

COMMUNITY BUSINESS



2011-12  
香港同/雙性戀及跨性別狀況研究  
記者會



2012.05.17  
上午11.30-下午12.30



# 議程

時間	議程
10:00am	<b>介紹</b> Kevin Burns, 社商賢匯
10.05am	<b>本研究之目標, 方法及觀察</b> 鍾庭耀, 香港大學民意研究計劃
10:15am	<b>本研究重要發現</b> 易琪, 社商賢匯
10.30am	<b>對同/雙性戀及跨性別僱員在工作間應得平等對待之承諾</b> Richard Seeley, 巴克萊銀行
10.35am	<b>媒體問答時間</b>
10.55am	<b>團體照</b>
11:00am	<b>記者會結束</b>



# 介紹

易琪  
高級項目經理  
社商賢匯

# 社商賢匯簡介

- 獨特的非營利團體—致力於促進企業社會責任

## 領導、啟發 並支持企業

促使企業對人們及社區之正面影響



企業社會責任策略



多元 共融

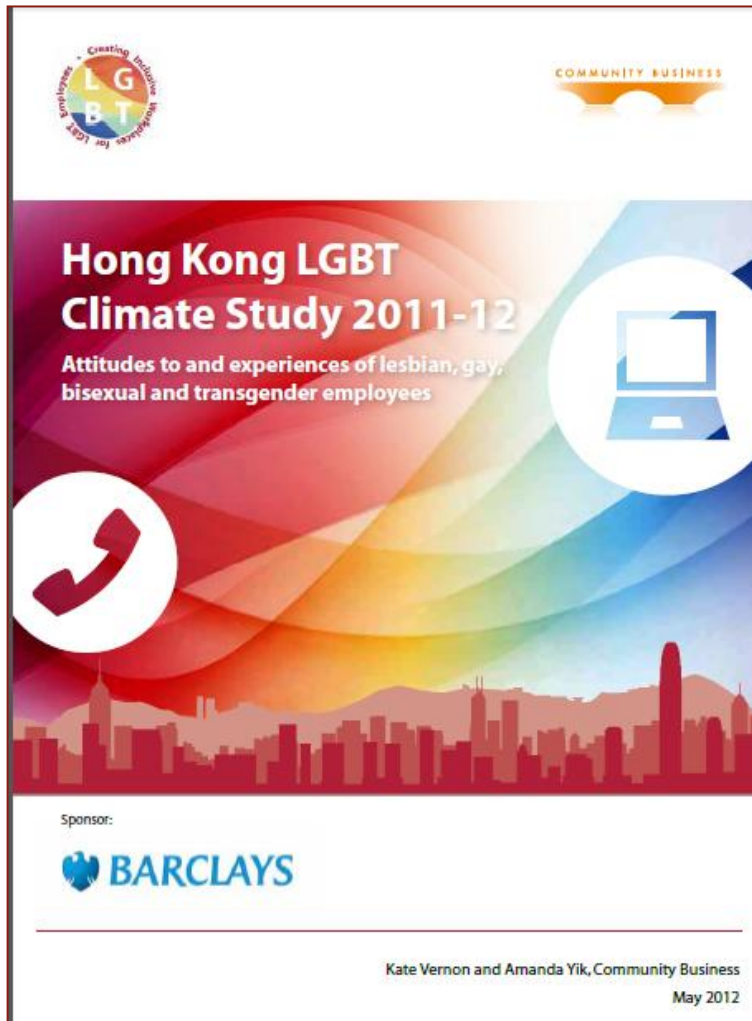


社區投資



生活與工作平衡

# 研究開展



- 巴克萊銀贊助
- 創同類研究之先河
- 香港LGBT僱員之經驗及社會對其之態度
- 香港大學民意研究計劃負責數據收集和分析
- 2011年11月12日 – 2012年1月14日



# 目標，方法與觀察

鍾庭耀  
總監

香港大學民意研究計劃

# Objectives and Background

- Objective: To gauge the local working population's awareness and attitude towards LGBT individuals in Hong Kong, and to uncover issues faced by the local LGBT employees in the workplace.
- Consisted of two parts, namely 1) Telephone Representative Survey of the Hong Kong working population, and 2) Online Focus Survey of the Hong Kong LGBT working population.
- HKUPOP and Community Business worked together to design the questionnaire; POP enjoys full autonomy in doing the survey; POP takes full responsibility for all findings.

# Research Design – Working Population Survey

## Date of interview

13 December 2011 – 8 January 2012

## Sample size

1,002 local citizens of age 18 or above who were currently working full-time, part-time or seeking jobs at the time of interview.

## Survey method

Random telephone survey conducted by real interviewers under close supervision.

## Telephone numbers

Random numbers drawn from residential directories, plus another set of numbers generated by “plus/minus one/two”, in order to capture unlisted numbers.



# Research Design – Working Population Survey

## Birthday rule

When contact was established with a target household, one worker of age 18 or above was selected. If more than one subjects are available, one was selected using the “next birthday rule”.

## Response figures

Effective response rate = 66.9%; Sampling error = not more than plus/minus 3.2 percentage points at 95% confidence level.

