%).

(Ref.: Chart 7)

Chart 7: Awareness of EOC's educational, promotional and publicity activities in the past 12 months



Statistically significant differences ($p < 0.05$) were found between 2012 and 2015 in the proportion of being aware of the EOC's activities through newspaper / magazines, radio programmes, internet and seminars, talks or exhibitions.

Sub-group analysis

When analyzed by socio-demographic characteristics, it was observed that a relatively higher proportion of those who aged 50 – 59 (89%) were aware of EOC's educational, promotional and publicity activities. Moreover, the higher the educational level, the higher the occupational level and the longer time residing in HK, the higher were the proportions who were aware of (ranged from 67% for primary or below to 86% for tertiary or above; 76% for skilled & manual worker to 89% for manager / administrator / professional / associate professional; 72% for residing in HK less than 10 years to 84% for local born).

(Ref.: Tables A20a & b in Appendix A)

When comparing the correct responses for legislations in protecting people from discrimination between those who were aware and not aware of EOC's educational, promotional and publicity activities, it was observed that, higher percentages of those who were aware of EOC's educational, promotional and publicity activities could give correct answers than those who were not aware of (73% vs. 51% for "disability discrimination"; 68% vs. 55% for "race discrimination"; 64% vs. 49% for "sex discrimination"; 30% vs. 17% for "family status discrimination").

(Ref.: Tables A21a – g in Appendix A)

In summary, some salient differences between sub-groups were observed:

- those who aged 40 – 49, 50 – 59, those with educational level of tertiary or above those, who those working as manager / administrator / professional / associate professional were more likely to have a higher awareness level of of EOC's educational, promotional and publicity activities;
- those who aged 15 – 19, 30 – 39, those with educational level of primary or below, those who were working as clerk / service worker & shop sales worker and skilled & manual worker, those who are separated / divorced / widowed, immigrants who resided in Hong Kong less than 10 years and 10 years or more were more likely to have a lower awareness level.

(Ref.: Tables 7a & b)

Table 7a: Awareness of EOC's educational, promotional and publicity activities in the past 12 months – summary table of sub-group analysis

	Gender		Age						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Aware of one or more items			-		-	+	+		-		+

"+" indicates the group with higher level of awareness when compared with the overall level.

"-" indicates the group with lower level of awareness when compared with the overall level.

Table 7b: Awareness of EOC's educational, promotional and publicity activities in the past 12 months – summary table of sub-group analysis

	Working status		Occupation			Marital status			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Aware of one or more items			+	-	-			-	-	-	

"+" indicates the group with higher level of awareness when compared with the overall level.

"-" indicates the group with lower level of awareness when compared with the overall level.

When analyzed by specific channels, some salient differences between sub-groups were observed:

- older respondents (those who aged 40 or above) and those who were married were more likely aware of EOC's educational, promotional and publicity activities through APIs on TV, newspapers / magazines and radio programmes, and such phenomenon was reverse for younger respondents and those who were single;
- those who aged 15 – 29, those with educational level of tertiary or above, those who were working as manager / administrator / professional / associate professional, those who were single and immigrants who resided in Hong Kong less than 10 years were more likely aware of EOC's educational, promotional and publicity activities through internet.

(Ref.: Tables 7c & d)

Table 7c: Total awareness of EOC's educational, promotional and publicity activities in the past 12 months – summary table of sub-group analysis

Channel	Gender		Age						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
APIs on TV	+	-	-	-	-	+	+	+	-		
TV programmes			-		-		+		-		
Newspapers / magazines			-	-	-	+	+	+	-		
Advertisements in MTR and buses				+	-		+		-		+
Radio programmes			-	-	-	+	+	+			
Leaflets and newsletters			-				+		-		
Internet			+	+				-	-		+
Seminars, talks or exhibitions			+						-		
Mobile phone applications											

"+" indicates the group with higher level of awareness when compared with the overall level of the specific channel.

"-" indicates the group with lower level of awareness when compared with the overall level of the specific channel.

Table 7d: Total awareness of EOC's educational, promotional and publicity activities in the past 12 months – summary table of sub-group analysis

Channel	Working status		Occupation			Marital status			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
APIs on TV			+	-		-	+	-	-		
TV programmes								-	-	-	
Newspapers / magazines				-	-	-	+		-		
Advertisements in MTR and buses		-	+		+			-	-		
Radio programmes				-		-	+				
Leaflets and newsletters						-		+	+		
Internet			+			+		-	+	-	
Seminars, talks or exhibitions									+		
Mobile phone applications											

"+" indicates the group with higher level of awareness when compared with the overall level of the specific channel.

"-" indicates the group with lower level of awareness when compared with the overall level of the specific channel.

3.2.3 Agreement on the Statements which Described the Work of EOC

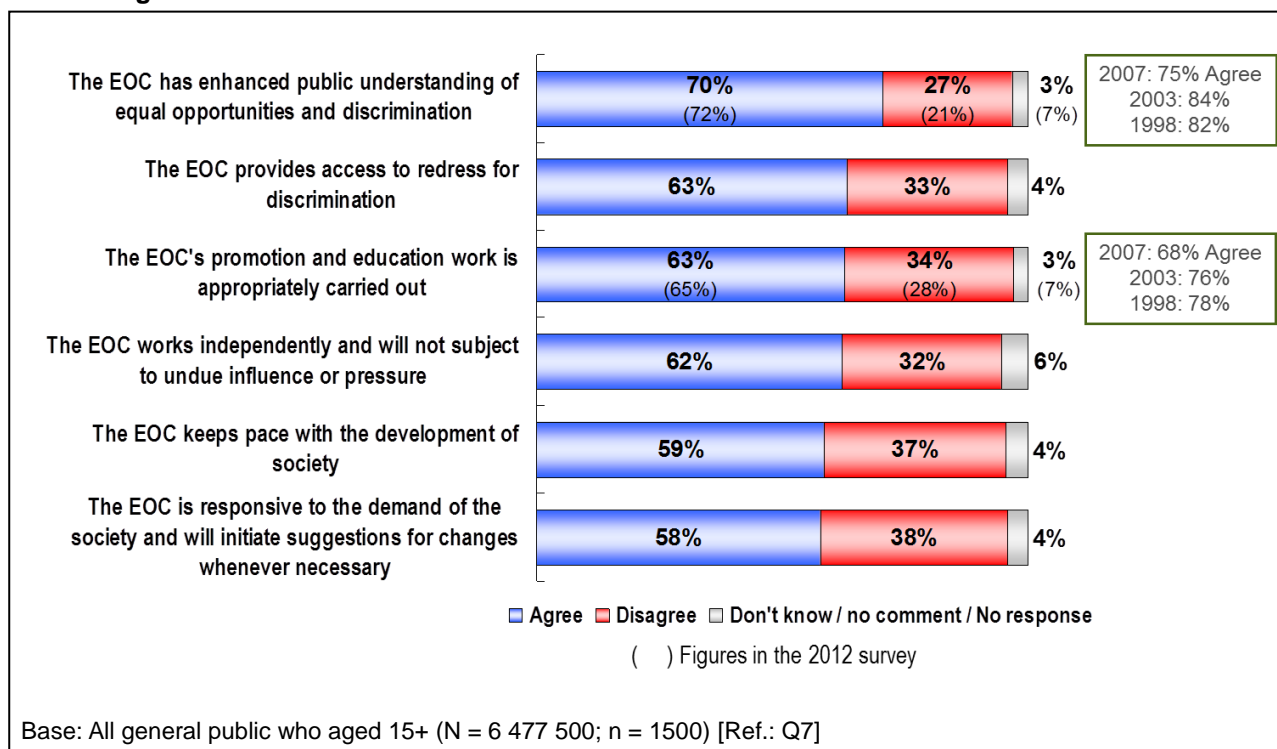
Overall analysis

Respondents were asked about their agreement level of 6 statements which described the work of EOC. While most of the general public agreed that “EOC has enhanced public understanding of EO and discrimination” (70%), “the EOC provides access to redress for discrimination” (63%) and “its promotion and education work is appropriately carried out” (63%). However, the levels of agreement with “the EOC keeps pace with the development of society” (59%) and “the EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary” (58%) were relatively lower.

When compared with previous surveys, decreasing trends were observed on the levels of agreement with “EOC has enhanced public understanding of EO and discrimination” and “EOC’s promotion and education work is appropriately carried out” since 1998 survey.

(Ref.: Chart 8)

Chart 8: Agreement on the statements which described the work of EOC



Statistically significant differences ($p < 0.05$) were found between 2012 and 2015 on the agreement level of “EOC has enhanced public understanding of EO and discrimination” and “EOC’s promotion and education work is appropriately carried out”.

Sub-group analysis

The EOC has enhanced public understanding of equal opportunity and discrimination [Ref.: Q7ii]

Of all general public, 70% agreed with this statement and 27% disagreed. It was observed that relatively higher proportions of those who aged 15 – 19 (81%), 20 – 29 (78%), those who were working (71%), those who were single (76%) and those who were local born (71%) agreed. Besides, the higher the educational level and the higher the occupational level, the higher were the proportions who agreed (ranged from 60% for primary or below to 77% for tertiary or above; 63% for skilled & manual worker to 81% for manager / administrator / professional / associate professional).

Moreover, the corresponding percentage was higher among those who were aware of EOC's educational, promotional and publicity activities (74%) than those who were not aware (56%).

(Ref.: Tables A22a – c in Appendix A)

The EOC provides access to redress for discrimination [Ref.: Q7i]

Of all general public, 63% agreed with this statement and 33% disagreed. It was observed that relatively higher proportions of those who aged 15 – 19 (84%), those who were non-working (64%), those who were working as manager / administrator / professional / associate professional (66%), those who were single (68%) and those who resided in HK less than 10 years (67%) agreed. Besides, the higher the educational level, the higher were the proportions who agreed (ranged from 54% for primary or below to 67% for tertiary or above).

Moreover, the corresponding percentage was higher among those who were aware of EOC's educational, promotional and publicity activities (66%) than those who were not aware (51%).

(Ref.: Tables A23a – c in Appendix A)

The EOC's promotion and education work is appropriately carried out [Ref.: Q7iii]

Of all general public, 63% agreed with this statement and 34% disagreed. It was observed that relatively higher proportions of those who aged 15 – 19 (72%), those who were working (64%), those who were working as manager / administrator / professional / associate professional (73%), those who were single (67%) and immigrants who resided in HK for 10 years or above (65%) agreed. Besides, the higher the educational level, the higher were the proportions who agreed (ranged from 58% for primary or below to 70% for tertiary or above).

Moreover, the corresponding percentage was higher among those who were aware of EOC's educational, promotional and publicity activities (65%) than those who were not aware (51%).

(Ref.: Tables A24a – c in Appendix A)

The EOC works independently and will not subject to undue influence or pressure [Ref.: Q7v]

Of all general public, 62% agreed with this statement and 32% disagreed. It was observed that relatively higher proportions of those who aged 15 – 19 (76%), those who were single (66%) and immigrants who resided in HK for 10 years or above (63%) agreed. Besides, the higher the educational level, the higher were the proportions who agreed (ranged from 52% for primary or below to 65% for tertiary or above).

Moreover, the corresponding percentage was higher among those who were aware of EOC's educational, promotional and publicity activities (65%) than those who were not aware (51%).

(Ref.: Tables A25a – c in Appendix A)

The EOC keeps pace with the development of society [Ref.: Q7vi]

Of all general public, 59% agreed with this statement and 37% disagreed. It was observed that relatively higher proportions of those who aged 15 – 19 (73%), those who were single (62%) and those who resided in HK for less than 10 years (65%) agreed. Besides, the higher the educational level, the higher were the proportions who agreed (ranged from 52% for primary or below to 63% for tertiary or above).

Moreover, the corresponding percentage was higher among those who were aware of EOC's educational, promotional and publicity activities (61%) than those who were not aware (46%).

(Ref.: Tables A26a – c in Appendix A)

The EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary [Ref.: Q7iv]

Of all general public, 58% agreed with this statement and 38% disagreed. It was observed that relatively higher proportions of those who aged 15 – 19 (66%), those who were single (62%) and those who resided in HK for less than 10 years (61%) agreed. Besides, the higher the educational level, the higher were the proportions who agreed (ranged from 53% for primary or below to 62% for tertiary or above).

Moreover, the corresponding percentage was higher among those who were aware of EOC's educational, promotional and publicity activities (60%) than those who were not aware (49%).

(Ref.: Tables A27a – c in Appendix A)

In summary, some salient differences between sub-groups were observed:

- those who aged 15 – 19, those with educational level of tertiary or above, those who were working as manager / administrator / professional / associate professional and those who were single were more likely to have a higher level of agreement on the 6 statements;
- those who aged 60 or above, those with educational level of primary or below and those who were working as clerk / service worker & shop sales worker and skilled & manual worker and those who were separated / divorced / widowed were more likely to have a lower level of agreement.

(Ref.: Tables 8 & b)

Table 8a: Agreement on the statements which described the work of EOC – summary table of sub-group analysis

Statement	Gender		Age						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
[Q7ii]			+	+				-	-	-	+
[Q7i]			+	+		+	-	-	-		+
[Q7iii]			+	+		+		-	-	-	+
[Q7v]			+		-	+		-	-		+
[Q7vi]			+			+	-		-		+
[Q7iv]			+		+		-	-	-		+

“+” indicates the group with higher level of agreement when compared with the overall level of the specific statement.

“-” indicates the group with lower level of agreement when compared with the overall level of the specific statement.

Table 8b: Agreement on the statements which described the work of EOC – summary table of sub-group analysis

Statement	Working status		Occupation			Marital status			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
[Q7ii]			+	-	-	+	-	-			
[Q7i]			+	-	-	+		-	+	-	
[Q7iii]			+	-		+		-	-	+	
[Q7v]			+	-	-	+		-			
[Q7vi]			+	-	-	+			+	+	
[Q7iv]			+		-	+		-	+		

“+” indicates the group with higher level of agreement when compared with the overall level of the specific statement.

“-” indicates the group with lower level of agreement when compared with the overall level of the specific statement.

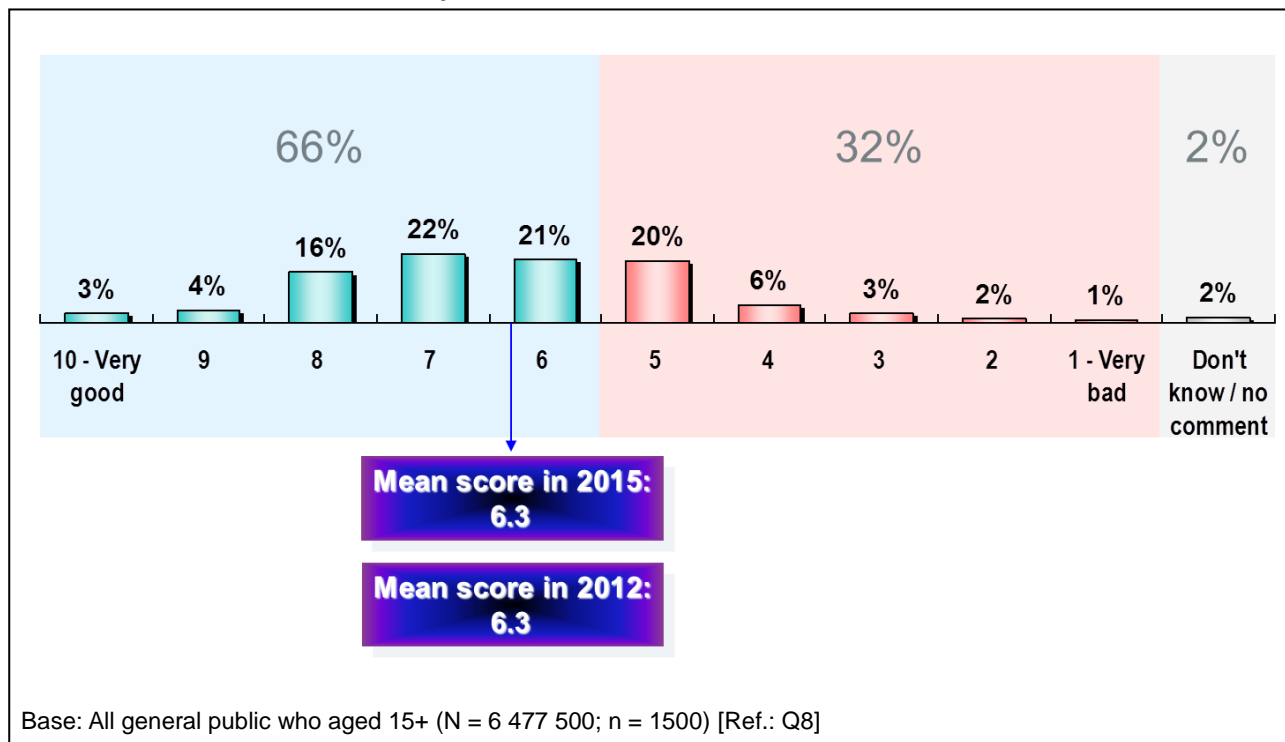
3.2.4 Evaluation on the Overall Performance of EOC

Overall analysis

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

(Ref.: Chart 9)

Chart 9: Evaluation on the overall performance of EOC



No statistically significant difference ($p \geq 0.05$) was found between 2012 and 2015 in terms of the mean score.

Sub-group analysis

When analyzed by socio-demographic characteristics, it was observed that those who aged 15 – 19 (6.7), those who were non-working (6.4) and those who resided in HK for less than 10 years (6.7) obtained favourable average scores.

(Ref.: Tables 9a & b)

Moreover, the corresponding average score was higher among those who were aware of EOC's educational, promotional or publicity activities (6.4) than those who were not aware (5.8).

(Ref.: Table A28 in Appendix A)

Table 9a: Evaluation on the overall performance of EOC – analyzed by sub-groups

(%)	Gender		Age**						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Score 6 – 10	66	67	87	71	60	70	62	63	59	64	72
Score 1 – 5	33	31	13	28	37	29	36	35	39	34	27
Don't know / no comment	1	2	-	1	3	1	2	2	2	2	1
Mean score	6.2	6.3	6.7	6.2	6.1	6.4	6.1	6.4	6.5	6.2	6.3
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q8]

Note: ANOVA test was conducted and ** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table 9b: Evaluation on the overall performance of EOC – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Score 6 – 10	66	66	73	63	64	73	63	65	63	66	66
Score 1 – 5	33	32	26	36	34	26	35	31	22	32	33
Don't know / no comment	1	2	1	1	2	1	2	4	15	2	1
Mean score	6.2	6.4	6.3	6.0	6.3	6.3	6.2	6.7	6.7	6.5	6.2
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q8]

Note: ANOVA test was conducted and ** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

3.3 OPINION ON FORTHCOMING EQUAL OPPORTUNITIES ISSUES

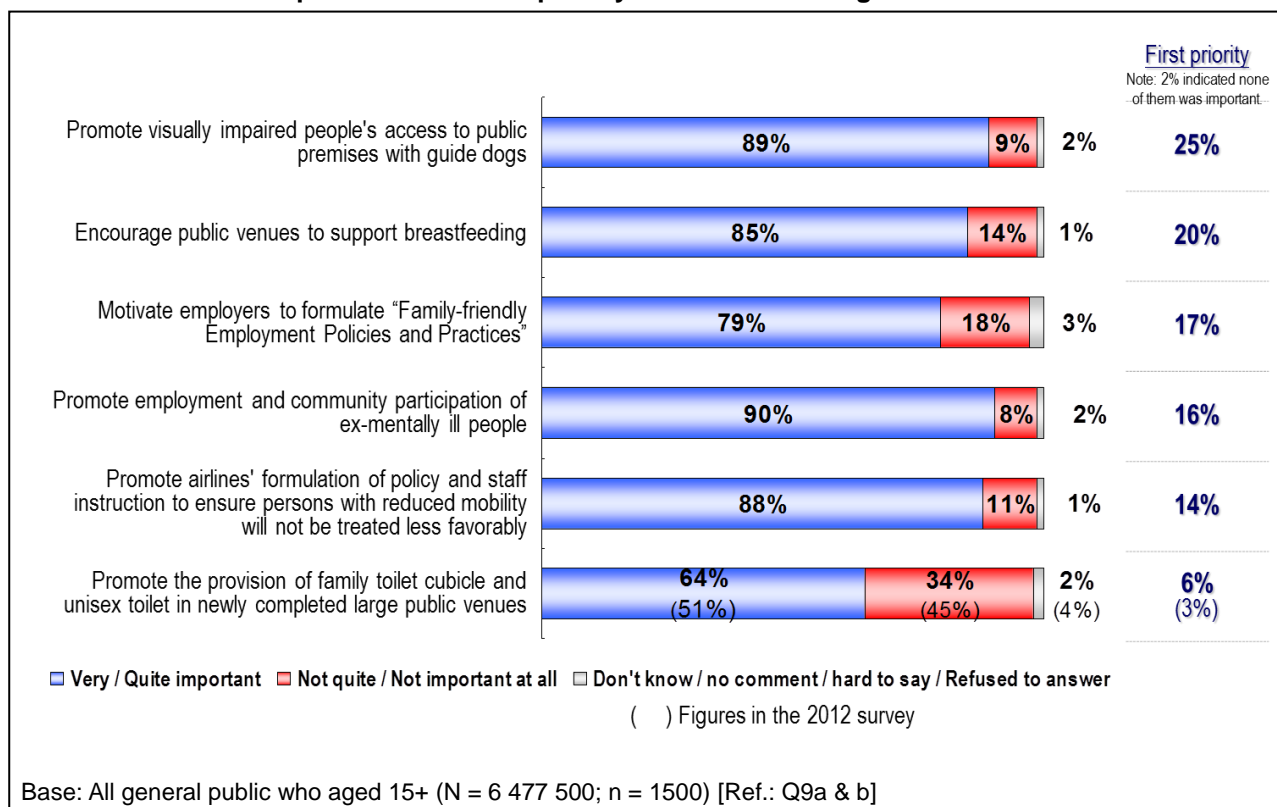
3.3.1 Perceived Importance Level and Priority of the Forthcoming Equal Opportunities Issues

Overall analysis

Regarding the forthcoming EO issues, the top 2 issues ranked as first priority by the general public were “to promote visually impaired people's access to public premises with guide dogs” (25%) and “to encourage public venues to support breastfeeding” (20%), while most of the general public perceived the issues of “promoting employment and community participation of ex-mentally ill people” (90%) and “promoting visually impaired people's access to public premises with guide dogs” (89%) as “very / quite important”.

