

2016 Population By-Census

	All Employees			Full-time Employees		
	Both sexes	Male	Female	Both sexes	Male	Female
Living with child under 6 (%)	20.9	22.3	19.3	21.4	22.6	19.8
Living with child under 12 (%)	29.1	31.2	26.8	29.6	31.8	26.8
Living with elderly aged 65 and above (%)	29.5	29.1	29.9	29.5	28.7	30.5
Living with elderly aged 70 and above (%)	21.1	20.8	21.5	21.3	20.6	22.0
Living with child and/ or elderly (%)	47.4	48.9	45.8	47.8	49.2	46.0
Living with child and/ or elderly ('000 persons)	2,976	1,571	1,405	2,321	1,288	1,033

- Results from 2016 Population By-census reveal that, nearly half of the employees in Hong Kong lived with children and/ or elderly. Presumably, many of them, regardless of their sexes and hours of paid work, have some caring responsibility towards their co-living children and elderly. It is also important to highlight that some adults do not live with their elderly parents.

Major Findings of the Research Study*



**Alleged being discriminated against
on the ground of family status**

Family Status Discrimination Ordinance (FSDO)

The FSDO was enacted in 1997. The Ordinance makes it unlawful for a person or organisation to discriminate against another person – regardless of gender – on the basis of that other person’s family status.

What is “Family Status”?

A person’s family status means the responsibility of that person to care for an immediate family member, that is, someone who is related by blood, marriage, adoption or affinity to that person.

Complaints Under FSDO

Between 2011 and 2017, out of 4,641 complaints received by the EOC, 152 (3.3%) was related to the FSDO. Many of the complaints lodged under the FSDO are raised by women and in the employment field.

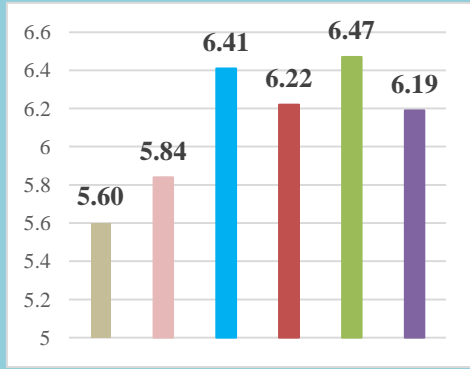
Once, I wanted to take leave to take my mother to see a doctor. The manager said, very suspiciously, “you have all those siblings at home, why you?” I told him that we have many people at home, but few could help. I begged him ..., but she (immediate supervisor) did not approve it. And my mum did not get to see the doctor that day and we had to reschedule ...
(Employee interview)

*“A Study on Family Status Discrimination in the Workplace in Hong Kong” was commissioned by the Equal Opportunities Commission (EOC) in 2017-18. In this research study, a mixed-methods research design is adopted to collect both quantitative and qualitative data from the employer and the employee sides. In total, (1) 407 employers and 1,003 employees were interviewed in two territory-wide representative telephone surveys, (2) 102 employer representatives participated in the semi-experimental explorative survey, (3) 9 employer representatives and 6 employees joined 2 focus group discussions, and (4) one-to-one in-depth interviews were carried out with 20 employer representatives and 21 employees. Figures and respondents’ words shown here are from this research study, unless otherwise specified. Profiles of respondents and full interpretation of the research results could be found in the research report available at the EOC website.