(Ref.: Chart 10)

Chart 10: Perceived importance level and priority of the forthcoming EO issues



Statistically significant difference ($p < 0.05$) was found between 2012 and 2015 on the importance level of “promoting the provision of family toilet cubicle and unisex toilet in newly completed large public venues”.

Sub-group analysis

Promote visually impaired people's access to public premises with guide dogs [Ref.: Q9ai]

Of all general public, 89% considered this area of work very / quite important. It was observed that relatively higher proportions of those who aged 15 – 19 (95%), 20 – 29 (98%) those with educational level of secondary / matriculation (90%) and tertiary or above (91%), those who were working (92%), those who were single (93%) and those who resided in Hong Kong less than 10 years (96%) considered so, as compared with their counterparts. Moreover, the higher the occupational level, the higher were the proportions who considered important (ranged from 85% for skilled & manual worker to 94% for manager / administrator / professional / associate professional).

Encourage public venues to support breastfeeding [Ref.: Q9av]

Of all general public, 85% considered this area of work very / quite important. It was observed that relatively higher proportions of those who aged 15 – 19 (89%), 20 – 29 (92%), those with educational level of secondary / matriculation (87%) considered so, as compared with their counterparts.

Motivate employers to formulate “Family-friendly Employment Policies and Practices” [Ref.: Q9aiii]

Of all general public, 79% considered this area of work very / quite important. It was observed that relatively higher proportions of females (83%), those who aged 15 – 19 (90%) and 20 – 29 (94%), those who were working (80%), those who were single (87%) and those who resided in Hong Kong less than 10 years (91%) considered so, as compared with their counterparts. Moreover, the higher the educational level, the higher were the proportions who considered important (ranged from 68% for primary or below to 83% for tertiary or above).

Promote employment and community participation of ex-mentally ill people [Ref.: Q9aiv]

Of all general public, 90% considered this area of work very / quite important. It was observed that relatively higher proportions of those aged 15 – 19 (98%), 20 – 29 (96%), those with educational level of secondary / matriculation (92%) and tertiary or above (91%), those who were single (95%), those who resided in Hong Kong less than 10 years (91%) and those who were local born (92%) considered so, as compared with their counterparts.

Promote airlines' formulation of policy and staff instruction to ensure persons with reduced mobility will not be treated less favorably [Ref.: Q9avi]

Of all general public, 88% considered this area of work very / quite important. It was observed that relatively higher proportions of those who aged 15 – 19 (93%), 20 – 29 (94%), those with educational level of secondary / matriculation (89%) and tertiary or above (89%), those who were non-working (89%) and those who were single (91%) considered so, as compared with their counterparts. Moreover, the longer time residing in Hong Kong, the higher were the proportions who considered important (ranged from 76% for residing in HK less than 10 years to 89% for local born).

Promote the provision of family toilet cubicle and unisex toilet in newly completed large public venues [Ref.: Q9aii]

Of all general public, 64% considered this area of work very / quite important. It was observed that relatively higher proportions of those who aged 15 – 19 (71%), 40 – 49 (69%), 20 – 29 (68%), those who were working (65%) and those who were working as clerk / service worker & shop sales worker (66%) considered so, as compared with their counterparts.

(Ref.: Tables A29 – A34 in Appendix A)

In summary, some salient differences between sub-groups were observed:

- females tended to attach a higher level of importance to: motivate employers to formulate “Family-friendly Employment Policies and Practices” and which was reverse for males;
- those who aged 15 – 19, 20 – 29 and 40 – 49 tended to consider many areas of work important; and
- those who aged 30 – 39, 60 or above, those with education level of primary or below, those who were separated / divorced / widowed and immigrants who resided in Hong Kong 10 years or more tended to consider many areas of work not important.

(Ref.: Tables 10a & b)

Table 10a: Perceived importance level of the forthcoming EO issues – summary table of sub-group analysis

Areas of Work	Gender		Age						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Accessibility of visually impaired people with guide dogs			+	+	-	+		-	-		
Breastfeeding in public venues			+	+		+		-	-		
“Family-friendly Employment Policies and Practices”	-	+	+	+				-	-		+
Participation of ex-mentally ill people			+	+	-	+		-	-		
Airlines' formulation of policy for persons with reduced mobility			+	+	-				-		
Family toilet cubicle & unisex toilet			+	+	-	+		-			+

“+” indicates the group with higher proportion of perceiving the area of work very / quite important when compared with the overall proportion.

“-” indicates the group with higher proportion of perceiving the area of work not quite / not important at all when compared with the overall proportion.

Table 10b: Perceived importance level of the forthcoming EO issues – summary table of sub-group analysis

Areas of Work	Working status		Occupation			Marital status			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Accessibility of visually impaired people with guide dogs	+	-	+	+	-	+		-	+	-	
Breastfeeding in public venues				+		+		-	+	-	
"Family-friendly Employment Policies and Practices"				+	-	+	-	-	+	-	
Participation of ex-mentally ill people			+			+		-		-	
Airlines' formulation of policy for persons with reduced mobility								-	-		
Family toilet cubicle & unisex toilet					-						

"+" indicates the group with higher proportion of perceiving the area of work very / quite important when compared with the overall proportion.

"-" indicates the group with higher proportion of perceiving the area of work not quite / not important at all when compared with the overall proportion.

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

Respondents were finally asked for comments or recommendations on the work of the EOC or on the EO issues. A majority of respondents (93%) claimed that they had no other comments or recommendations, while only a few gave suggestions, such as:

- “more promotion on equal opportunities” (6%);
- “strengthening the education work on equal opportunities” (1%); and
- “enhancing the power of EOC” (1%).

3.4 OBSERVATIONS IN THE GENERAL PUBLIC SURVEY

Overall speaking, the general public demonstrated a positive attitude towards EO. The overall index of anti-discrimination attitude was 62 (in a scale of 0 – 100, where 0 denotes the lowest tendency and 100 denotes the highest), the corresponding figure in 2012 was 63.

The general public showed better knowledge on the current discrimination ordinances for disability, race and sex (62% - 69%), while relatively few were aware that the ordinance on the ground of family status (28%) was enacted, and that new immigration status, sexual orientation and age have not been under legal protection (42% - 56%). It was observed that the general public's knowledge on the current discrimination ordinances tended to be stable except slightly fewer of the public could correctly indicate the current discrimination ordinances on the ground of race when compared with that in 2012 survey.

It was found that 9% of the general public experienced discrimination or harassment in the past year, more frequently relating to age discrimination and sexual harassment.

When people were asked if they were aware of any organization in Hong Kong that was involved in promoting EO and eliminating discrimination, 56% of the general public could name EOC spontaneously and it went up to 98% upon prompting (95% in both 2012 and 2007, 93% in 2003 and 87% in 1998; an increasing trend was observed since 1998 survey). Besides, the majority of general public (82%) were aware of one or more EOC's educational, promotional or publicity activities in the past 12 months before enumeration.

Most of the general public agreed that "EOC has enhanced public understanding of EO and discrimination" (70%), "the EOC provides access to redress for discrimination" (63%) and "its promotion and education work is appropriately carried out" (63%). However, relatively fewer recognized "the EOC keeps pace with the development of society" (59%) and "the EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary" (58%). When compared with previous surveys, decreasing trends were observed on the levels of agreement with "EOC has enhanced public understanding of EO and discrimination" and "EOC's promotion and education work is appropriately carried out" since 1998 survey.

Public's view on the overall performance of EOC tended to be positive. In a scale of 1-10, 66% gave favourable scores of 6 – 10 and 32% gave lower scores of 1 – 5 (mean score was 6.3 and the corresponding figure in 2012 was also 6.3).

It was observed that those who were aware of EOC's educational, promotional or publicity activities tended to have better knowledge on the current discrimination ordinances, recognize the works of EOC and give a higher rating on the overall performance of EOC.

For the forthcoming EO issues, 25% of the general public ranked “to promote visually impaired people’s access to premises with guide dogs” as first priority, followed by “to encourage public venues to support breastfeeding” (20%). Most of them perceived the issues of “promoting employment and community participation of ex-mentally ill people” (90%) and “promoting visually impaired people’s access to premises with guide dogs” (89%) as important.

4 Survey Findings – Users

4.1 ATTITUDES TOWARDS EQUAL OPPORTUNITIES AND KNOWLEDGE OF THE CURRENT DISCRIMINATION ORDINANCES IN HONG KONG

4.1.1 Overall Anti-discrimination Attitude

To tap the overall anti-discrimination attitude of EOC's service recipients, similar to the general public, respondents were asked about the same set of statements:

Sex	(S) As child care work is suitable for females, I agree that male teachers should not be employed in kindergartens (Disagree = anti-discrimination attitude)
	(SH) If a male staff shows a pornographic poster at his own desk, even though he knows he has female colleagues viewing it, this is sexual harassment (Agree = anti-discrimination attitude)
	(S) A female clinic doctor refuses male patients for her own reason. I think it is not a problem (Disagree = anti-discrimination attitude)
	(S) It is not a problem for the manager of a swimming pool to employ male lifeguards only (Disagree = anti-discrimination attitude)
Pregnancy	(P) If a student is pregnant before marriage, expulsion from school should be resulted (Disagree = anti-discrimination attitude)
Marital status	(M) 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. (Disagree = anti-discrimination attitude)
Family status	(F) If a restaurant worries that customers may be disturbed by baby's crying, it has the right to refuse serving customers with baby (Disagree = anti-discrimination attitude)
Disability	(D) If property owner worried that wheelchair will damage the floor tile, he/she has the right to state on the advertisement that he/she will refuse tenants using wheelchair (Disagree = anti-discrimination attitude)
	(D) I don't want to live near a half-way house for discharged mental patients (Disagree = anti-discrimination attitude)
	(DH) In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law (Disagree = anti-discrimination attitude)
Race	(R) I choose not to sit next to Indians / Pakistanis in public transport (Disagree = anti-discrimination attitude)
	(RH) If a waiter calls a dark skinned person as "black ghost", that makes him/her feel embarrassed, he/she can file a lawsuit and ask for compensation (Agree = anti-discrimination attitude)

S – Sex P – Pregnancy M – Marital status D – Disability F – Family status R – Race
SH – Sexual Harassment DH – Disability Harassment RH – Racial Harassment

The survey revealed that users demonstrated positive attitude in most of the statements. The top 6 statements that the users showed positive attitude were:

- 91% disagreed “If a student is pregnant before marriage, expulsion from school should be resulted” (*pregnancy*) (corresponding figure in 2012 was 76%);
- 91% disagreed “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.” (*marital status discrimination*) (corresponding figure in 2012 was 88%);
- 88% disagreed “It is not a problem for the manager of a swimming pool to employ male lifeguards only” (*sex discrimination*) (corresponding figure in 2012 was 82%);
- 88% disagreed “As child care work is suitable for females, I agree that male teachers should not be employed in kindergartens” (*sex discrimination*) (corresponding figure in 2012 was 87%);
- 88% disagreed “If a male staff shows a pornographic poster at his own desk, even though he knows he has female colleagues viewing it, this is sexual harassment” (*sexual harassment*) (corresponding figure in 2012 was 86%); and
- 88% disagreed “I choose not to sit next to Indians / Pakistanis in public transport” (*race discrimination*) (corresponding figure in 2012 was 92%).

The corresponding proportions among the general public were 78%, 80%, 60%, 70%, 73% and 83% respectively.

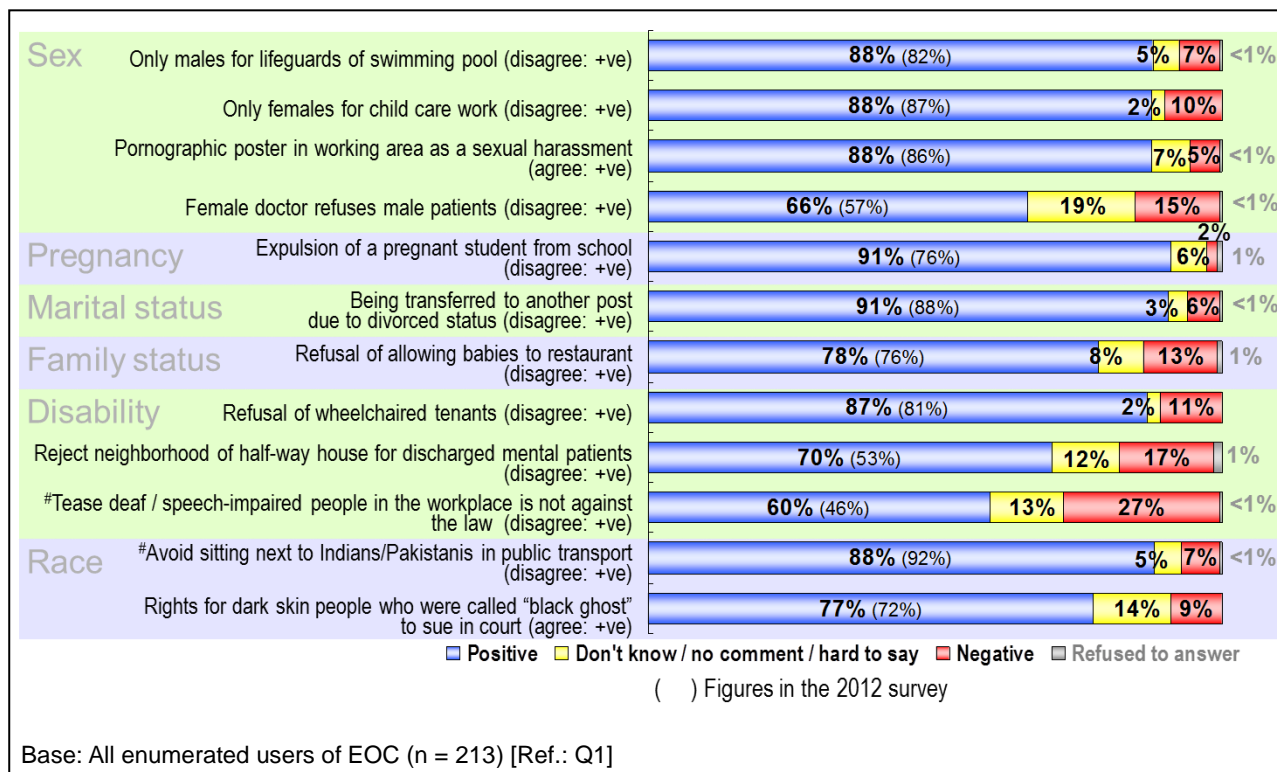
On the other hand, the bottom 3 statements were:

- 60% disagreed “In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law” (*disability harassment*) (corresponding figure in 2012 was 46%);
- 66% disagreed “A female clinic doctor refuses male patients for her own reason. I think it is not a problem” (*sex discrimination*) (corresponding figure in 2012 was 57%); and
- 70% disagreed “I don’t want to live near a half-way house for discharged mental patients” (*disability discrimination*) (corresponding figure in 2012 was 53%).

The corresponding proportions among the general public were 40%, 68% and 59% respectively.

(Ref.: Chart 11)

Chart 11: Overall extent of anti-discrimination attitude



The statements in surveys in 2015 and 2012 were:

Tease deaf / speech-impaired people –

(2015) In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law.

(2012) It is misesteem to play jokes with deaf / speech-impaired people by acting their sign language, but it is not an offense against the law.

Avoid sitting nex to Indians/Pakistanis in public transport –

(2015) I choose not to sit next to Indians / Pakistanis in public transport.

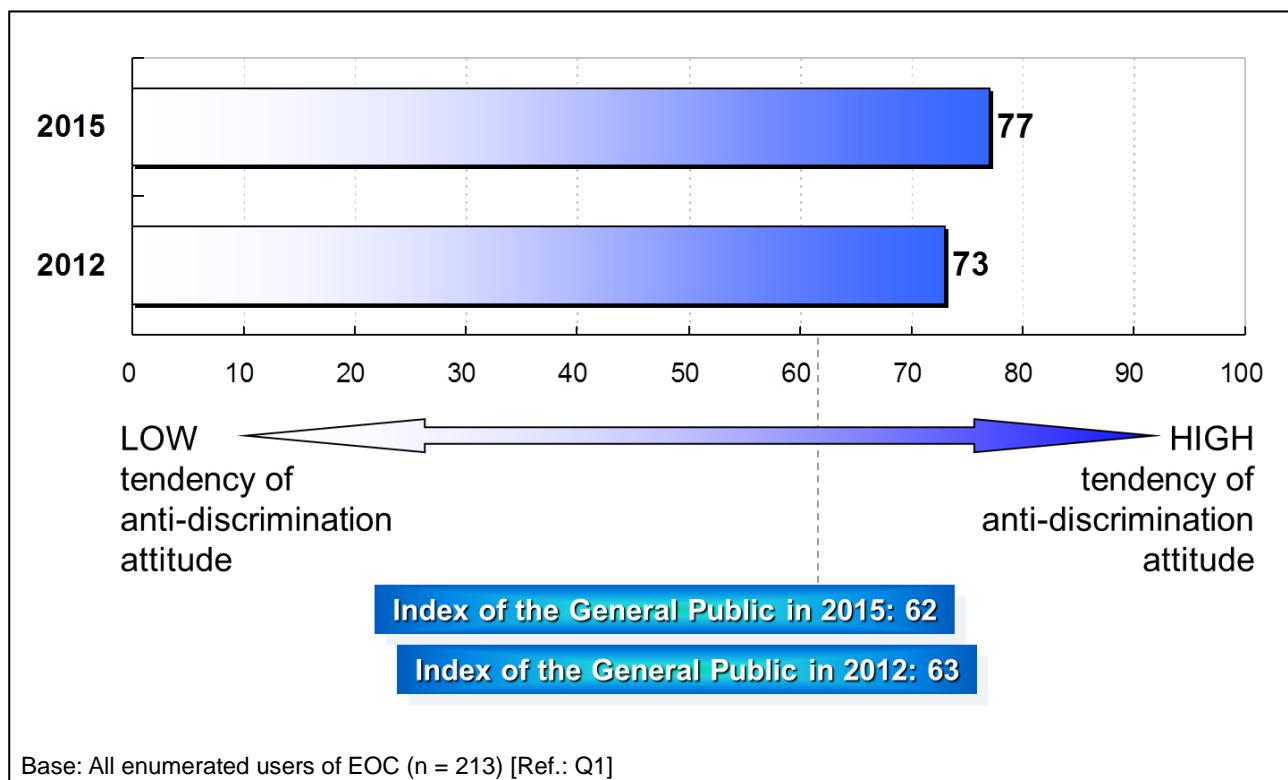
(2012) I cannot accept sitting next to Indians / Pakistanis in public transport.

Index

Similar to the analysis in the survey of the general public, an overall index was computed based on the results of the 12 statements, and presented in a scale of 0 – 100, where 0 denotes low tendency of anti-discrimination attitude and 100 denotes high tendency. The index of EOC's users was 77 (corresponding figure in 2012 was 73), which was higher than that of the general public (62), and indicated a direction towards high tendency of anti-discrimination attitude.

(Ref.: Chart 12)

Chart 12: Index of Overall anti-discrimination attitude



Respondents of the user survey were also segmented into 3 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).

Of all users, 89% fell under the high tendency group, 11% were neutral, and none of them fell under the low tendency group.

When analyzed by socio-demographic characteristics, no significant differences were observed among sub-groups.

(Ref.: Table 11)

Table 11: Index of Overall anti-discrimination attitude – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
High tendency (score 65 – 100)	94	87	93	88	87	91	75	90	91	87	100
Neutral (score 35 – 64)	6	13	7	12	13	9	25	10	9	13	-
Low tendency (score 0 – 34)	-	-	-	-	-	-	-	-	-	-	-
Mean score	79	76	78	78	75	78	74	77	79	76	78
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1]

Note: ANOVA test was conducted.

* Caution: small base

4.1.2 Understanding of Discrimination Concepts and Scope of Various Discrimination Ordinances

In the user survey, 12 items were tested among users to examine their knowledge of discrimination concepts and scope of various discrimination ordinances:

Sexual harassment?	A man keeps staring at a woman in MTR, even though the woman voices out for feeling uncomfortable and asks him to stop (Yes)
	A male security guard studiously used the toilet without closing the door when a female security guard made patrol to washrooms (Yes)
	A female colleague teases the body shape of another female colleague (Yes)
The definition of Disability?	Dysgraphia (Yes)
	Broke the leg, and need to use wheelchair for a month (Yes)
	Cancer (Yes)
	Hepatitis B (Yes)
The definition of Family Status?	A mother, single parent, looks after her 3 years old son (Yes)
	A staff looks after his/her mother who has kidney disease (Yes)
	A foreign domestic helper handles housework (No)
Disability / Racial Vilification?	Showed banners about serious contempt for AIDS patients in a public event (Yes)
	Taunted foreign domestic helpers with friends (No)

Overall analysis

The results showed that users had better understanding on disability vilification, sexual harassment and the definition of family status. The top 3 items that users answered correctly were:

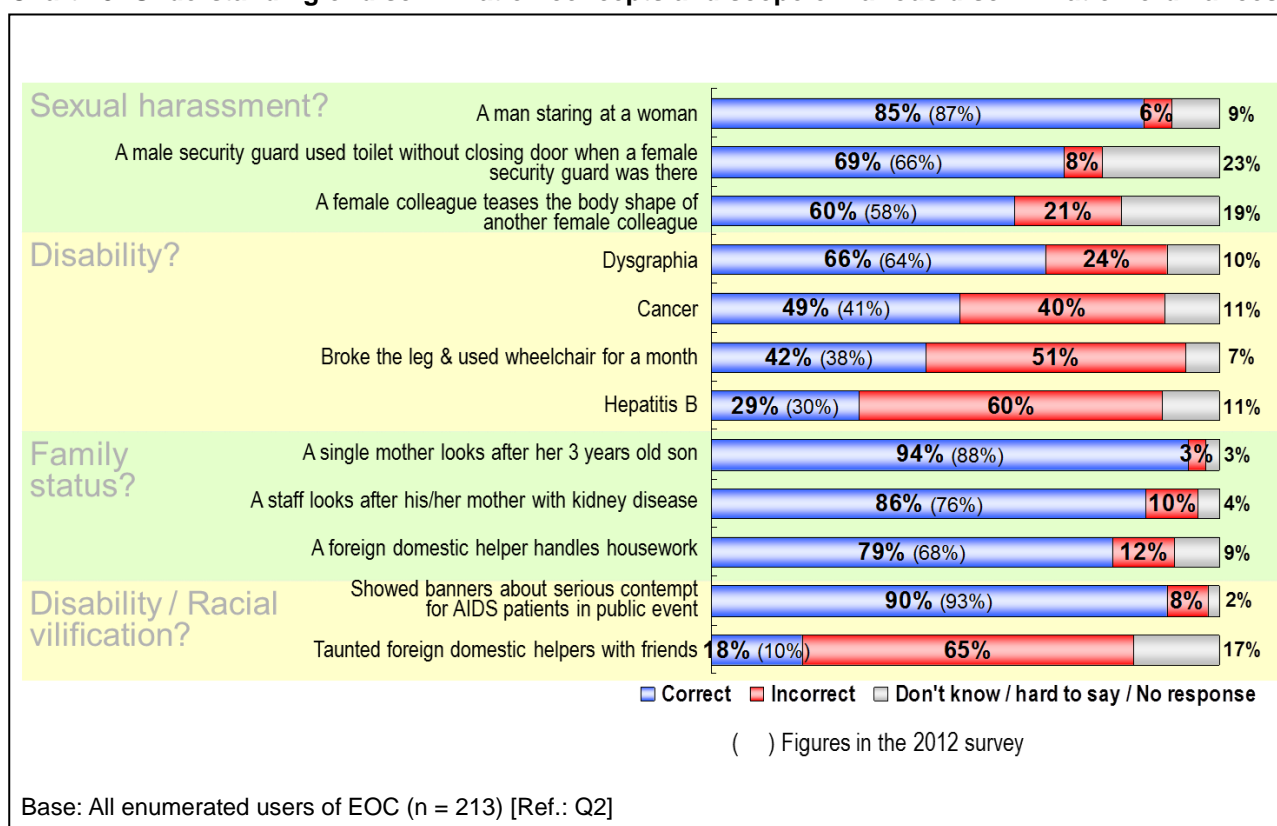
- 94% knew that “a mother, single parent, looks after her 3 years old son” is within *the definition of family status* (corresponding figure in 2012 was 88%);
- 90% knew that “showing banners about serious contempt for AIDS patients in a public event” is *disability vilification* (corresponding figure in 2012 was 93%); and
- 86% knew that “a staff looks after his/her mother who has kidney disease” is a case of *the definition of family status* (corresponding figure in 2012 was 76%).

On the other hand, the bottom 3 items were:

- 18% correctly indicated that “taunting foreign domestic helpers with friends” is not *racial vilification* (corresponding figure in 2012 was 10%);
- 29% knew that “Hepatitis B” is within *the definition of disability* (corresponding figure in 2012 was 30%); and
- 42% knew that “broke the leg and need to use wheelchair for a month” is within *the definition of disability* (corresponding figure in 2012 was 38%).

(Ref.: Chart 13)

Chart 13: Understanding of discrimination concepts and scope of various discrimination ordinances

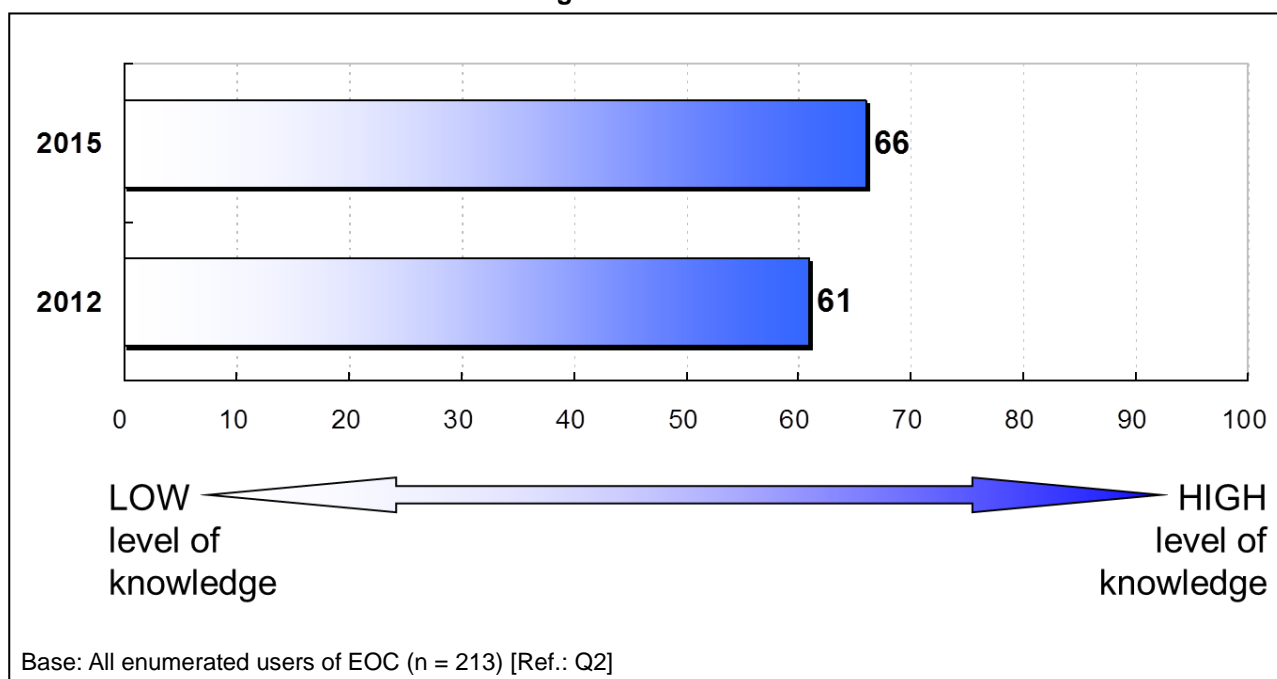


Index

Based on the results of the 12 items, an overall index was computed to estimate the knowledge level of EOC's users on various Discrimination Ordinances, and presented in a scale of 0 – 100, where 0 denotes low level of knowledge and 100 denotes high level. The index was 66, which indicated that users were in general having good knowledge of the EO issues. It was slightly higher than that in 2012 survey (61).

(Ref.: Chart 14)

Chart 14: Index of the level of understanding of discrimination ordinances



The users were segmented into 3 groups according to their indices of knowledge / understanding of EO:

- High level of knowledge (score 65 – 100);
- Medium level of knowledge (score 35 – 64); and
- Low level of knowledge (score 0 – 34).

Of all users, 51% fell under the high knowledge group, 48% in the medium group, and <1% fell under the low knowledge group.

When analyzed by sub-groups, no significant result was observed.

(Ref.: Table 12)

Table 12: Index of the level of understanding of discrimination ordinances – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
High level of knowledge (score 65 – 100)	47	53	58	55	52	45	44	53	51	51	50
Medium level of knowledge (score 35 – 64)	51	47	42	45	48	53	50	47	49	48	50
Low level of knowledge (score 0 – 34)	2	-	-	-	-	2	6	-	-	1	-
Mean score	63	66	68	67	66	63	59	66	67	65	58
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2]

Note: ANOVA test was conducted.

* Caution: small base

4.2 OPINION ON EOC'S TRAINING COURSES, SEMINARS OR ACTIVITIES

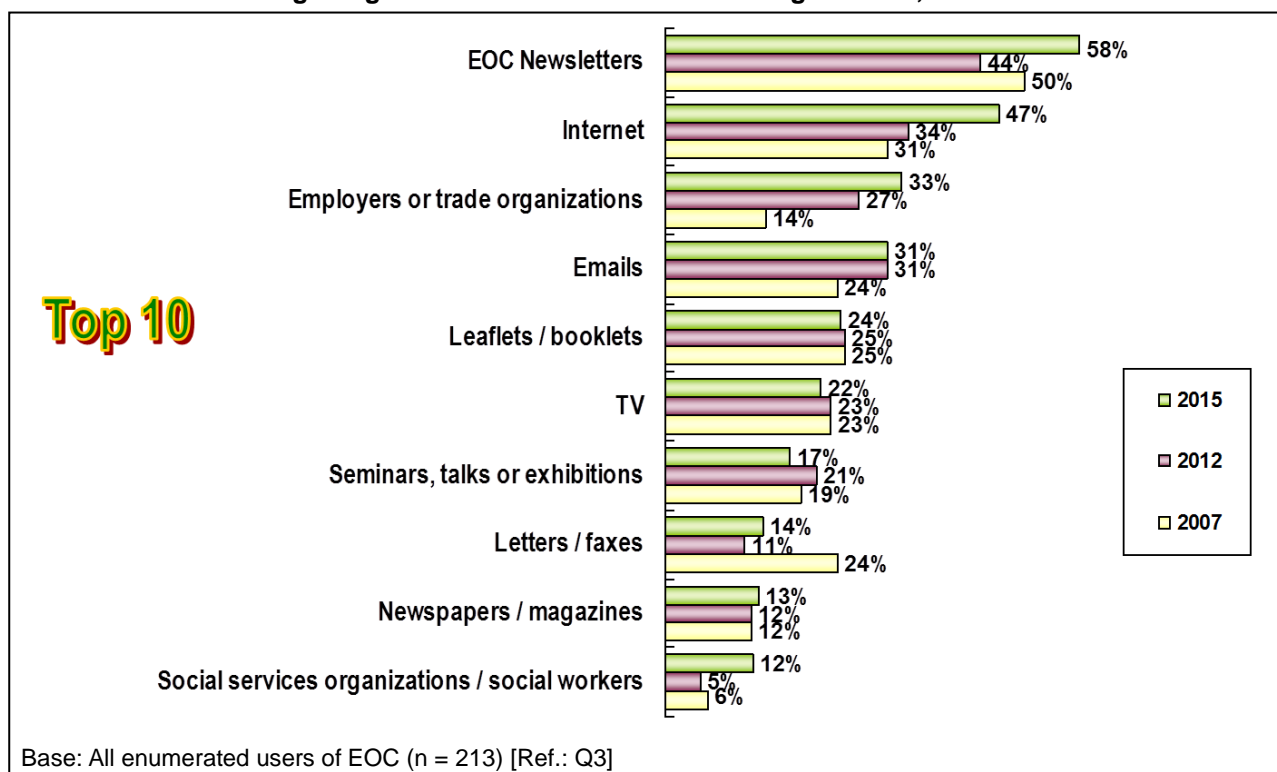
4.2.1 Channels of Getting the Information of EOC's Training Courses, Seminars or Activities

The top 3 major channels for users obtaining information of EOC's training courses, seminars or activities were: EOC Newsletters (58%), internet (47%) and employers or trade organizations (33%).

Besides, an increasing trend was observed for users obtaining information of EOC's training courses, seminars or activities through internet since 2007 survey (47% in 2015; 34% in 2012 and 31% in 2007).

(Ref.: Chart 15)

Chart 15: Channels of getting the information of EOC's training courses, seminars or activities

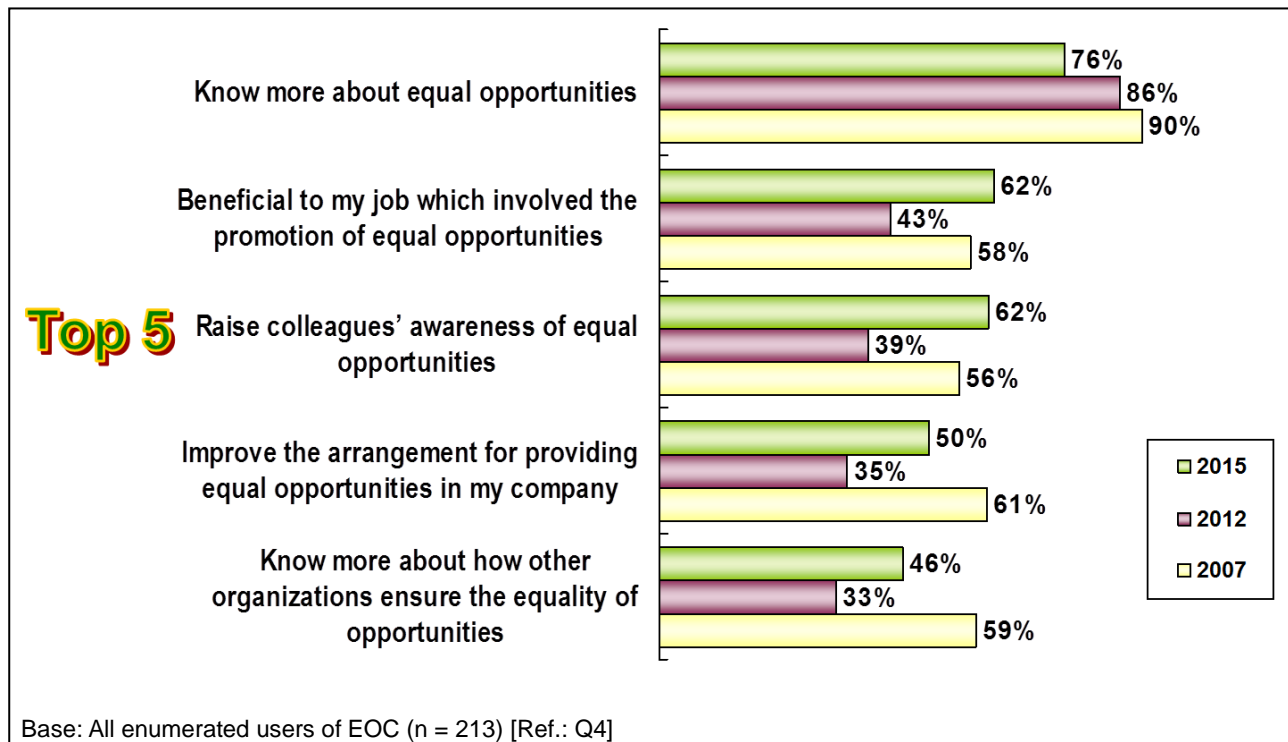


4.2.2 Expectation for Attending EOC's Training Courses, Seminars or Activities

When asked about their expectation for attending EOC's training courses, seminars or activities, 76% of the users said they wanted to know more about EO (86% in 2012 and 90% in 2007; an decreasing trend was observed since 2007 survey). Other common mentions included: "beneficial to my job which involved the promotion of EO" (62%) and "raise colleagues' awareness of EO" (62%).

(Ref.: Chart 16)

Chart 16: Expectation for attending EOC's training courses, seminars or activities

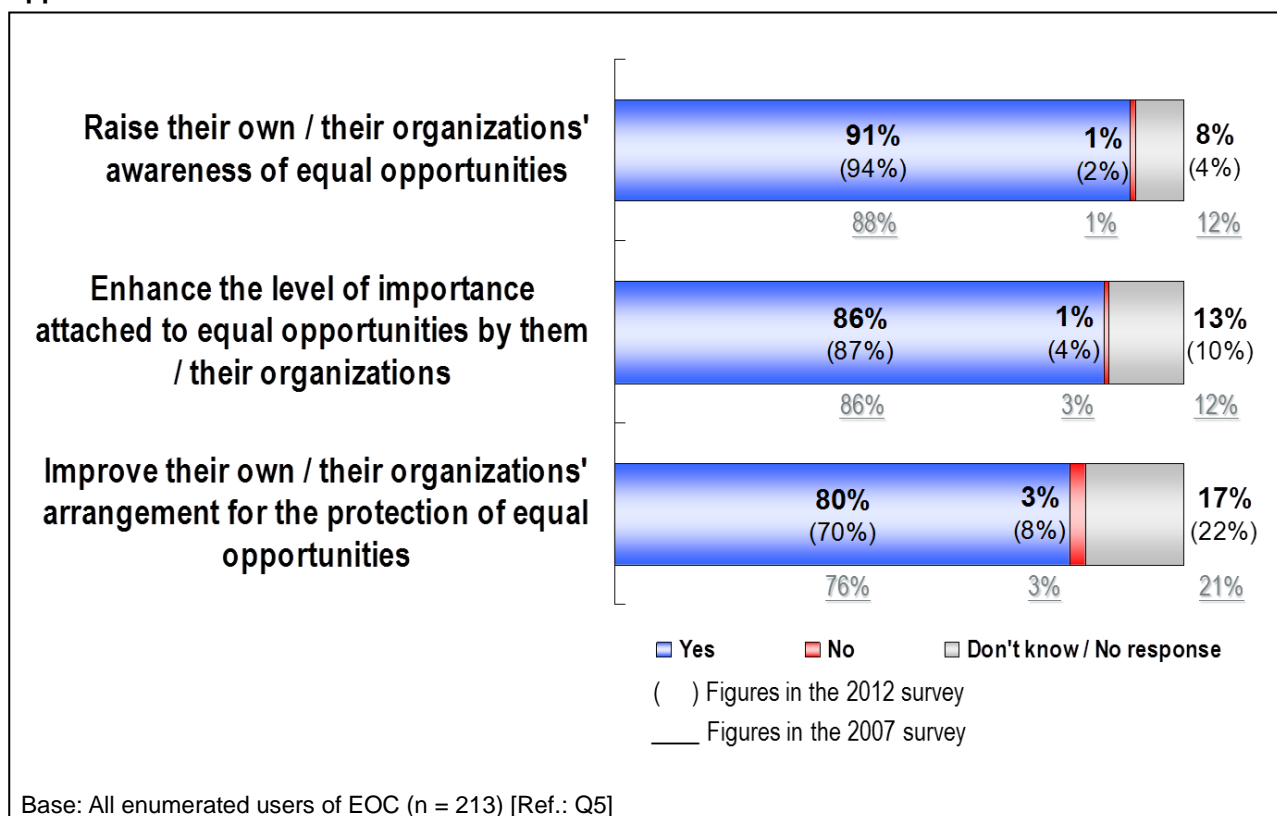


4.2.3 Effectiveness of EOC's Training Courses, Seminars or Activities on Promoting Equal Opportunities

In terms of the benefits brought from EOC's training courses, seminars or activities, a majority of users considered that they could raise their own / their organizations' awareness of EO (91%), enhance the level of importance attached to EO by them / their organizations (86%) and improve their own / their organizations' arrangement for the protection of EO (80%). The corresponding figures in 2012 were 94%, 87% and 70% respectively.