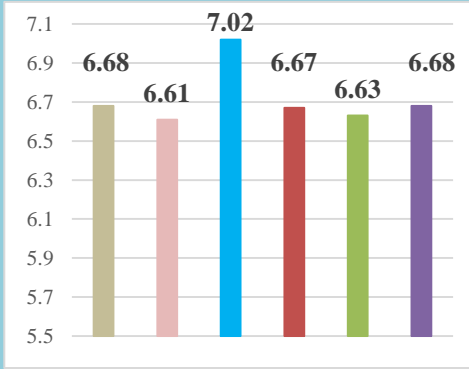


Employers' Evaluation on Job Applicants

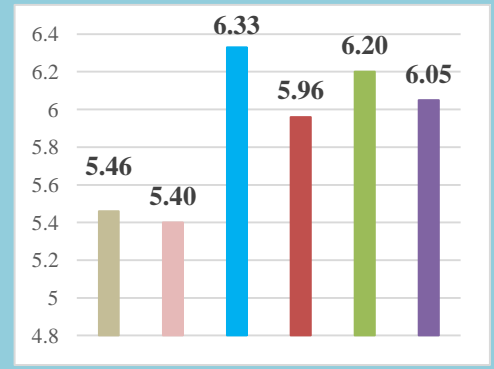
Commitment



Competence



Promotion Potential



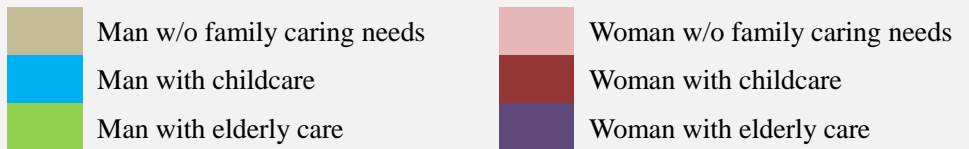
- Mean scores, ranging from 1 to 10, are calculated from scores given by 102 employers in 4 industries to 6 job applicants of different sexes and caring responsibilities for family members.
- Results from mean scores and probability to be hired reveal that while discrimination against women prevails in Hong Kong labour market, women with caring responsibility are often in a disadvantaged position.

Probability to be Hired

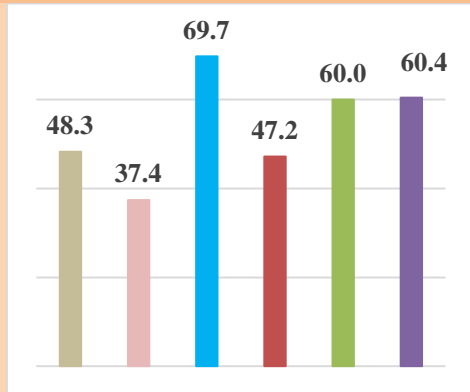
“Glass Ceiling” Effect

When a woman caring for ageing parents applies for management-level jobs, the probability for her to obtain an offer is 24.5 percentage points lower than when she applies for entry-level jobs.

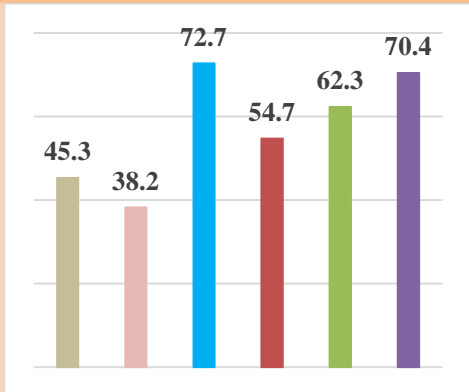
Whether having caring responsibility for family members



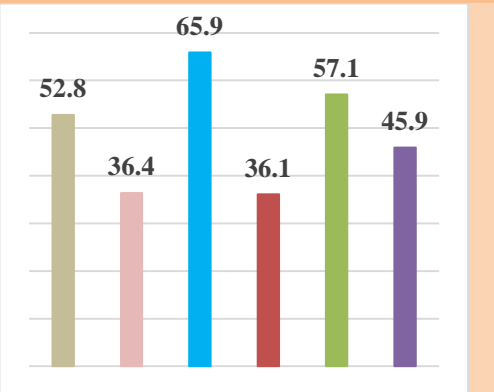
All Positions (%)



Junior Positions (%)



Management Positions (%)



People choose to be mother ... should be responsible for that choice. Probably should have some planning ahead – part-time job or to some positions ... Ageing parents are not choices – that could happen all of a sudden. Then people do not have the time to arrange everything and need some help...
(Employer focus group)

“Motherhood Penalty”

Focus on Productivity and Performance

We will not say like, you have family status, then we will not promote or train you ... we look at productivity and performance ... If you are on leave often, then you are not contributing enough to your performance ... in our company, employees need to apply for training programs for promotion and they participate voluntarily. If you do not have the time and cannot attend the training, this is your choice. (Large employer interview)

Implanting Overseas Systems?

... you can borrow policy ideas from other places, but the contexts are different and we cannot exactly replicate them. The current policies in HK are here for so many years ... We cannot say the current policies in HK are perfect, but at least, this is a consistent system ... We should make improvements based on that... In some areas, there definitely needs improvement, the government has financial surplus ... (Employee interview)