(Ref.: Chart 17)

Chart 17: Effectiveness of EOC's training courses, seminars or activities on promoting equal opportunities

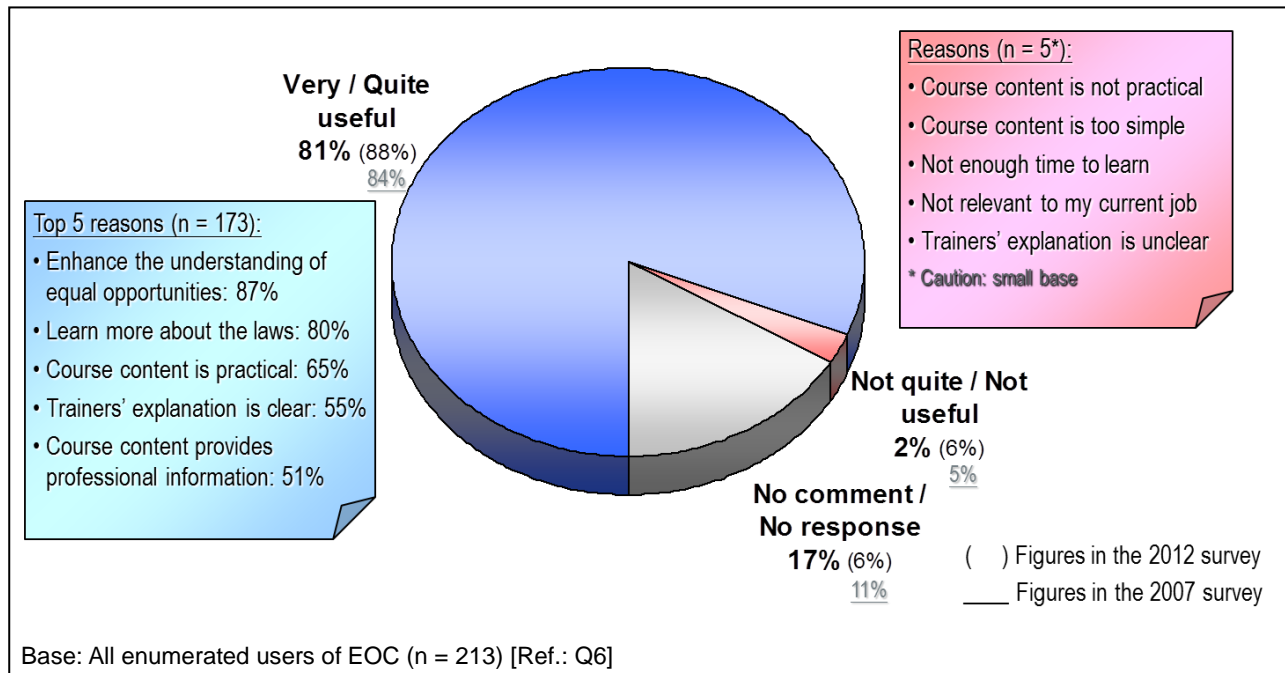


4.2.4 Usefulness of EOC's Training Courses, Seminars or Activities

Four-fifths of the users (81%) considered that EOC's training courses, seminars or activities were very / quite useful (corresponding figure in 2012 was 88%). Among them, the frequently quoted reasons were "enhancing the understanding of EO" (87%), "learning more about the laws" (80%) and "course content is practical" (65%).

(Ref.: Chart 18)

Chart 18: Usefulness of EOC's training courses, seminars or activities



Remark: When excluding no comment / no response, 97% of the users considered that EOC's training courses, seminars or activities were very / quite useful (93% in 2012; 95% in 2007).

4.3 PERCEPTIONS OF EOC AND ITS WORK

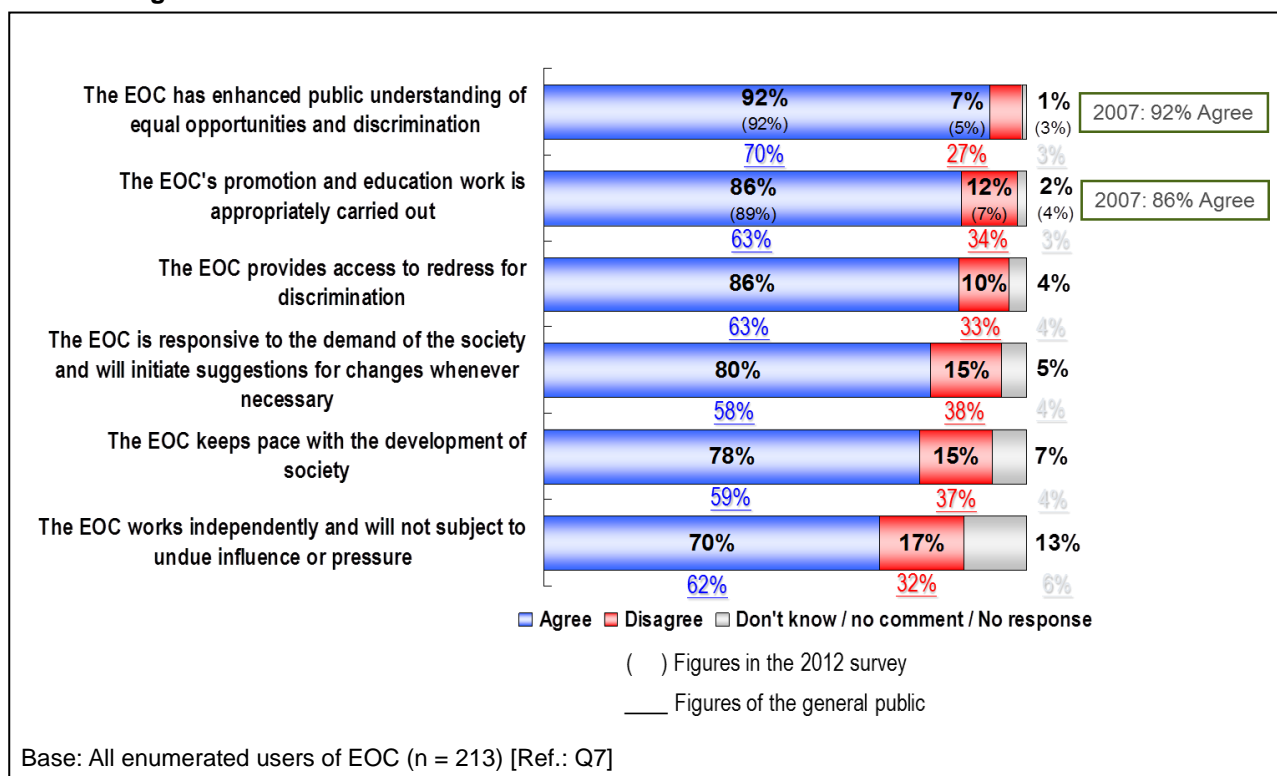
4.3.1 Agreement on the Statements which Described the Work of EOC

Overall analysis

The same 6 statements which described the work of EOC which were asked in the survey of the general public were also asked among users. The results showed that most users agreed that “EOC’s work enhances public understanding of EO and discrimination” (92%), “its promotion and education work is appropriately carried out” (86%) and “EOC provides access to redress for discrimination” (86%). Their agreement levels were higher than those of the general public (70%, 63% and 63% respectively).

(Ref.: Chart 19)

Chart 19: Agreement on the statements which described the work of EOC



Sub-group analysis

When analyzed by sub-groups, it was observed that relatively higher proportions of

- those with education level of tertiary or above (89%) agreed "the EOC provides access to redress for discrimination"; and
- males (89%) and those with education level of tertiary or above (82%) agreed "the EOC keeps pace with the development of society".

On the contrary, relatively higher proportions of those with education level of secondary / matriculation or below disagreed "the EOC provides access to redress for discrimination" (38%) and "the EOC keeps pace with the development of society" (38%).

(Ref.: Tables A59 – A64 in Appendix A)

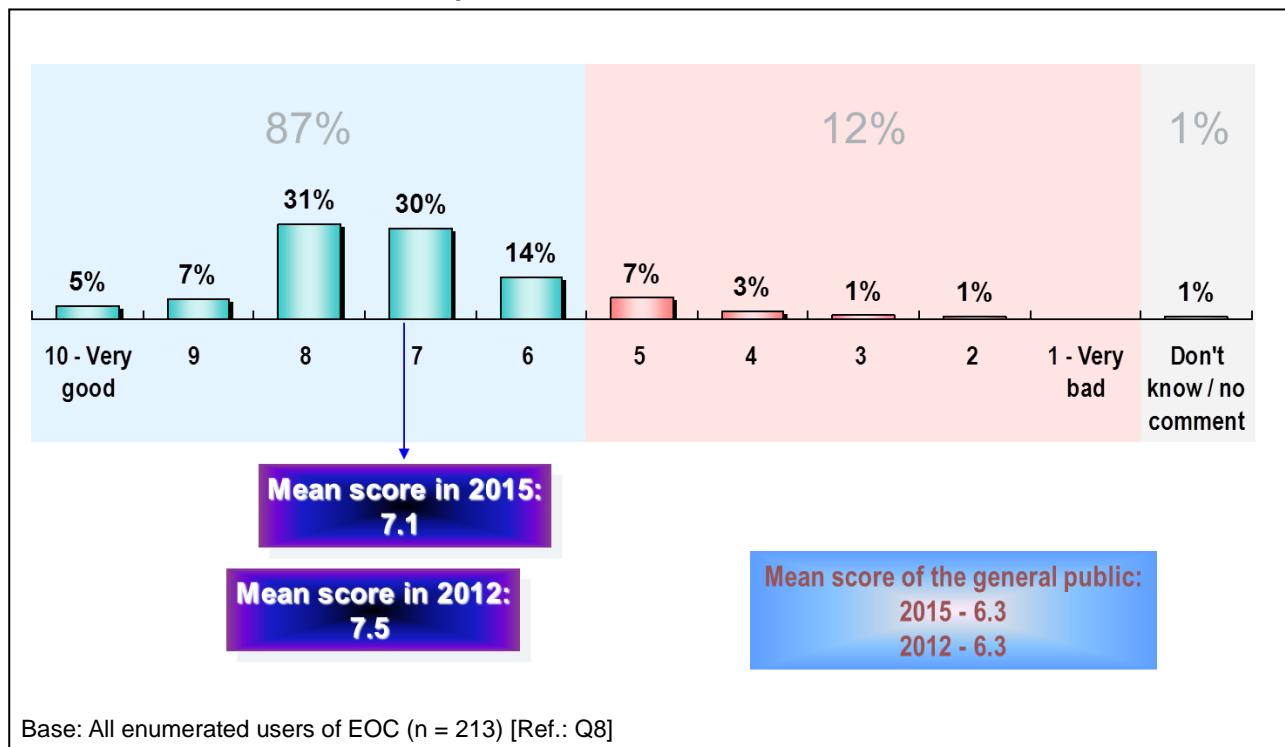
4.3.2 Evaluation on the Overall Performance of EOC

Overall analysis

Similar to the general public, users were asked to evaluate the overall performance of EOC, using a scale of 1 – 10. The average score obtained from the users was 7.1, which was higher than that of the general public (6.3). In fact, 87% of the users gave favourable scores of 6 – 10, as compared to 66% of the general public.

(Ref.: Chart 20)

Chart 20: Evaluation on the overall performance of EOC



Sub-group analysis

When analyzed by sub-groups, no significant differences were observed.

(Ref.: Table 13)

Table 13: Evaluation on the overall performance of EOC – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Score 6 – 10	91	86	93	88	85	93	75	89	89	90	83
Score 1 – 5	9	13	7	12	13	7	25	10	11	8	17
Don't know / no comment / hard to say	-	1	-	-	2	-	-	1	-	2	-
Mean	7.2	7.1	7.4	7.2	7.2	7.1	6.9	7.2	7.3	7.2	6.7
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q8]

Note: ANOVA test was conducted.

* Caution: small base

4.4 OTHER OPINION

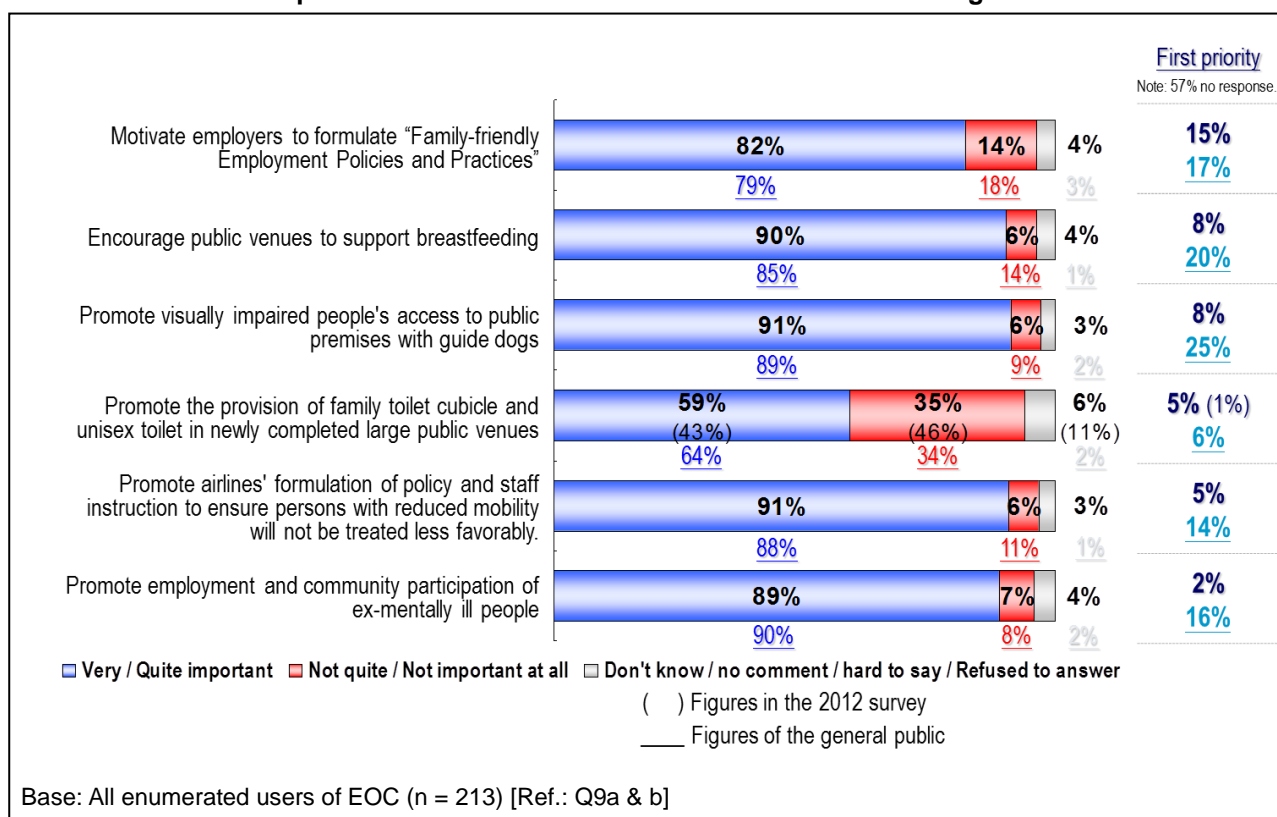
4.4.1 Perceived Importance Level of the Areas of Work on the Forthcoming Equal Opportunities Issues

Overall analysis

The top EO issue ranked as first priority by users was “to motivate employers to formulate Family-friendly Employment Policies and Practices” (15%). Most users perceived the issues of “promoting visually impaired people's access to public premises with guide dogs” (91%) and “promoting airlines' formulation of policy and staff instruction to ensure persons with reduced mobility will not be treated less favorably” (91%) as “very / quite important”.

(Ref.: Chart 21)

Chart 21: Perceived importance level of the areas of work on the forthcoming EO issues



Sub-group analysis

When analyzed by socio-demographic characteristics, no significant differences were observed among sub-groups.

(Ref.: Tables A65 – A70 in Appendix A)

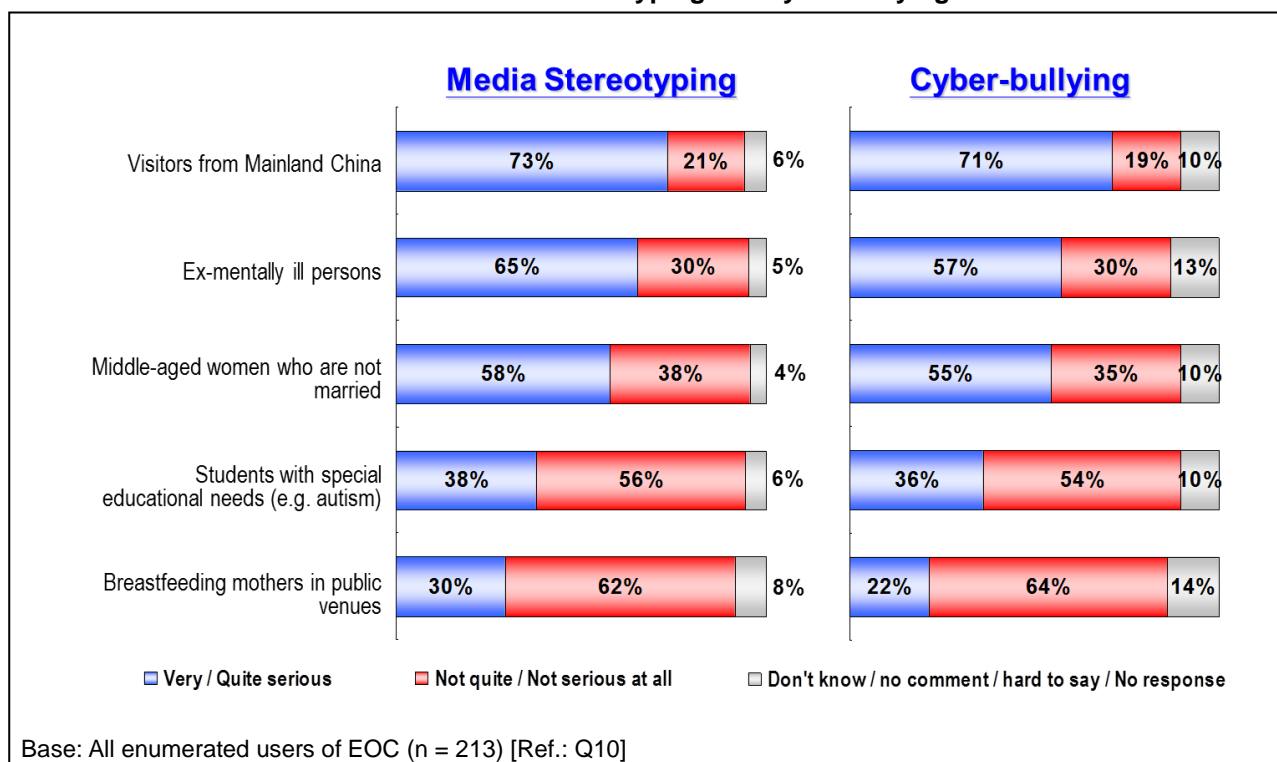
4.4.2 Perceived Seriousness of Media Stereotyping and Cyber-bullying

Overall analysis

Users were asked about whether media stereotyping and cyber-bullying against the selected groups of people was serious or not. More than 70% of them considered the problem of media stereotyping and cyber-bullying against “visitors from Mainland China” (73% and 71% respectively) is very / quite serious. It was followed by “ex-mentally ill persons” (65% and 57% respectively) and “middle-aged women who are not married” (58% and 55% respectively).

(Ref.: Chart 22)

Chart 22: Perceived seriousness of media stereotyping and cyber-bullying



Sub-group analysis

When analyzed by sub-groups, it was observed that relatively higher proportions of

- those aged 20 – 29 (83% and 70%) and those who were single (70% and 67%) considered media stereotyping and cyber bullying against middle-aged women as very / quite serious; and
- those aged 20 – 29 (33%) considered cyber bullying against breastfeeding mothers as very / quite serious.

(Ref.: Tables A71 – A75 in Appendix A)

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

Users were finally asked for comments or recommendations on the work of the EOC or on the EO issues. A majority of respondents (87%) claimed that they had no other comments or recommendations, while only a few gave suggestions, such as:

- “more promotion on equal opportunities” (6%);
- “strengthening the education work on equal opportunities” (6%); and
- “enhancing the power of EOC” (1%).

4.5 OBSERVATIONS IN THE USER SURVEY

Overall, EOC's users demonstrated a direction towards a high tendency of anti-discrimination attitude. The overall index was 77 (in a scale of 0 – 100, where 0 denotes the lowest tendency and 100 denotes the highest), which was higher than that of the general public (62) and that of the users in the 2012 survey (73).

Users showed better understanding on disability vilification (90%), sexual harassment (60% - 85%) and the definition of family status (79% - 94%), while relatively few gave correct answers relating to racial vilification (18%) and the definition of disability (29% - 66%). The overall index of the level of understanding of discrimination ordinances was 66 (in a scale of 0 – 100). It was higher than that in 2012 survey (61).

Users mainly obtained information of EOC's training courses, seminars or activities from EOC newsletter, internet and employers or trade organizations. A majority of them appreciated EOC's training courses, seminars or activities which brought benefits to them (80% - 91%) (70% - 94% in the 2012 survey) and were useful (81%) (88% in the 2012 survey).

The agreement levels on the statements which described the work of EOC among users (70% - 92%) were distantly higher than those of the general public (58% - 70%).

Users' evaluation on the overall performance of EOC was higher than that of the general public. 87% gave favourable scores of 6 – 10 and 12% gave lower scores of 1 – 5 (vs. respective 66% and 32% for the general public). The mean score was 7.1, which was higher than that of the general public (6.3) but was lower than that of the users in the 2012 survey (7.5).

The top EO issue ranked as first priority by users was "to motivate employers to formulate Family-friendly Employment Policies and Practices" (15%). Most users perceived the issues of "promoting visually impaired people's access to public premises with guide dogs" (91%) and "promoting airlines' formulation of policy and staff instruction to ensure persons with reduced mobility will not be treated less favorably" (91%) as "very / quite important".

More than half of the users considered the problem of media stereotyping and cyber-bullying against "visitors from Mainland China" (73% and 71% respectively), "ex-mentally ill persons" (65% and 57% respectively) and "middle-aged women who are not married" (58% and 55% respectively) as very / quite serious.

5 Conclusion & Recommendations

In conclusion, the surveys revealed that both the general public and EOC's service users demonstrated a positive attitude towards EO. The overall index of anti-discrimination attitude was 62 for the general public and 77 for the users, which illustrated that EOC's training courses, seminars and promotional and educational activities were effective in raising the awareness and understanding of EO. In fact, a majority of the users considered that EOC's training courses, seminars or activities were useful and brought benefits to them.

The level of awareness of EOC (98%) was higher than that in the 2012 survey (95%). Besides, a majority of the general public (82%) were aware of one or more EOC's educational, promotional or publicity activities in the past 12 months before enumeration, mainly through traditional channels such as EOC's Announcement of Public Interests (APIs) on TV, TV programmes and the promotions on newspapers / magazines.

The agreement levels on the 6 statements ("the EOC has enhanced public understanding of EO and discrimination", "the EOC provides access to redress for discrimination", "EOC's promotion and education work is appropriately carried out", "the EOC works independently and will not subject to undue influence of pressure", "the EOC keeps pace with the development of society" and "the EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary") which described the work of EOC among users (70% - 92%) were distantly higher than those of the general public (58% - 70%). The mean score of the overall performance of EOC given by users was 7.1 (in a scale of 1-10) which also far exceeded that of the general public (6.3). All these mean scores were well above the mid-point value of 5.5, which showed that EOC's overall performance was recognized by the general public and users.

It was found that 9% of the general public experienced discrimination or harassment in the past year. Among them, relatively more mentioned the areas relating to age discrimination (43%) and sexual harassment (27%); more than half of these incidents occurred in the working environment / when applying for a job (54%).

For the forthcoming EO issues, it was found that, while the EO issue of "promoting visually impaired people's access to public premises with guide dog" was ranked as first priority by the largest proportion of general public (25%), this issue was also regarded as top priority by the second largest proportion of the users (8%).

Users were asked about whether media stereotyping and cyber-bullying against the

selected groups of people were serious or not. More than half of the users considered the problem of media stereotyping and cyber-bullying against “visitors from Mainland China” (73% and 71% respectively), “ex-mentally ill persons” (65% and 57% respectively) and “middle-aged women who are not married” (58% and 55% respectively) as very / quite serious.

Recommendations

Based on findings of the surveys on the general public and users, recommendations on the advancement of the EOC’s work against discrimination as strategic planning advice on forthcoming EO issues and other areas of anti-discrimination work the public expect the EOC to move onto are summarized below.

- (a) As older respondents and those who were married of the general public were more aware of EOC’s APIs on TV, TV programmes and promotions in newspaper / magazines, EOC is recommended to continue using these traditional media as means of promotion and education. Those who aged 15 – 29, those with educational level of tertiary or above, those who were working as manager / administrator / professional / associate professional, those who are single and immigrants who resided in Hong Kong less than 10 years were more likely to be aware of EOC’s educational, promotional and publicity activities through internet. More up-to-date channels of communication via internet should also be considered in order to reach more people and proactively convey EO messages of more substances than merely slogans. Apart from existing channels, multiple means of communication should be employed: common social networking such as Facebook, multi-media sharing such as YouTube and professional networking such as LinkedIn. All of the messages are disseminated with a higher speed and they can proliferate extensively through personal networking.
- (b) In connection with the afore-mentioned means of communication, EOC’s training courses, seminars or activities should be adapted to provide different promotional and educational forms such as video clips, games, quizzes and competitions. Disseminated via multiple means of communication, they are utilized as self-learning and user-friendly study programmes which aim to “train the trainers” and/or educate the target groups who can manage the learning process on their own pace.
- (c) Results from the survey of general public revealed that older respondents, less educated individuals and recent immigrants held lower levels of anti-discrimination attitude and of knowledge about current discrimination ordinances. As such, more promotion and education work should be carried out for these groups. Effective

channels of communication particularly for these individuals should be identified and so messages of equal opportunities and anti-discrimination could be successfully transmitted and received.

- (d) Promotional and educational programmes should be formulated to increase public understanding in racial vilification and the definition of disability, as users showed poorer understanding in these areas. Also, more related work should be done to raise public awareness about the work of EOC since a decreasing proportion of people agreed that “the EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary” and “the EOC works independently and will not be subject to undue influence or pressure”.
- (e) For media stereotyping and cyber-bullying against the selected groups of people, more than half of the users considered the problem of media stereotyping and cyber-bullying against “visitors from Mainland China”, “ex-mentally ill persons” and “middle-aged women who are not married” as serious. The EOC should also target these areas of media stereotyping and cyber-bullying in the future promotional and educational programmes.
- (f) For the forthcoming EO issues, while the issue of “promoting visually impaired people’s access to public premises with guide dog” was ranked as first priority by the largest proportion of general public (25%), this issue was also regarded as top priority by the second largest proportion of the users (8%). In the Discrimination Law Review submitted to the Government in March 2016, EOC recommended the Government to amend section 10 of the Disability Discrimination Ordinance by adding being accompanied by an assistance animal as a category of protection from discrimination, and that assistance animal be clearly defined. The government should consider accepting EOC’s related recommendation to introduce being accompanied by an assistance animal as a category of disability discrimination.
- (g) It reveals that in the past year, 9% of the general public experienced discrimination or harassment which usually occurred in the workplace environment. Among them, discriminatory incidents on the ground of age is not within EOC’s ambit. Therefore, in response to this area of anti-discrimination work the public expect the EOC to move onto, EOC is suggested to undertake research studies on introducing the legal protection against discrimination on the ground of age.

Appendix A

- Tables (sub-group analysis) -

Table A1a: Agreement on “(Sexual Harassment) If a male staff shows a pornographic poster at his own desk, even though he knows he has female colleagues viewing it, this is sexual harassment” – analyzed by sub-groups

(%)	Gender**		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Agree	70	76	77	78	78	77	72	65	63	73	78
Don't know / no comment / hard to say	3	4	1	-	2	2	5	7	8	3	2
Disagree	27	20	22	22	20	21	23	28	29	24	20
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1vii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A1b: Agreement on “(Sexual Harassment) If a male staff shows a pornographic poster at his own desk, even though he knows he has female colleagues viewing it, this is sexual harassment” – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Agree	76	71	77	76	69	76	73	62	68	68	76
Don't know / no comment / hard to say	2	5	3	1	5	1	5	8	4	7	2
Disagree	22	24	20	23	26	23	22	30	28	25	22
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1vii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A2a: Agreement on “(Sex) As child care work is suitable for females, I agree that male teachers should not be employed in kindergartens” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	71	69	80	81	68	67	72	64	62	66	79
Don't know / no comment / hard to say	2	1	-	-	-	1	2	1	2	1	1
Agree	27	30	20	19	32	32	26	35	36	33	20
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1i]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A2b: Agreement on “(Sex) As child care work is suitable for females, I agree that male teachers should not be employed in kindergartens” – analyzed by sub-groups

(%)	Working status		Occupation**			Marital status**			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	70	70	76	66	73	75	67	69	70	68	71
Don't know / no comment / hard to say	1	1	2	<1	1	<1	2	-	2	1	1
Agree	29	29	22	34	26	25	31	31	28	31	28
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1i]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A3a: Agreement on “(Sex) A female clinic doctor refuses male patients for her own reason. I think it is not a problem” – analyzed by sub-groups

(%)	Gender		Age						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	69	68	61	64	70	70	70	69	65	72	65
Don't know / no comment / hard to say	3	4	4	5	6	2	3	2	3	3	4
Agree	28	28	35	31	24	28	27	29	32	25	31
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1ix]

Table A3b: Agreement on “(Sex) A female clinic doctor refuses male patients for her own reason. I think it is not a problem” – analyzed by sub-groups

(%)	Working status		Occupation			Marital status			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	68	69	64	72	64	65	70	65	52	69	69
Don't know / no comment / hard to say	4	3	5	4	2	4	4	1	15	1	4
Agree	28	28	31	24	34	31	26	34	33	30	27
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1ix]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A4a: Agreement on “(Sex) It is not a problem for the manager of a swimming pool to employ male lifeguards only” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	60	61	65	66	57	65	67	51	50	58	66
Don't know / no comment / hard to say	2	2	-	2	2	1	2	2	3	2	2
Agree	38	37	35	32	41	34	31	47	47	40	32
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1xi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A4b: Agreement on “(Sex) It is not a problem for the manager of a swimming pool to employ male lifeguards only” – analyzed by sub-groups

(%)	Working status		Occupation			Marital status			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	61	59	66	61	53	61	61	57	49	54	63
Don't know / no comment / hard to say	2	2	1	2	2	1	2	3	11	3	1
Agree	37	39	33	37	45	38	37	40	40	43	36
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1xi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A5a: Agreement on “(Pregnancy) If a student is pregnant before marriage, expulsion from school should be resulted” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	79	78	82	91	79	79	78	69	67	77	84
Don't know / no comment / hard to say	4	5	-	3	3	3	5	9	10	4	4
Agree	17	17	18	6	18	18	17	22	23	19	12
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1iii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A5b: Agreement on “(Pregnancy) If a student is pregnant before marriage, expulsion from school should be resulted” – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	81	75	83	82	74	84	76	64	74	69	82
Don't know / no comment / hard to say	3	7	2	3	3	2	6	9	4	8	4
Agree	16	18	15	15	23	14	18	27	22	23	14
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1iii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A6a: Agreement on “(Marital Status) 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.” – analyzed by sub-groups

(%)	Gender**		Age**						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	76	83	75	84	78	79	86	76	76	80	81
Don't know / no comment / hard to say	2	2	1	-	1	2	1	5	5	2	2
Agree	22	15	24	16	21	19	13	19	19	18	17
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1v]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A6b: Agreement on “(Marital Status) 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.” – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	79	80	82	78	80	79	81	78	80	80	80
Don't know / no comment / hard to say	1	3	2	<1	2	1	2	6	-	3	1
Agree	20	17	16	22	18	20	17	16	20	17	19
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1v]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A7a: Agreement on “(Family Status) If a restaurant worries that customers may be disturbed by baby’s crying, it has the right to refuse serving customers with baby” – analyzed by sub-groups

(%)	Gender		Age						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	82	84	83	83	79	84	87	83	80	87	78
Don't know / no comment / hard to say	1	2	1	<1	1	1	2	2	3	1	2
Agree	17	14	16	16	20	15	11	15	17	12	20
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1viii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A7b: Agreement on “(Family Status) If a restaurant worries that customers may be disturbed by baby’s crying, it has the right to refuse serving customers with baby” – analyzed by sub-groups

(%)	Working status		Occupation			Marital status**			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	82	84	77	84	86	78	86	79	74	85	83
Don't know / no comment / hard to say	1	2	1	2	-	2	2	1	4	1	1
Agree	17	14	22	14	14	20	12	20	22	14	16
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1viii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A8a: Agreement on “(Disability) If property owner worried that wheelchair will damage the floor tile, he/she has the right to state on the advertisement that he/she will refuse tenants using wheelchair” – analyzed by sub-groups

(%)	Gender		Age**						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	65	67	72	75	67	57	67	64	63	67	66
Don't know / no comment / hard to say	3	2	1	1	1	2	3	5	4	2	2
Agree	32	31	27	24	32	41	30	31	33	31	32
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1ii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A8b: Agreement on “(Disability) If property owner worried that wheelchair will damage the floor tile, he/she has the right to state on the advertisement that he/she will refuse tenants using wheelchair” – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	64	68	62	66	62	70	65	53	54	66	67
Don't know / no comment / hard to say	2	3	2	2	3	2	3	4	-	4	2
Agree	34	29	36	32	35	28	32	43	46	30	31
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1ii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A9a: Agreement on “(Disability) I don’t want to live near a half-way house for discharged mental patients” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	61	57	70	67	56	55	59	57	54	56	65
Don't know / no comment / hard to say	5	5	-	3	2	5	6	9	7	4	4
Agree	34	38	30	30	42	40	35	34	39	40	31
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1vi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A9b: Agreement on “(Disability) I don’t want to live near a half-way house for discharged mental patients” – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	60	58	66	56	61	65	57	43	55	50	62
Don't know / no comment / hard to say	3	7	4	2	4	3	5	14	4	7	4
Agree	37	35	30	42	35	32	38	43	41	43	34
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1vi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A10a: Agreement on “(Disability Harassment) In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law” – analyzed by sub-groups

(%)	Gender		Age**						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	41	39	50	52	32	36	40	39	38	40	39
Don't know / no comment / hard to say	3	4	2	1	3	3	4	6	6	3	4
Agree	56	57	48	47	65	61	56	55	56	57	57
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ (N = 6 477 500; n = 1500) [Ref.: Q1x]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A10b: Agreement on “(Disability Harassment) In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law” – analyzed by sub-groups

(%)	Working status		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	39	41	39	38	38	45	37	42	34	39	40
Don't know / no comment / hard to say	3	5	5	2	4	3	4	8	11	5	3
Agree	58	54	56	60	58	52	59	50	55	56	57
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ (N = 6 477 500; n = 1500) [Ref.: Q1x]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A11a: Agreement on “(Race) I choose not to sit next to Indians / Pakistanis in public transport” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Disagree	83	83	90	86	82	85	86	78	73	83	87
Don't know / no comment / hard to say	2	2	-	2	1	2	2	3	4	1	2
Agree	15	15	10	12	17	13	12	19	23	16	11
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1iv]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A11b: Agreement on “(Race) I choose not to sit next to Indians / Pakistanis in public transport” – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Disagree	86	81	88	85	83	87	82	69	74	80	85
Don't know / no comment / hard to say	1	2	2	<1	2	1	2	4	4	2	2
Agree	13	17	10	15	15	12	16	27	22	18	13
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1iv]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A12a: Agreement on “(Racial Harassment) If a waiter calls a dark skinned person as ‘black ghost’, that makes him/her feel embarrassed, he/she can file a lawsuit and ask for compensation” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Agree	56	56	75	71	55	58	52	46	45	54	63
Don't know / no comment / hard to say	4	6	2	4	5	4	5	6	7	5	4
Disagree	40	38	23	25	40	38	43	48	48	41	33
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q1xii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A12b: Agreement on “(Racial Harassment) If a waiter calls a dark skinned person as ‘black ghost’, that makes him/her feel embarrassed, he/she can file a lawsuit and ask for compensation” – analyzed by sub-groups

(%)	Working status		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Agree	58	54	61	55	61	66	52	47	59	47	59
Don't know / no comment / hard to say	4	6	5	4	2	4	5	6	15	5	4
Disagree	38	40	34	41	37	30	43	47	26	48	37
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q1xii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A13a: Disability discrimination (under legislation) – analyzed by sub-groups

(%)	Gender**		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Correct	72	66	88	84	69	72	67	54	50	65	79
Incorrect	20	26	7	11	25	22	25	33	37	28	13
Don't know	8	8	5	5	6	6	8	13	13	7	8
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q3ii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A13b: Disability discrimination (under legislation) – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Correct	75	62	78	73	68	80	64	53	57	58	73
Incorrect	19	28	15	22	22	15	28	30	26	29	22
Don't know	6	10	7	5	10	5	8	17	17	13	5
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q3ii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A14a: Race discrimination (under legislation) – analyzed by sub-groups

(%)	Gender**		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Correct	69	62	87	77	69	67	63	51	46	63	75
Incorrect	23	30	11	17	26	25	28	37	37	30	18
Don't know	8	8	2	6	5	8	9	12	17	7	7
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q3iv]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A14b: Race discrimination (under legislation) – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Correct	70	60	74	68	67	75	61	52	46	59	68
Incorrect	24	30	19	26	27	20	30	32	35	28	26
Don't know	6	10	7	6	6	5	9	16	19	13	6
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q3iv]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A15a: Sex discrimination (under legislation) – analyzed by sub-groups

(%)	Gender**		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Correct	65	59	71	76	69	64	57	48	45	58	72
Incorrect	24	31	18	17	25	28	31	36	34	33	20
Don't know	11	10	11	7	6	8	12	16	21	9	8
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q3i]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A15b: Sex discrimination (under legislation) – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Correct	69	54	74	69	56	71	58	46	62	52	65
Incorrect	23	33	17	25	30	22	31	34	19	32	27
Don't know	8	13	9	6	14	7	11	20	19	16	8
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q3i]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A16a: Family status discrimination (under legislation) – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Correct	29	27	32	35	26	31	29	20	20	25	33
Incorrect	49	51	51	43	52	49	50	53	50	54	44
Don't know	22	22	17	22	22	20	21	27	30	21	23
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q3iii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A16b: Family status discrimination (under legislation) – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Correct	31	23	36	30	25	30	27	17	17	20	31
Incorrect	48	52	43	50	52	50	50	56	50	52	49
Don't know	21	25	21	20	23	20	23	27	33	28	20
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q3iii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A17a: New immigration status discrimination (not under legislation) – analyzed by sub-groups

(%)	Gender**		Age						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Correct	63	50	51	58	57	57	58	52	52	54	60
Incorrect	25	35	42	27	28	28	30	33	34	34	24
Don't know	12	15	7	15	15	15	12	15	14	12	16
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q3vi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A17b: New immigration status discrimination (not under legislation) – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Correct	60	52	67	55	61	58	56	46	36	49	59
Incorrect	25	35	17	31	25	29	30	36	45	33	28
Don't know	15	13	16	14	14	13	14	18	19	18	13
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q3vi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A18a: Sexual orientation discrimination (not under legislation) – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Correct	53	50	44	54	52	52	50	53	55	49	53
Incorrect	36	36	48	37	39	36	39	28	23	39	36
Don't know	11	14	8	9	9	12	11	19	22	12	11
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q3vii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A18b: Sexual orientation discrimination (not under legislation) – analyzed by sub-groups

<div>(%)</div>	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Correct	53	50	58	51	46	52	52	46	38	49	53
Incorrect	37	35	33	39	40	39	35	29	43	32	37
Don't know	10	15	9	10	14	9	13	25	19	19	10
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q3vii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A19a: Age discrimination (not under legislation) – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Correct	42	42	56	46	37	39	35	47	52	42	38
Incorrect	47	48	28	41	55	54	56	40	34	48	51
Don't know	11	10	16	13	8	7	9	13	14	10	11
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q3v]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A19b: Age discrimination (not under legislation) – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Correct	38	46	36	39	39	43	40	51	52	41	42
Incorrect	53	42	56	52	50	45	50	36	28	45	49
Don't know	9	12	8	9	11	12	10	13	20	14	9
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q3v]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A20a: Awareness of EOC's educational, promotional or publicity activities in the past 12 months – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Aware of one or more items	84	80	77	80	76	85	89	81	67	82	86
Not aware of any	16	20	23	20	24	15	11	19	33	18	14
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q6a & b]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A20b: Awareness of EOC's educational, promotional or publicity activities in the past 12 months – analyzed by sub-groups

(%)	Working status		Occupation**			Marital status			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Aware of one or more items	81	82	89	78	76	81	83	78	72	77	84
Not aware of any	19	18	11	22	24	19	17	22	28	23	16
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q6a & b]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A21a: Disability discrimination (under legal protection) – analyzed by Awareness of EOC's educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Correct	73	51
Incorrect	20	37
Don't know	7	12
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q3ii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A21b: Race discrimination (under legal protection) – analyzed by Awareness of EOC's educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Correct	68	55
Incorrect	25	34
Don't know	7	11
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q3iv]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A21c: Sex discrimination (under legal protection) – analyzed by Awareness of EOC's educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Correct	64	49
Incorrect	27	35
Don't know	9	16
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q3i]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A21d: Family status discrimination (under legal protection) – analyzed by Awareness of EOC's educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Correct	30	17
Incorrect	49	55
Don't know	21	28
Base (n):	1228	272

Base: All general public who aged 15+ (N = 6 477 500; n = 1500) [Ref.: Q3iii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A21e: New immigration status discrimination (not under legal protection) – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Correct	56	56
Incorrect	31	26
Don't know	13	18
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q3vi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A21f: Sexual orientation discrimination (not under legal protection) – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Correct	50	57
Incorrect	38	27
Don't know	12	16
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q3vii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A21g: Age discrimination (not under legal protection) – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Correct	40	48
Incorrect	50	39
Don't know	10	13
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q3v]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A22a: Agreement on “The EOC has enhanced public understanding of equal opportunity and discrimination” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Agree (score 6 – 10)	71	70	81	78	70	72	68	64	60	68	77
Disagree (score 1 – 5)	27	26	18	21	29	27	30	27	27	30	22
Don't know / no comment / hard to say	2	4	1	1	1	1	2	9	13	2	1
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q7ii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A22b: Agreement on “The EOC has enhanced public understanding of equal opportunity and discrimination” – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Agree (score 6 – 10)	71	69	81	67	63	76	68	62	68	68	71
Disagree (score 1 – 5)	28	25	19	32	34	23	29	26	19	25	28
Don't know / no comment / hard to say	1	6	<1	1	3	1	3	12	13	7	1
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q7ii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A22c: Agreement on “The EOC has enhanced public understanding of equal opportunity and discrimination” – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Agree (score 6 – 10)	74	56
Disagree (score 1 – 5)	24	36
Don't know / no comment / hard to say	2	8
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q7ii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A23a: Agreement on “The EOC provides access to redress for discrimination” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Agree (score 6 – 10)	63	63	84	66	63	66	58	58	54	63	67
Disagree (score 1 – 5)	34	32	16	33	36	30	37	33	35	34	30
Don't know / no comment / hard to say	3	5	-	1	1	4	5	9	11	3	3
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q7i]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A23b: Agreement on “The EOC provides access to redress for discrimination” – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Agree (score 6 – 10)	62	64	66	60	60	68	61	58	67	59	64
Disagree (score 1 – 5)	36	30	31	39	34	31	34	30	24	31	34
Don't know / no comment / hard to say	2	6	3	1	6	1	5	12	9	10	2
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q7i]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A23c: Agreement on “The EOC provides access to redress for discrimination” – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Agree (score 6 – 10)	66	51
Disagree (score 1 – 5)	31	41
Don't know / no comment / hard to say	3	8
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q7i]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A24a: Agreement on “The EOC’s promotion and education work is appropriately carried out” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Agree (score 6 – 10)	64	61	72	68	62	67	62	57	58	59	70
Disagree (score 1 – 5)	34	35	27	31	36	32	36	37	35	38	28
Don't know / no comment / hard to say	2	4	1	1	2	1	2	6	7	3	2
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q7iii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A24b: Agreement on “The EOC’s promotion and education work is appropriately carried out” – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Agree (score 6 – 10)	64	61	73	60	61	67	61	54	61	65	62
Disagree (score 1 – 5)	34	35	27	38	35	32	35	38	22	29	37
Don't know / no comment / hard to say	2	4	<1	2	4	1	4	8	17	6	1
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q7iii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A24c: Agreement on “The EOC’s promotion and education work is appropriately carried out” – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Agree (score 6 – 10)	65	51
Disagree (score 1 – 5)	33	43
Don't know / no comment / hard to say	2	6
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q7iii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A25a: Agreement on “The EOC works independently and will not subject to undue influence or pressure” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Agree (score 6 – 10)	61	63	76	61	57	69	63	59	52	63	65
Disagree (score 1 – 5)	35	31	24	38	39	29	33	28	32	34	30
Don't know / no comment / hard to say	4	6	-	1	4	2	4	13	16	3	5
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q7v]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A25b: Agreement on “The EOC works independently and will not subject to undue influence or pressure” – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Agree (score 6 – 10)	62	62	68	60	59	66	61	51	61	63	62
Disagree (score 1 – 5)	36	29	30	38	38	32	33	33	26	27	35
Don't know / no comment / hard to say	2	9	2	2	3	2	6	16	13	10	3
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q7v]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A25c: Agreement on “The EOC works independently and will not subject to undue influence or pressure” – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Agree (score 6 – 10)	65	51
Disagree (score 1 – 5)	30	41
Don't know / no comment / hard to say	5	8
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q7v]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A26a: Agreement on “The EOC keeps pace with the development of society” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Agree (score 6 – 10)	59	58	73	57	58	62	56	56	52	57	63
Disagree (score 1 – 5)	38	37	27	41	38	35	40	36	39	39	34
Don't know / no comment / hard to say	3	5	-	2	4	3	4	8	9	4	3
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q7vi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A26b: Agreement on “The EOC keeps pace with the development of society” – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Agree (score 6 – 10)	58	59	63	55	56	62	57	57	65	61	57
Disagree (score 1 – 5)	39	35	35	41	41	37	38	35	20	32	40
Don't know / no comment / hard to say	3	6	2	4	3	1	5	8	15	7	3
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q7vi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A26c: Agreement on “The EOC keeps pace with the development of society” – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Agree (score 6 – 10)	61	46
Disagree (score 1 – 5)	35	47
Don't know / no comment / hard to say	4	7
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q7vi]

** indicates that there is a significant relationship between the respective sub-group and the responses, $p < 0.05$.

Table A27a: Agreement on “The EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Agree (score 6 – 10)	58	58	66	59	61	58	55	55	53	56	62
Disagree (score 1 – 5)	38	37	33	40	37	39	40	37	37	40	35
Don't know / no comment / hard to say	4	5	1	1	2	3	5	8	10	4	3
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q7iv]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A27b: Agreement on “The EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary” – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Agree (score 6 – 10)	58	57	62	57	55	62	56	53	61	60	57
Disagree (score 1 – 5)	39	37	35	41	40	37	39	35	24	31	41
Don't know / no comment / hard to say	3	6	3	2	5	1	5	12	15	9	2
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q7iv]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A27c: Agreement on “The EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary” – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Agree (score 6 – 10)	60	49
Disagree (score 1 – 5)	36	46
Don't know / no comment / hard to say	4	5
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q7iv]

** indicates that there is a significant relationship between the respective sub-group and the responses, $p < 0.05$.

Table A28: Evaluation on the overall performance of EOC – analyzed by Awareness of EOC’s educational, promotional or publicity activities in the past 12 months**

	Aware (%)	Not aware (%)
Score 6 – 10	69	53
Score 1 – 5	29	44
Don't know / no comment	2	3
Mean score	6.4	5.8
Base (n):	1228	272

Base: All general public who aged 15+ [Ref.: Q8]

Note: ANOVA test was conducted and** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A29a: Perceived importance of “Promote visually impaired people’s access to public premises with guide dogs” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Very / Quite important	88	90	95	98	86	94	90	80	80	90	91
Not quite / Not important at all	10	9	5	2	13	6	8	16	17	8	9
Don't know / no comment / hard to say	2	1	-	-	1	<1	2	4	3	2	1
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q9ai]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A29b: Perceived importance of “Promote visually impaired people’s access to public premises with guide dogs” – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Very / Quite important	92	86	94	92	85	93	88	81	96	83	91
Not quite / Not important at all	8	11	6	8	13	7	10	17	2	14	8
Don't know / no comment / hard to say	<1	3	-	<1	2	-	2	2	2	3	1
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q9ai]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A30a: Perceived importance of “Promote encouraging breastfeeding in public venues” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Very / Quite important	83	87	89	92	84	88	84	79	77	87	84
Not quite / Not important at all	15	12	10	7	15	11	15	19	22	12	14
Don't know / no comment / hard to say	2	1	1	1	1	1	1	2	1	1	2
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q9av]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A30b: Perceived importance of “Promote encouraging breastfeeding in public venues” – analyzed by sub-groups

(%)	Working status		Occupation			Marital status			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Very / Quite important	86	83	85	87	85	88	84	81	91	82	86
Not quite / Not important at all	13	15	14	12	14	11	15	18	9	17	13
Don't know / no comment / hard to say	1	2	1	1	1	1	1	1	-	1	1
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q9av]

Table A31a: Perceived importance of “Motivate employers to formulate ‘Family-friendly Employment Policies and Practices’” – analyzed by sub-groups

(%)	Gender**		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Very / Quite important	75	83	90	94	80	81	78	69	68	80	83
Not quite / Not important at all	22	15	10	6	20	18	20	23	23	18	16
Don't know / no comment / hard to say	3	2	-	-	-	1	2	8	9	2	1
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q9aiii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A31b: Perceived importance of “Motivate employers to formulate ‘Family-friendly Employment Policies and Practices’” – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Very / Quite important	80	79	81	82	73	87	76	77	91	75	81
Not quite / Not important at all	19	17	19	16	26	13	20	18	9	20	17
Don't know / no comment / hard to say	1	4	<1	2	1	<1	4	5	-	5	2
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q9aiii]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A32a: Perceived importance of “Promote employment and community participation of ex-mentally ill people” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Very / Quite important	90	91	98	96	87	94	90	85	84	92	91
Not quite / Not important at all	9	7	2	4	12	4	8	12	13	7	8
Don't know / no comment / hard to say	1	2	-	-	1	2	2	3	3	1	1
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q9aiv]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A32b: Perceived importance of “Promote employment and community participation of ex-mentally ill people” – analyzed by sub-groups

(%)	Working status		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Very / Quite important	91	89	93	91	88	95	89	79	91	87	92
Not quite / Not important at all	8	9	7	8	11	5	9	17	5	11	7
Don't know / no comment / hard to say	1	2	<1	1	1	<1	2	4	4	2	1
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q9aiv]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A33a: Perceived importance of “Promote airlines’ formulation of policy and staff instruction to ensure persons with reduced mobility will not be treated less favorably.” – analyzed by sub-groups

(%)	Gender		Age**						Education**		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Very / Quite important	88	88	93	94	81	90	89	87	82	89	89
Not quite / Not important at all	11	11	6	6	19	9	10	10	15	10	10
Don't know / no comment / hard to say	1	1	1	-	<1	1	1	3	3	1	1
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q9avi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A33b: Perceived importance of “Promote airlines’ formulation of policy and staff instruction to ensure persons with reduced mobility will not be treated less favorably.” – analyzed by sub-groups

(%)	Working status**		Occupation			Marital status**			Length of residence in HK**		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Very / Quite important	87	89	88	87	88	91	88	81	76	88	89
Not quite / Not important at all	12	9	11	13	9	9	11	15	20	10	10
Don't know / no comment / hard to say	1	2	1	<1	3	<1	1	4	4	2	1
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q9avi]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A34a: Perceived importance of “Promote providing family toilet cubicle and unisex toilet in newly completed large public venues” – analyzed by sub-groups

(%)	Gender		Age**						Education		
	Male	Female	15 – 19	20 – 29	30 – 39	40 – 49	50 – 59	60+	Primary or below	Secondary / matriculation	Tertiary or above
Very / Quite important	64	65	71	68	61	69	64	60	63	63	67
Not quite / Not important at all	35	33	28	31	38	30	33	36	35	35	31
Don't know / no comment / hard to say	1	2	1	1	1	1	3	4	2	2	2
Base (n):	681	819	82	219	266	267	295	371	165	779	552

Base: All general public who aged 15+ [Ref.: Q9a11]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A34b: Perceived importance of “Promote providing family toilet cubicle and unisex toilet in newly completed large public venues” – analyzed by sub-groups

(%)	Working status**		Occupation**			Marital status			Length of residence in HK		
	Working	Non-working	Mgr & admin / prof. / asso. prof	Clerk / serv. Worker & shop sales	Skilled & manual worker	Single	Married	Separated / divorced / widowed	< 10 yrs	10 yrs+	Since born
Very / Quite important	65	64	65	66	61	66	64	61	65	65	65
Not quite / Not important at all	34	33	34	34	35	33	34	35	31	32	34
Don't know / no comment / hard to say	1	3	1	<1	4	1	2	4	4	3	1
Base (n):	777	711	262	403	112	504	907	76	46	385	1068

Base: All general public who aged 15+ [Ref.: Q9a11]

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A35: Agreement on “(Sex) It is not a problem for the manager of a swimming pool to employ male lifeguards only” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	92	87	88	90	89	89	75	90	84	92	83
Don't know / no comment / hard to say	6	5	5	6	6	4	13	4	7	4	17
Agree	2	8	7	4	5	7	12	6	9	4	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1xi]

* Caution: small base

Table A36: Agreement on “(Sex) As child care work is suitable for females, I agree that male teachers should not be employed in kindergartens” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status**		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	92	87	95	86	87	87	94	87	85	91	67
Don't know / no comment / hard to say	-	3	-	4	4	-	-	3	5	-	-
Agree	8	10	5	10	9	13	6	10	10	9	33
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1i]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A37: Agreement on “(Sexual Harassment) If a male staff shows a pornographic poster at his own desk, even though he knows he has female colleagues viewing it, this is sexual harassment” – analyzed by sub-groups

(%)	Gender**		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Agree	83	91	83	90	93	89	80	90	87	91	80
Don't know / no comment / hard to say	6	6	12	6	2	6	7	6	9	4	20
Disagree	11	3	5	4	5	5	13	4	4	5	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1vii]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A38: Agreement on “(Sex) A female clinic doctor refuses male patients for her own reason. I think it is not a problem” – analyzed by sub-groups

(%)	Gender		Age**				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	57	70	48	70	76	69	88	65	59	70	83
Don't know / no comment / hard to say	28	15	32	12	18	13	6	20	20	17	17
Agree	15	15	20	18	6	18	6	15	21	13	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1ix]

* Caution: small base

Table A39: Agreement on “(Pregnancy) If a student is pregnant before marriage, expulsion from school should be resulted” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	87	94	90	94	93	91	93	92	89	93	100
Don't know / no comment / hard to say	11	4	10	6	3	5	-	6	8	5	-
Agree	2	2	-	-	4	4	7	2	3	2	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1iii]

* Caution: small base

Table A40: Agreement on “(Marital Status) 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.” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	90	92	92	90	89	96	100	91	93	91	100
Don't know / no comment / hard to say	4	3	3	2	7	-	-	3	3	4	-
Agree	6	5	5	8	4	4	-	6	4	5	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1v]

* Caution: small base

Table A41: Agreement on “(Family Status) If a restaurant worries that customers may be disturbed by baby’s crying, it has the right to refuse serving customers with baby” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	77	80	82	74	76	84	75	79	82	76	100
Don't know / no comment / hard to say	13	6	10	10	7	5	19	7	10	7	-
Agree	10	14	8	16	17	11	6	14	8	17	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1viii]

* Caution: small base

Table A42: Agreement on “(Disability) If property owner worried that wheelchair will damage the floor tile, he/she has the right to state on the advertisement that he/she will refuse tenants using wheelchair” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	94	85	95	84	83	89	75	88	89	85	83
Don't know / no comment / hard to say	4	2	3	2	4	2	6	2	3	3	-
Agree	2	13	2	14	13	9	19	10	8	12	17
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1ii]

* Caution: small base

Table A43: Agreement on “(Disability) I don’t want to live near a half-way house for discharged mental patients” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	77	69	79	68	61	80	67	71	75	67	80
Don't know / no comment / hard to say	13	12	8	18	15	5	6	12	14	11	-
Agree	10	19	13	14	24	15	27	17	11	22	20
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1vi]

* Caution: small base

Table A44: Agreement on “(Disability Harassment) In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	60	59	53	74	56	52	47	60	58	59	60
Don't know / no comment / hard to say	17	12	22	10	13	11	13	13	22	8	20
Agree	23	29	25	16	31	37	40	27	20	33	20
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1x]

* Caution: small base

Table A45: Agreement on “(Race) I choose not to sit next to Indians / Pakistanis in public transport” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Disagree	92	88	90	92	83	94	94	89	92	87	100
Don't know / no comment / hard to say	6	4	5	4	4	4	-	5	5	4	-
Agree	2	8	5	4	13	2	6	6	3	9	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1iv]

* Caution: small base

Table A46: Agreement on “(Racial Harassment) If a waiter calls a dark skinned person as ‘black ghost’, that makes him/her feel embarrassed, he/she can file a lawsuit and ask for compensation” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status**		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Agree	73	80	83	84	72	76	75	78	86	74	50
Don't know / no comment / hard to say	21	11	7	8	24	15	12	14	7	17	50
Disagree	6	9	10	8	4	9	13	8	7	9	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q1xii]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A47: Whether considered “A man keeps staring at a woman in MTR, even though the woman voices out for feeling uncomfortable and asked him to stop” as Sexual Harassment – analyzed by sub-groups

(%)	Gender**		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	72	90	85	94	83	77	75	86	89	83	67
Incorrect	6	6	8	4	6	7	13	5	7	5	-
Don't know / hard to say	22	4	7	2	11	16	12	9	4	12	33
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2i]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A48: Whether considered “A male security guard studiously used the toilet without closing the door when a female security guard made patrol to washrooms” as Sexual Harassment – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	58	73	70	71	67	71	63	70	69	72	50
Incorrect	8	8	5	2	11	9	12	7	9	6	-
Don't know / hard to say	34	19	25	27	22	20	25	23	22	22	50
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2iii]

* Caution: small base

Table A49: Whether considered “A female colleague teases the body shape of another female colleague” as Sexual Harassment – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	62	59	60	59	67	56	44	62	58	61	50
Incorrect	17	23	20	14	20	29	31	20	18	24	17
Don't know / hard to say	21	18	20	27	13	15	25	18	24	15	33
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2ii]

* Caution: small base

Table A50: Whether considered “Dysgraphia” as the definition of Disability – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	70	64	68	70	65	64	50	67	68	65	50
Incorrect	24	24	20	18	22	29	44	22	19	26	33
Don't know / hard to say	6	12	12	12	13	7	6	11	13	9	17
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2iv]

* Caution: small base

Table A51: Whether considered “Cancer” as the definition of Disability – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	47	50	45	61	55	38	50	49	53	47	50
Incorrect	43	39	45	35	30	51	38	40	39	42	33
Don't know / hard to say	10	11	10	4	15	11	12	11	8	11	17
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2vi]

* Caution: small base

Table A52: Whether considered “Broken the leg, and need to use wheelchair for a month” as the definition of Disability – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	43	42	48	39	43	45	56	42	46	42	33
Incorrect	55	50	50	49	48	51	38	51	47	52	50
Don't know / hard to say	2	8	2	12	9	4	6	7	7	6	17
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2v]

* Caution: small base

Table A53: Whether considered “Hepatitis B” as the definition of Disability – analyzed by sub-groups

(%)	Gender		Age**				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	27	30	45	37	30	11	31	29	36	24	17
Incorrect	60	60	45	51	59	78	63	59	53	65	67
Don't know / hard to say	13	10	10	12	11	11	6	12	11	11	16
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2vii]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A54: Whether considered “A mother, single parent, looks after her 3 years old son” as the definition of Family Status – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	94	94	95	94	94	91	88	94	93	93	100
Incorrect	4	3	3	-	6	5	11	3	4	4	-
Don't know / hard to say	2	3	2	6	-	4	-	3	3	3	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2viii]

* Caution: small base

Table A55: Whether considered “A staff looks after his/her mother who has kidney disease” as the definition of Family Status – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	77	88	85	86	91	80	81	86	85	84	100
Incorrect	15	9	10	6	9	15	13	10	10	12	-
Don't know / hard to say	8	3	5	8	-	5	6	4	5	4	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2ix]

* Caution: small base

Table A56: Whether considered “A foreign domestic helper handles housework” as the definition of Family Status – analyzed by sub-groups

(%)	Gender		Age**				Education		Marital status**		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	79	80	98	68	72	80	63	81	80	80	50
Incorrect	15	11	-	18	19	11	31	10	11	14	-
Don't know / hard to say	6	9	2	14	9	9	6	9	9	6	50
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2x]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A57: Whether considered “Showed banners about serious contempt for AIDS patients in a public event” as Disability Vilification – analyzed by sub-groups

(%)	Gender		Age				Education**		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	89	90	90	90	91	89	75	91	92	89	83
Incorrect	9	8	8	10	7	7	13	8	5	10	-
Don't know / hard to say	2	2	2	-	2	4	12	1	3	1	17
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2xii]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, $p < 0.05$.

Table A58: Whether considered “Taunted foreign domestic helpers with friends” as Racial Vilification – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Correct	15	18	63	74	68	58	62	65	68	62	67
Incorrect	66	65	17	6	17	27	19	18	13	21	17
Don't know / hard to say	19	17	20	20	15	15	19	17	19	17	16
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q2xi]

* Caution: small base

Table A59: Agreement on “The EOC has enhanced public understanding of equal opportunities and discrimination” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Agree (score 6 – 10)	96	91	95	92	93	96	88	94	93	95	100
Disagree (score 1 – 5)	4	8	5	8	7	4	12	6	7	5	-
Don't know / no comment / hard to say	-	1	-	-	-	-	-	<1	-	-	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q7ii]

* Caution: small base

Table A60: Agreement on “The EOC’s promotion and education work is appropriately carried out” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Agree (score 6 – 10)	89	86	85	90	87	91	75	88	88	90	83
Disagree (score 1 – 5)	11	11	15	10	9	9	25	10	12	8	17
Don't know / no comment / hard to say	-	3	-	-	4	-	-	2	-	2	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q7iii]

* Caution: small base

Table A61: Agreement on “The EOC provides access to redress for discrimination” – analyzed by sub-groups

(%)	Gender		Age				Education**		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Agree (score 6 – 10)	91	84	90	86	89	85	56	89	85	89	83
Disagree (score 1 – 5)	9	11	5	10	9	11	38	7	12	6	17
Don't know / no comment / hard to say	-	5	5	4	2	4	6	4	3	5	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q7i]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A62: Agreement on “The EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Agree (score 6 – 10)	87	79	85	76	85	84	75	82	83	83	83
Disagree (score 1 – 5)	11	15	13	16	9	13	25	12	16	9	17
Don't know / no comment / hard to say	2	6	2	8	6	3	-	6	1	8	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q7iv]

* Caution: small base

Table A63: Agreement on “The EOC keeps pace with the development of society” – analyzed by sub-groups

(%)	Gender**		Age				Education**		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Agree (score 6 – 10)	89	75	85	82	72	84	50	82	81	80	83
Disagree (score 1 – 5)	11	15	10	12	19	11	38	11	12	12	17
Don't know / no comment / hard to say	-	10	5	6	9	5	12	7	7	8	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q7vi]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A64: Agreement on “The EOC works independently and will not subject to undue influence or pressure” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Agree (score 6 – 10)	72	69	68	67	72	75	56	71	66	73	83
Disagree (score 1 – 5)	21	16	25	17	13	14	13	17	20	17	-
Don't know / no comment / hard to say	7	15	7	16	15	11	31	12	14	10	17
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q7v]

* Caution: small base

Table A65: Perceived importance of “Promote visually impaired people’s access to public premises with guide dogs” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite important	90	91	93	94	91	87	94	90	93	90	83
Not quite / Not important at all	10	6	5	2	7	11	6	7	3	8	17
Don't know / no comment / hard to say	-	3	2	4	2	2	-	3	4	2	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q9ai]

* Caution: small base

Table A66: Perceived importance of “Promote encouraging breastfeeding in public venues” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite important	83	93	93	96	94	80	88	91	89	91	83
Not quite / Not important at all	11	4	5	2	4	15	12	6	6	7	17
Don't know / no comment / hard to say	6	3	2	2	2	5	-	3	5	2	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q9av]

* Caution: small base

Table A67: Perceived importance of “Motivate employers to formulate ‘Family-friendly Employment Policies and Practices’” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite important	81	83	85	86	83	78	63	84	81	84	67
Not quite / Not important at all	13	14	10	10	15	18	31	13	12	14	33
Don't know / no comment / hard to say	6	3	5	4	2	4	6	3	7	2	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q9aiii]

* Caution: small base

Table A68: Perceived importance of “Promote employment and community participation of ex-mentally ill people” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite important	90	88	88	96	83	89	81	90	89	90	83
Not quite / Not important at all	6	8	7	2	13	6	19	6	4	8	17
Don't know / no comment / hard to say	4	4	5	2	4	5	-	4	7	2	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q9aiv]

* Caution: small base

Table A69: Perceived importance of “Promote airlines’ formulation of policy and staff instruction to ensure persons with reduced mobility will not be treated less favorably.” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite important	87	92	95	96	89	89	88	92	93	91	83
Not quite / Not important at all	9	5	3	2	7	11	6	6	3	8	17
Don't know / no comment / hard to say	4	3	2	2	4	-	6	2	4	1	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q9avi]

* Caution: small base

Table A70: Perceived importance of “Promote providing family toilet cubicle and unisex toilet in newly completed large public venues” – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite important	60	59	68	65	56	51	44	60	65	57	17
Not quite / Not important at all	34	35	27	31	35	42	50	34	28	36	83
Don't know / no comment / hard to say	6	6	5	4	9	7	6	6	7	7	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q9aai]

* Caution: small base

Table A71a: Perceived seriousness of media stereotyping against visitors from Mainland China – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	75	73	68	67	70	84	88	72	70	75	67
Not quite / Not serious at all	19	21	27	21	26	13	6	22	26	19	17
Don't know / no comment / hard to say	6	6	5	12	4	3	6	6	4	6	16
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10aiii]

* Caution: small base

Table A71b: Perceived seriousness of cyber-bullying against visitors from Mainland China – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	72	72	68	66	72	78	88	70	69	74	67
Not quite / Not serious at all	17	19	30	22	20	9	6	20	24	16	17
Don't know / no comment / hard to say	11	9	2	12	8	13	6	10	7	10	16
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10biii]

* Caution: small base

Table A72a: Perceived seriousness of media stereotyping against ex-mentally ill persons – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	70	64	55	65	72	67	56	66	65	66	83
Not quite / Not serious at all	26	32	40	29	26	31	38	30	31	31	17
Don't know / no comment / hard to say	4	4	5	6	2	2	6	4	4	3	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10av]

* Caution: small base

Table A72b: Perceived seriousness of cyber-bullying against ex-mentally ill persons – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	66	55	58	56	65	53	56	57	64	56	50
Not quite / Not serious at all	25	32	35	32	28	31	38	30	24	34	50
Don't know / no comment / hard to say	9	13	7	12	7	16	6	13	12	10	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10bv]

* Caution: small base

Table A73a: Perceived seriousness of media stereotyping against middle-aged women who are not married – analyzed by sub-groups

(%)	Gender		Age**				Education**		Marital status**		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	47	61	83	63	52	40	44	59	70	51	33
Not quite / Not serious at all	47	36	17	31	41	60	37	39	24	47	67
Don't know / no comment / hard to say	6	3	-	6	7	-	19	2	6	2	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10aⁱⁱⁱ]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A73b: Perceived seriousness of cyber-bullying against middle-aged women who are not married – analyzed by sub-groups

(%)	Gender		Age**				Education		Marital status**		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	47	57	70	68	48	35	44	55	67	47	33
Not quite / Not serious at all	42	34	23	24	43	54	44	36	26	43	67
Don't know / no comment / hard to say	11	9	7	8	9	11	12	9	7	10	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10bⁱⁱ]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A74a: Perceived seriousness of media stereotyping against students with special educational needs (e.g. autism) – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	39	38	23	45	42	36	31	39	37	40	17
Not quite / Not serious at all	55	57	72	49	54	60	56	57	58	57	67
Don't know / no comment / hard to say	6	5	5	6	4	4	13	4	5	3	16
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10aiv]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A74b: Perceived seriousness of cyber-bullying against students with special educational needs (e.g. autism) – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	34	37	28	44	43	29	31	36	39	35	33
Not quite / Not serious at all	53	55	70	50	48	56	56	55	53	56	50
Don't know / no comment / hard to say	13	8	2	6	9	15	13	9	8	9	17
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10biv]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Table A75a: Perceived seriousness of media stereotyping against breastfeeding mothers in public venues – analyzed by sub-groups

(%)	Gender		Age				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	32	29	33	33	35	16	31	29	35	23	50
Not quite / Not serious at all	60	64	65	57	54	80	50	65	59	69	50
Don't know / no comment / hard to say	8	7	2	10	11	4	19	6	6	8	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10ai]

* Caution: small base

Table A75b: Perceived seriousness of cyber-bullying against breastfeeding mothers in public venues – analyzed by sub-groups

(%)	Gender		Age**				Education		Marital status		
	Male	Female	20 – 29	30 – 39	40 – 49	50+	Secondary / matriculation or below	Tertiary or above	Single	Married	Separated / divorced / widowed
Very / Quite serious	21	22	33	28	20	11	31	21	31	15	33
Not quite / Not serious at all	68	65	67	60	63	76	56	67	59	73	67
Don't know / no comment / hard to say	11	13	-	12	17	13	13	12	10	12	-
Base (n):	53	157	40	51	54	55	16*	190	74	116	6*

Base: All enumerated users of EOC (n = 213) [Ref.: Q10bi]

* Caution: small base

** indicated statistically significant differences between sub-groups in terms of the survey questions concerned, p<0.05.

Appendix B

- Questionnaires -



Sup :	Case :
Edit :	Check :

Equal Opportunities Awareness Survey 2015

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 treated with strict confidence and it will be used for aggregate analysis only. Thank you for your co-operation.

Hello! May I know if this is the residential telephone number _____?

Screening

- S1. We wish to invite one of your household members to have the interview by a random selection method. May I know how many members are there in your household, who aged 15 or above? I mean those who stay in your household at least 5 nights per week. Please include live-in domestic helpers.

Record the no. of person(s): _____ **[If more than 1, ask S2; if not, invite this member for interview.]**

- 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?)

I am the one → **[Read out]** Thank you for your co-operation. **[Start the interview]**

Others → **[Read out]** I would like to conduct the interview with this member. Is he/she here? Can I talk to him/her? **[Repeat the introduction & start the interview]**

[If the selected respondent is not at home or not available, interviewer should make 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 treated with strict confidence and will be used for aggregate analysis only.

Main Questionnaire

Q1. Do you agree with the following statements? **[Rotate to read out i - xii] [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. ^(S) As child care work is suitable for females, I agree that male teachers should not be employed in kindergartens []	4	3	2	1	8	7
ii. ^(D) If property owner worried that wheelchair will damage the floor tile, he/she has the right to state on the advertisement that he/she will refuse tenants using wheelchair []	4	3	2	1	8	7
iii. ^(P) If a student is pregnant before marriage, expulsion from school should be administered []	4	3	2	1	8	7
iv. ^(R) I choose not to sit next to Indians / Pakistanis in public transport []	4	3	2	1	8	7
v. ^(M) 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. []	4	3	2	1	8	7
vi. ^(D) I don't want to live near a half-way house for discharged mental patients []	4	3	2	1	8	7
vii. ^(SH) If a male staff shows a pornographic poster at his own desk, even though he knows he has female colleagues viewing it, this is sexual harassment []	4	3	2	1	8	7
viii. ^(F) If a restaurant worries that customers may be disturbed by babies' crying, it has the right to refuse serving customers with babies []	4	3	2	1	8	7
ix. ^(S) A female clinic doctor refuses male patients for her own reason. I think it is not a problem []	4	3	2	1	8	7
x. ^(DH) In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law []	4	3	2	1	8	7
xi. ^(S) It is not a problem for the manager of a swimming pool to employ male lifeguards only []	4	3	2	1	8	7
xii. ^(RH) If a waiter calls a dark skinned person as "black ghost", that makes him/her feel embarrassed, he/she can file a lawsuit and ask for compensation []	4	3	2	1	8	7

S – Sex P – Pregnancy M – Marital status D – Disability F – Family status R – Race

SH – Sexual Harassment DH – Disability Harassment RH – Racial Harassment

Q2. I am going to describe some situations about discrimination. Would you please tell me, in the past year, have you ever encountered such situations...

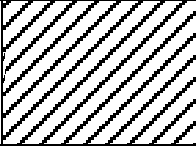
[Read out i – x one by one]	Yes	[If yes] Under what condition(s) did you encounter? For example, work, school, housing, transportation, purchasing products or services, social life, etc.?	No	Refused to answer [Do not read out]
i. Sex discrimination (i.e. unfairly treated or not provided with equal opportunities because of your <u>gender</u>)	1		2	7
ii. Sexual harassment (It includes verbal harassment or physical touch in the workplace)	1		2	7
iii. Marital status discrimination (i.e. unfairly treated or not provided with equal opportunities because of your <u>marital status</u>)	1		2	7
iv. [Ask females ONLY] Pregnancy discrimination (i.e. unfairly treated or not provided with equal opportunities because of your <u>pregnancy</u>)	1		2	7
v. Family status discrimination (e.g. unfairly treated or not provided with equal opportunities because you have to take care of children or elders)	1		2	7
vi. Age discrimination (i.e. unfairly treated not provided with equal opportunities because of your <u>age</u>)	1		2	7
vii. New immigration status discrimination (i.e. unfairly treated or not provided with equal opportunities because of your <u>new immigration status</u>)	1		2	7
viii. Sexual orientation discrimination (i.e. unfairly treated or not provided with equal opportunities because of your <u>sexual orientation</u>)	1		2	7
ix. Disability discrimination (i.e. unfairly treated, or not provided with equal opportunities, or even being harassed or vilified because of your <u>disability</u>)	1		2	7
x. Race discrimination (i.e. unfairly treated, or not provided with equal opportunities, or even being harassed or vilified because of your <u>race</u>)	1		2	7

Q3. As far as you know, is there any legislation to protect people from the following discrimination in Hong Kong currently? **[Rotate to read out i - vii]**

	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. New immigration status discrimination	1	2	8	7
[] vii. Sexual orientation discrimination	1	2	8	7

Q4. As far as you know, are there any organizations in Hong Kong which work towards the promotion of equality of opportunities between people, and elimination of discrimination or harassment in the society? [If yes] Which organization(s)? [Do not read out] Any others?	[MA]	
Equal Opportunities Commission (EOC)	01	→ Skip to Q6
Home Affairs Bureau	02	
Constitutional and Mainland Affairs Bureau	03	
Education Bureau	04	
Committee on the Promotion of Civic Education	05	
Labour and Welfare Bureau	06	
Labour Department	07	
Women's Commission	08	
Office of the Ombudsman	09	
Transport Complaints Unit / Transport Advisory Committee	10	
Elderly Commission	11	
Housing Department / Housing Authority / Housing Society	12	
Consumer Council	13	
Hospital Authority	14	
Police Force	15	
Others (pls. specify): _____		
Don't know	98	
None	99	

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 (that is, from August last year until now), 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? [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	01	01
	TV programmes (e.g. the RTHK programme "A Mission for Equal Opportunities")	02	02
	Radio programmes	03	03
	Newspapers / magazines	04	04
	Advertisements in MTR and buses	05	05
	Leaflets and newsletters	06	06
	Internet (e.g. the EOC website, "EOC YouTube Channel")	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?
[Rotate to read out i - vi]

	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 has enhanced public understanding of equal opportunity and discrimination	10	9	8	7	6	5	4	3	2	1	98	97
[] iii. The EOC's promotion and education work is appropriately carried out	10	9	8	7	6	5	4	3	2	1	98	97
[] iv. The EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary	10	9	8	7	6	5	4	3	2	1	98	97
[] v. 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
[] vi. The EOC keeps pace with the development of 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. a. Concerning the forthcoming equal opportunity issues, do you think the following areas of work important or not? **[Rotate to read out i - vi]**

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

b. **[Ask those items which were considered “important” in a only]** Among... **[Read out those which were 4 / 3 in a]**, which one do you think should be put at the first priority?

	a.						b.
	Very important	Quite important	Not quite important	Not important at all	Don't know / no comment / hard to say [Do not read out]	Refused to answer [Do not read out]	First priority
[] i. Promote visually impaired people's access to public premises with guide dogs	4	3	2	1	8	7	1
[] ii. Promote providing family toilet cubicle and unisex toilet in newly completed large public venues	4	3	2	1	8	7	2
[] iii. Motivate employers to formulate “Family-friendly Employment Policies and Practices” (e.g. flexi-hours, home-based work, etc.)	4	3	2	1	8	7	3
[] iv. Promote employment and community participation of ex-mentally ill people	4	3	2	1	8	7	4
[] v. Promote encouraging breastfeeding in public venues (e.g. a notice which stated that mothers are welcome to breastfeed in the venue, staff would not disturb a breastfeeding mother, etc.)	4	3	2	1	8	7	5
[] vi. Promote airlines' formulation of policy and staff instruction to ensure persons with reduced mobility will not be treated less favorably. For example, the crew should not refuse the passenger on board if his/her ticket has marked with reduced mobility.	4	3	2	1	8	7	6

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 opportunity?

Background Information

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

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

X2.	Your age? [SA]			
	15 – 19	1	40 – 49	5
	20 – 24	2	50 – 59	6
	25 – 29	3	60 or above	7
	30 – 39	4	Refused to answer	9

X3. Your highest educational attainment is... ? [Read out]	[SA]	
Primary or below	1	
Junior secondary (Form 1 to 3)	2	
Senior secondary (Form 4 to 5)	3	
Matriculation (Form 6 to 7 / technical college)	4	
Tertiary or degree (non-degree / associate degree / degree)	5	
Master / doctor degree	6	
Refused to answer	9	

X4. Your marital status is... ? [Read out]	[SA]	
Single	1	
Married	2	
Separated / divorced / widowed	3	
Refused to answer	9	

X5. Were you born in Hong Kong? [If not] In which country were you born?	[SA]	
Hong Kong	01	
Mainland China	02	
The Philippines	03	
Indonesia	04	
Thailand	05	
Others (pls. specify): _____		
Refused to answer	97	

X6.	How many years have you been living in Hong Kong? [Read out]	[SA]	
		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.	Your occupation is... ? [SA]	[Record] _____																											
		<table border="1"> <tr> <td>Manager & administrator</td> <td>01</td> <td>Plant & machine operator and assembler</td> <td>08</td> </tr> <tr> <td>Professional</td> <td>02</td> <td>Elementary occupations</td> <td>09</td> </tr> <tr> <td>Associate professional</td> <td>03</td> <td>Student</td> <td>10</td> </tr> <tr> <td>Clerk</td> <td>04</td> <td>Housewife / home-maker</td> <td>11</td> </tr> <tr> <td>Service worker & shop sales worker</td> <td>05</td> <td>Unemployed</td> <td>12</td> </tr> <tr> <td>Skilled agricultural & fishery worker</td> <td>06</td> <td>Retired</td> <td>13</td> </tr> <tr> <td>Craft & related worker</td> <td>07</td> <td>Refused to answer</td> <td>97</td> </tr> </table>	Manager & administrator	01	Plant & machine operator and assembler	08	Professional	02	Elementary occupations	09	Associate professional	03	Student	10	Clerk	04	Housewife / home-maker	11	Service worker & shop sales worker	05	Unemployed	12	Skilled agricultural & fishery worker	06	Retired	13	Craft & related worker	07	Refused to answer
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Skilled agricultural & fishery worker	06	Retired	13																										
Craft & related worker	07	Refused to answer	97																										

X8.	Would you tell me your average monthly personal income? [Read out] [SA]	<table border="1"> <tr> <td>\$4,999 or below</td> <td>01</td> <td>\$25,000 - \$29,999</td> <td>06</td> </tr> <tr> <td>\$5,000 - \$9,999</td> <td>02</td> <td>\$30,000 - \$34,999</td> <td>07</td> </tr> <tr> <td>\$10,000 - \$14,999</td> <td>03</td> <td>\$35,000 - \$39,999</td> <td>08</td> </tr> <tr> <td>\$15,000 - \$19,999</td> <td>04</td> <td>\$40,000 or above</td> <td>09</td> </tr> <tr> <td>\$20,000 - \$24,999</td> <td>05</td> <td>Refused to answer</td> <td>97</td> </tr> </table>	\$4,999 or below	01	\$25,000 - \$29,999	06	\$5,000 - \$9,999	02	\$30,000 - \$34,999	07	\$10,000 - \$14,999	03	\$35,000 - \$39,999	08	\$15,000 - \$19,999	04	\$40,000 or above	09	\$20,000 - \$24,999	05	Refused to answer	97
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		\$15,000 - \$19,999	04	\$40,000 or above	09																	
		\$20,000 - \$24,999	05	Refused to answer	97																	

~ Thank you for your co-operation! ~	
<p>[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.</p>	
Signature: _____	Date: _____

 平等機會委員會 EQUAL OPPORTUNITIES COMMISSION	For office use only	
	Sup :	Case :
	Edit :	Check :

平等機會意識意見調查 2015

Equal Opportunities Awareness Survey 2015

敬請 閣下回答以下問卷

平等機會委員會（平機會）現正進行上述統計調查，目的是搜集曾參與平機會活動的人士對平等機會意識和平機會工作的意見。

調查中收集的資料將會絕對保密和不具名的，而且只會用作綜合統計分析的用途。感謝您的合作。如對問卷有任何疑問，可致電平機會 2106 2180 查詢。

請填寫問卷，並把完成問卷以下其中一種方式交回平機會：(1) 放入回郵信封並寄回平機會 [如您已收到郵寄問卷]；(2) 電郵至 christineyan@eoc.org.hk；(3) 傳真至 2511 8142。

如果您不想填寫問卷，只願意接受電話調查訪問，可致電「米嘉道資訊策略有限公司」（受平機會委託執行統計調查之機構）熱線 2538 8150（星期一至日早上 10 時至晚上 10 時）。

We sincerely invite you to complete the following questionnaire

The Equal Opportunities Commission (EOC) is conducting the captioned survey. The survey aims to collect views from participants who have joined EOC's activities on equal opportunities issues and EOC's work.

Please be assured that the information collected from the survey will be kept strictly confidential and anonymous, and will be analyzed statistically on an aggregate basis. Thank you for your co-operation. For any enquiries regarding the questionnaire, please call EOC at 2106 2180.

Please complete the questionnaire and use ONE of the following ways to return it to the EOC : (1) By mail (use the return envelope) [if you have received the questionnaire by post]; (2) Email it to christineyan@eoc.org.hk; (3) Fax it to 2511 8142.

If you do not want to fill in the questionnaire and prefer to have a telephone interview, please contact "Mercado Solutions Associates Ltd" (commissioned by the EOC for this survey) via hotline 2538 8150 (10 am - 10 pm from Monday to Sunday).

【以下問題，請在所選答案的 ☐ 加 "✓"】

【For the following questions, Please "✓" the answer chosen in the box ☐】

Q1 請問你是否同意以下句子的說法？

Do you agree with the following statements?

	非常 同意 Strongly agree	同意 Agree	不同意 Disagree	非常 不同意 Strongly disagree	不知道 /沒有意見 /很難說 Don't know /no comment /hard to say	拒絕回答 Refused to answer
i. 幼兒工作適合女性，我贊成幼稚園 不聘用男教師 As child care work is suitable for females, I agree that male teachers should not be employed in kindergartens	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
ii. 業主如果擔心輪椅會弄花單位內的 地板，他/她有權在招租單張說明拒 絕坐輪椅的租客 If property owner worried that wheelchair will damage the floor tile, he/she has the right to state on the advertisement that he/she will refuse tenants using wheelchair	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
iii. 如果學生未婚懷孕，學校應該將她 開除 If a student is pregnant before marriage, expulsion from school should be resulted	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
iv. 我在公共交通工具上，避免與印巴籍 人士同坐 I choose not to sit next to Indians / Pakistanis in public transport	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
v. 某婚姻介紹所知道一位客戶服務員 剛離婚，為免影響公司形象，我贊成 公司主管將她調職到無須接觸客戶 的職位 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.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
vi. 我不想自己屋苑附近有精神病康復 者中途宿舍 I don't want to live near a half-way house for discharged mental patients	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7

Q1 請問你是否同意以下句子的說法？

Do you agree with the following statements?

	非常 同意 Strongly agree	同意 Agree	不同意 Disagree	非常 不同意 Strongly disagree	不知道 /沒有意見 /很難說 Don't know /no comment /hard to say	拒絕回答 Refused to answer
vii. 男職員明知公司有女職員行過睇 到，在自己的位置張貼色情海報，這 是屬於性騷擾 If a male staff shows a pornographic poster at his own desk, even though he knows he has female colleagues viewing it, this is sexual harassment	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
viii. 餐廳因為不想嬰孩的哭聲影響食客， 有權拒絕帶著嬰孩的人士光顧 If a restaurant worries that customers may be disturbed by baby's crying, it has the right to refuse serving customers with baby	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
ix. 某診所女醫生因為私人理由，拒絕 接受男病人求診，我認為沒有問題 A female clinic doctor refuses male patients for her own reason. I think it is not a problem	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
x. 在工作間，扮聾啞的同事做手語，取 笑他們，是不尊重的行為，但並無違 法 In the workplace, it is impolite to make jokes with deaf / speech-impaired colleagues by purporting to use sign language, but it is not an offence against the law	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
xi. 某泳池主管指明只招聘男救生員，並 無問題 It is not a problem for the manager of a swimming pool to employ male lifeguards only	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7
xii. 侍應生稱呼一名黑種人為“黑鬼”，令 對方感覺難堪，對方可以告上法庭， 要求賠償 If a waiter calls a dark skinned person as “black ghost”, that makes him/her feel embarrassed, he/she can file a lawsuit and ask for compensation	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 7

Q2 根據你對各項歧視條例的認識，以下的行為會否屬於...？

According to your understanding of the various Discrimination Ordinance, are the following...？

	是 Yes	否 No	不知道 /很難說 Don't know /hard to say
性騷擾？ sexual harassment?			
i. 男乘客在港鐵內注視住一名女乘客的身體，即使女乘客出言表示感到受冒犯，要求停止，但男乘客仍然一直注視 A man keeps staring at a woman in MTR, even though the woman voices out for feeling uncomfortable and asks him to stop	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
ii. 一名女同事嘲笑另一名女同事的身材 A female colleague teases the body shape of another female colleague	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
iii. 一名男保安員趁女保安員巡邏至洗手間時上廁不關門 A male security guard studiously used the toilet without closing the door when a female security guard made patrol to washrooms	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
殘疾的定義？ the definition of disability?			
iv. 讀寫障礙 Dysgraphia	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
v. 跌傷腳，要坐一個月輪椅 Broken the leg, and need to use wheelchair for a month	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
vi. 癌症 Cancer	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
vii. 乙型肝炎 Hepatitis B	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
家庭崗位的定義？ the definition of family status?			
viii. 一名單親母親需要照顧 3 歲的兒子 A mother, single parent, looks after her 3 years old son	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
ix. 一名職員需要照顧患有腎病的母親 A staff looks after his/her mother who has kidney disease	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
x. 一名外籍傭工需要處理家務 A foreign domestic helper handles housework	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
殘疾/種族中傷？ Disability / Racial Vilification?			
xi. 在朋友間嘲諷外籍家庭傭工 Taunted foreign domestic helpers with friends	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
xii. 在公開活動高舉嚴重鄙視愛滋病患者的橫額 Showed banners about serious contempt for AIDS patients in a public event	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8

Q3 你從甚麼渠道獲悉平機會舉辦的課程、講座或活動資料？

From which channel(s) did you get the information of EOC's training courses, seminars or activities?

[可選多項 Can choose more than one answer]

<input type="checkbox"/> ₁ 電視 TV	<input type="checkbox"/> ₁₁ 互聯網 Internet
<input type="checkbox"/> ₂ 電台 Radio	<input type="checkbox"/> ₁₂ 僱主或貿易組織 Employers or trade organizations
<input type="checkbox"/> ₃ 報紙/雜誌 Newspapers / magazines	<input type="checkbox"/> ₁₃ 工會或專業團體 Unions or professional bodies
<input type="checkbox"/> ₄ 港鐵廣告 Advertisements in MTR	<input type="checkbox"/> ₁₄ 學校 (戲劇或活動)/老師 Schools (drama or activities) / teachers
<input type="checkbox"/> ₅ 巴士廣告 Advertisements in buses	<input type="checkbox"/> ₁₅ 社會服務機構/社工 Social services organizations / social workers
<input type="checkbox"/> ₆ 平機會通訊 EOC Newsletters	<input type="checkbox"/> ₁₆ 朋友/其他機構的推介 Recommendations by friends / other organizations
<input type="checkbox"/> ₇ 單張/小冊子 Leaflets / booklets	<input type="checkbox"/> ₁₇ 手機應用程式 Mobile phone applications
<input type="checkbox"/> ₈ 信件/傳真 Letters / faxes	其他 (請註明) Others (please specify) : _____
<input type="checkbox"/> ₉ 講座、座談會或展覽 Seminars, talks or exhibitions	
<input type="checkbox"/> ₁₀ 電郵 Emails	

Q4 你希望從平機會舉辦的課程、講座或活動中獲得甚麼？

What would you expect to obtain from EOC's training courses, seminars or activities?

[可選多項 Can choose more than one answer]

<input type="checkbox"/> 1	提高個人對平等機會的認識 Know more about equal opportunities
<input type="checkbox"/> 2	加強同事對平等機會的重視 Raise colleagues' awareness of equal opportunities
<input type="checkbox"/> 3	因為促進平等機會和我的工作有關，希望課程或活動能幫助我的工作 Enhancement of work because my job is involved in promoting equal opportunities
<input type="checkbox"/> 4	了解其他機構對保障平等機會的安排 Know more about how other organizations' work with equal opportunities
<input type="checkbox"/> 5	改善公司對保障平等機會的安排 Improve the arrangement of equal opportunities in my company
<input type="checkbox"/> 6	只希望自我增值 Mainly for self-enhancement
<input type="checkbox"/> 7	只因僱主推薦，並無特別期望 Recommended by my employer and there is no specific expectation
<input type="checkbox"/> 8	消磨時間 Kill time
	其他 (請註明) Others (please specify) : _____

Q5 你認為平機會舉辦的課程、講座或活動能否...

Do you think EOC's training courses, seminars or activities can...

	可以 Yes	不可以 No	不知道 Don't know
i. 提高你/貴機構對平等機會的認識 raise your / your organization's awareness of equal opportunities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
ii. 加強你/貴機構對平等機會的重視 strengthen you / your organization to attach importance to equal opportunities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8
iii. 改善你/貴機構對保障平等機會的安排 improve your / your organization's arrangement for the protection of equal opportunities	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 8

Q6 整體而言，你認為平機會舉辦的課程、講座或活動是否有用？

In general, do you consider EOC's training courses, seminars or activities useful?

非常有用 Very useful	頗有用 Quite useful	不大有用 Not quite useful	沒有用 Not useful	沒有意見 No comment
<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8
↓	↓	↓	↓	
i. 非常有用/頗有用的原因： Reason(s) of very / quite useful: [可選多項 Can choose more than one answer]		ii. 不大有用/沒有用的原因： Reason(s) of not quite / not useful: [可選多項 Can choose more than one answer]		
<input type="checkbox"/> 1 學到新的法律知識 Learn more legal knowledge		<input type="checkbox"/> 1 時間太短，學不到甚麼 Not enough time to learn		
<input type="checkbox"/> 2 能幫助對平等機會的認識 Enhance the understanding of equal opportunities		<input type="checkbox"/> 2 與現時工作無關 Not relevant to my current job		
<input type="checkbox"/> 3 內容實用 Course content offers practical use		<input type="checkbox"/> 3 內容太淺 Course content is too simple		
<input type="checkbox"/> 4 能了解其他公司情況 Understand other companies' condition		<input type="checkbox"/> 4 講者講解不夠清晰 Trainers' teaching is unclear		
<input type="checkbox"/> 5 內容夠專業 Course content offers professional information		<input type="checkbox"/> 5 內容不能在現實中應用 Course content offers no practical use		
<input type="checkbox"/> 6 講者講解清晰 Trainers' teaching is clear		其他 (請註明) Others (please specify) : _____		
其他 (請註明) Others (please specify) : _____				

Q7 你是否同意以下形容平機會工作的句子？

請用 1 – 10 分表示，10 分代表非常同意；1 分代表非常不同意。

Do you agree with the following statements which described the work of EOC?

Please indicate from 1 – 10, where 10 denotes Strongly agree; 1 denotes Strongly disagree.

	非常 同意 Strongly agree	.	.	.	.	.	.	.	.	非常 不同意 Strongly disagree	不知道 /沒有意見 /很難說 Don't know /no comment /hard to say
i. 平機會為歧視的 受屈者提供途徑， 討回公道 The EOC provides access to redress for discrimination	<input type="checkbox"/> 10	<input type="checkbox"/> 9	<input type="checkbox"/> 8	<input type="checkbox"/> 7	<input type="checkbox"/> 6	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 98
ii. 平機會提高公眾對平 等機會及歧視的認識 The EOC has enhanced public understanding of equal opportunity and discrimination	<input type="checkbox"/> 10	<input type="checkbox"/> 9	<input type="checkbox"/> 8	<input type="checkbox"/> 7	<input type="checkbox"/> 6	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 98
iii. 平機會恰當地執行 宣傳及教育的工作 The EOC's promotion and education work is appropriately carried out	<input type="checkbox"/> 10	<input type="checkbox"/> 9	<input type="checkbox"/> 8	<input type="checkbox"/> 7	<input type="checkbox"/> 6	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 98
iv. 平機會積極回應社 會訴求，而且有需 要的話，會主動提出改 革的建議 The EOC is responsive to the demand of the society and will initiate suggestions for changes whenever necessary	<input type="checkbox"/> 10	<input type="checkbox"/> 9	<input type="checkbox"/> 8	<input type="checkbox"/> 7	<input type="checkbox"/> 6	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 98
v. 平機會獨立自主地 行事，不屈服於任何 壓力或受不當影響 The EOC works independently and will not subject to undue influence or pressure	<input type="checkbox"/> 10	<input type="checkbox"/> 9	<input type="checkbox"/> 8	<input type="checkbox"/> 7	<input type="checkbox"/> 6	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 98

Q7 你是否同意以下形容平機會工作的句子？

請用 1 – 10 分表示，10 分代表非常同意 1；分代表非常不同意。

Do you agree with the following statements which described the work of EOC?

Please indicate from 1 – 10, where 10 denotes Strongly agree; 1 denotes Strongly disagree.

	非常 同意 Strongly agree	.	.	.	.	.	.	.	.	非常 不同意 Strongly disagree	不知道 /沒有意見 /很難說 Don't know /no comment /hard to say
vi. 平機會能與時並進 The EOC keeps pace with the development of society	<input type="checkbox"/> 10	<input type="checkbox"/> 9	<input type="checkbox"/> 8	<input type="checkbox"/> 7	<input type="checkbox"/> 6	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 98

Q8 整體而言，請你用 1 – 10 分評價平機會的工作表現；10 分代表非常好，1 分代表非常差。

In general, please use scores 1 – 10 to evaluate the work of EOC, where 10 denotes very good and 1 denotes very bad.

	非常好 Very good	.	.	.	.	.	.	.	.	非常差 Very bad	不知道 /沒有意見 /很難說 Don't know /no comment /hard to say
整體對平機會的評價 Overall evaluation on the EOC	<input type="checkbox"/> 10	<input type="checkbox"/> 9	<input type="checkbox"/> 8	<input type="checkbox"/> 7	<input type="checkbox"/> 6	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 98

Q9 a. 對於未來有關平等機會的課題，你認為以下的工作是否重要？

Concerning the forthcoming equal opportunity issues, do you think the following areas of work important or not?

b. 在 i – vi 認為“非常/頗重要”的項目中，你認為哪一項工作應該最優先處理？

For those which were considered “very / quite important”, which one do you think should be put at the first priority?

	a.					b.
	非常 重要 Very important	頗重要 Quite important	不大重要 Not quite important	不重要 Not important	不知道 /沒有意見 Don't know /no comment	最優先 First priority
i. 提倡視障人士可帶同導盲犬進入公眾場所。 Promote visually impaired people's access to public premises with guide dogs	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 1
ii. 提倡在新建成的大型公共場所提供家庭廁格及中性廁格 Promote providing family toilet cubicle and unisex toilet in newly completed large public venues	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 2
iii. 推動僱主訂立「家庭友善僱用政策及措施」(例如彈性工作時間、家裡工作等等) Motivate employers to formulate “Family-friendly Employment Policies and Practices” (e.g. flexi-hours, home-based work, etc.)	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 3
iv. 促進精神病康復人士就業及參與社區活動 Promote employment and community participation of ex-mentally ill people	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 4

Q9 a. 對於未來有關平等機會的課題，你認為以下的工作是否重要？

Concerning the forthcoming equal opportunity issues, do you think the following areas of work important or not?

b. 在 i – vi 認為“非常/頗重要”的項目中，你認為哪一項工作應該最優先處理？

For those which were considered “very / quite important”, which one do you think should be put at the first priority?

	a.					b.
	非常 重要 Very important	頗重要 Quite important	不大重要 Not quite important	不重要 Not important	不知道 /沒有意見 Don't know /no comment	最優先 First priority
v. 提倡公共場所支持母乳餵哺 (例如歡迎媽媽在場所內餵母乳 的告示、職員不會作出干預等 等) Promote encouraging breastfeeding in public venues (e.g. a notice which stated that mothers are welcome to breastfeed in the venue, staff would not disturb a breastfeeding mother, etc.)	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 5
vi. 推動所有航空公司訂立政策及 員工服務指引，確保殘疾人士不 會受到較差待遇，例如乘客訂機 票時有註明行動不便，機組人員 就不應該拒絕乘客上機。 Promote airlines' formulation of policy and staff instruction to ensure persons with reduced mobility will not be treated less favorably. For example, the crew should not refuse the passenger on board if his/her ticket has marked with reduced mobility.	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 8	<input type="checkbox"/> 6

Q10.	<p>a. 你認為以下人士被媒體定型的問題 (指因為傳媒的渲染而令大眾對他們的形象有負面觀感) 是否嚴重？ Do you think the problem of media stereotyping against the following persons (i.e. being exaggerated enormously by the media, which projected a negative impression among the general public) is serious or not?</p>	<p>b. 你認為這些人士受網絡欺凌的問題 (指在網上受到侮辱、中傷、歧視或騷擾等等) 是否嚴重？ Do you think the problem of cyber-bullying against the following persons (i.e. being insulted, vilified, discriminated or harassed on the internet) is serious or not?</p>
	<p>非常嚴重 頗嚴重 不大嚴重 完全不嚴重 不知道/沒有意見/很難說 Very serious Quite serious Not quite serious Not serious at all Don't know/no comment/hard to say</p>	<p>非常嚴重 頗嚴重 不大嚴重 完全不嚴重 不知道/沒有意見/很難說 Very serious Quite serious Not quite serious Not serious at all Don't know/no comment/hard to say</p>
<p>i. 在公共場所餵母乳的媽媽 Breastfeeding mothers in public venues</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>
<p>ii. 未婚的中年女性 Middle-aged women who are not married</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>
<p>iii. 內地來港的旅客 Visitors from Mainland China to Hong Kong</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>
<p>iv. 有特殊教育需要 (例如自閉症) 的學生 Students with special educational needs (e.g. autism)</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>
<p>v. 精神病康復者 ex-mentally ill persons</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>	<p><input type="checkbox"/> 4 <input type="checkbox"/> 3 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 8</p>

Q11 除以上提及，你對平機會的工作有哪些其他意見？你認為哪些地方需要加強以改善服務質素？
 Apart from what mentioned above, what other comments do you have on the work of the EOC?
 Which areas do you think should be strengthened to improve the quality of services?

最後，為進行統計分析，請問閣下的...

Finally, for conducting statistical analysis, please tell us your...

Q12 性別 Gender

☐₁ 男 Male

☐₂ 女 Female

Q13 年齡 Age

☐₁ 15 – 19

☐₅ 40 – 49

☐₂ 20 – 24

☐₆ 50 – 59

☐₃ 25 – 29

☐₇ 60 或以上 or above

☐₄ 30 – 39

☐₉ 拒絕回答 Refused to answer

Q14 最高教育程度 Highest educational attainment

☐₁ 小學或以下
Primary or below

☐₅ 大專或大學 (證書/文憑/學士)
Tertiary or degree (non-degree / associate degree / degree)

☐₂ 初中 (中一至中三)
Junior secondary (Form 1 to 3)

☐₆ 碩士/博士學位
Master / doctor degree

☐₃ 高中 (中四至中五)
Senior secondary (Form 4 to 5)

☐₄ 預科 (中六至中七/工藝/學徒課程)
Matriculation (Form 6 to 7 / technical college)

☐₉ 拒絕回答
Refused to answer

Q15 婚姻狀況 Marital status

☐₁ 單身 Single

☐₃ 分居/離婚/喪偶 Separated / divorced / widowed

☐₂ 已婚 Married

☐₉ 拒絕回答 Refused to answer

Q16 經濟活動身份 Economic activity status

<input type="checkbox"/> ₁ 僱員 Employee	<input type="checkbox"/> ₅ 學生 Student
<input type="checkbox"/> ₂ 自僱 Self-employed	<input type="checkbox"/> ₆ 家庭主婦/料理家務者 Housewife / home-maker
<input type="checkbox"/> ₃ 僱主 Employer	<input type="checkbox"/> ₇ 退休 Retired
<input type="checkbox"/> ₄ 失業/待業 Unemployed	<input type="checkbox"/> ₉ 拒絕回答 Refused to answer

Q17 個人每月收入 Monthly personal income

<input type="checkbox"/> ₁ \$4,999 或以下 or below	<input type="checkbox"/> ₆ \$25,000 - \$29,999
<input type="checkbox"/> ₂ \$5,000 - \$9,999	<input type="checkbox"/> ₇ \$30,000 - \$34,999
<input type="checkbox"/> ₃ \$10,000 - \$14,999	<input type="checkbox"/> ₈ \$35,000 - \$39,999
<input type="checkbox"/> ₄ \$15,000 - \$19,999	<input type="checkbox"/> ₉ \$40,000 或以上 or above
<input type="checkbox"/> ₅ \$20,000 - \$24,999	<input type="checkbox"/> ₉₇ 拒絕回答 Refused to answer

敬希提供 閣下的聯絡方法，以便我們跟進。

Please provide your contact information for our follow up if necessary.

姓名：

Name: _____

聯絡電話號碼：

Contact tel no.: _____

聯絡電郵地址：

Contact email address: _____

*** 問卷結束 · 多謝合作 End of Questionnaire, Thank You ***