# Research Design – LGBT Employee Survey

## Date of interview

12 November 2011 – 14 January 2012

## Sample size

A total of 628 submissions were received, among them, 626 cases were regarded as valid after data cleaning.

548 cases were LGB individuals whereas 78 cases were T individuals.

# Overall Observations

- As an overall observation, it seems that most Hong Kong working people **say they are accepting of LGBT individuals**.
  - Most respondents agreed that LGB individuals **should feel able to be open** about their sexual orientation.
  - Most “*would have no special feeling*” or “*would not mind*” if someone close to them told them they were LGBT individuals.
- However, their **interaction** with LGBT individuals is generally **rare**, and they may not be able to understand the real problems.
  - Although majority of the general working population said they knew what the terms **gay, lesbian and bisexual** means, only less than one fifth claimed they know what “**transgender**” means.
  - **Almost 60%** said they **do not know any LGBT individuals** in Hong Kong. Those who do, **70% do not talk with** these individuals about sexual orientation or gender identity.

# Overall Observations

- Most respondents believed **LGBT individuals** are subject to “*discrimination or prejudice*” and face “*negative treatments*”.
- The LGBT community, through the LGBT Employee Survey, has identified **a number of important issues** in their working environment, which **warrants further studies if not immediate actions**.
- **Mainstream opinion** is that
  - **companies** in Hong Kong **should take proactive steps** to ensure that LGBT employees are **treated fairly**
  - there is a need for **more inclusiveness** of the subject of sexual orientation and gender identity in Hong Kong.



# 主要調查結果

易琪  
高級項目經理  
社商賢匯



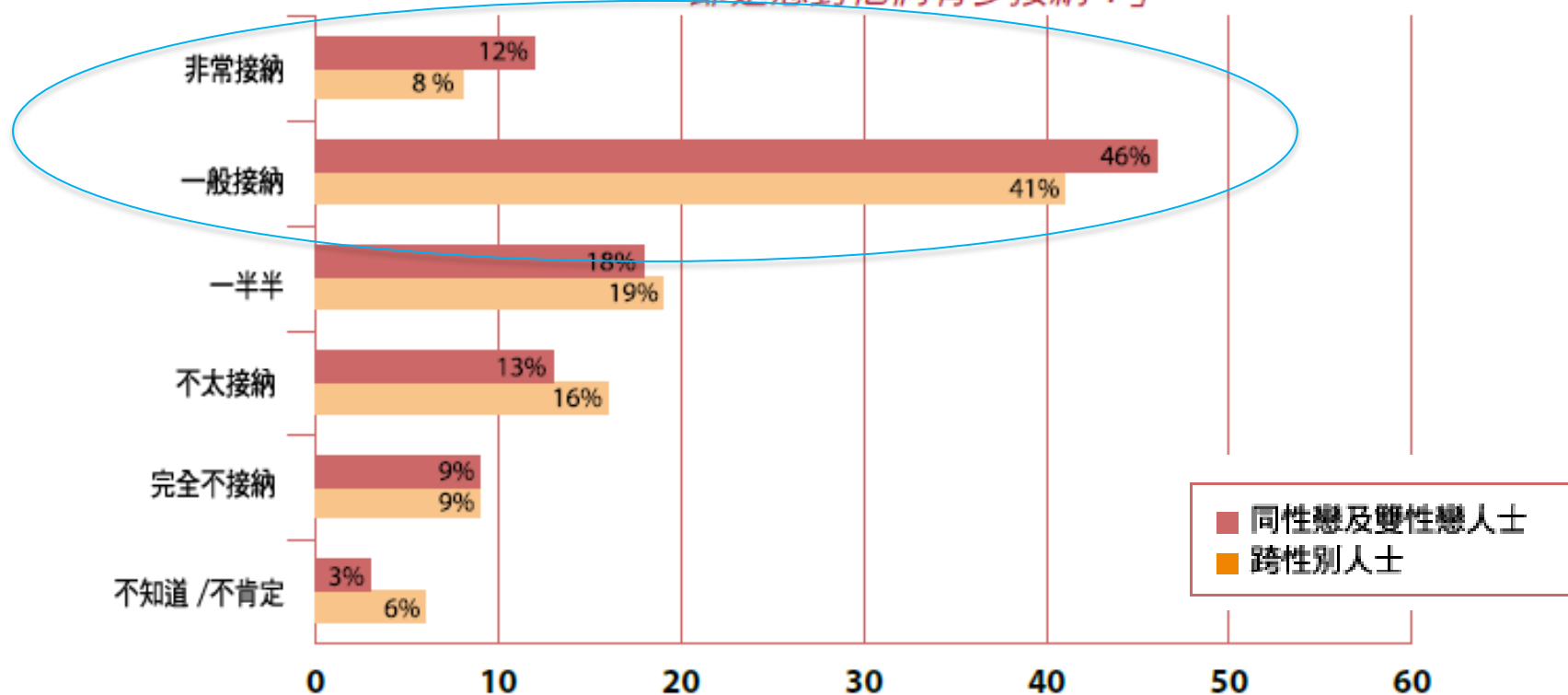
# 對同志的普遍態度



# 對同志的接納程度

- 半數以上港人表示接納同志，但超過五分之一港人仍然表示不接納。

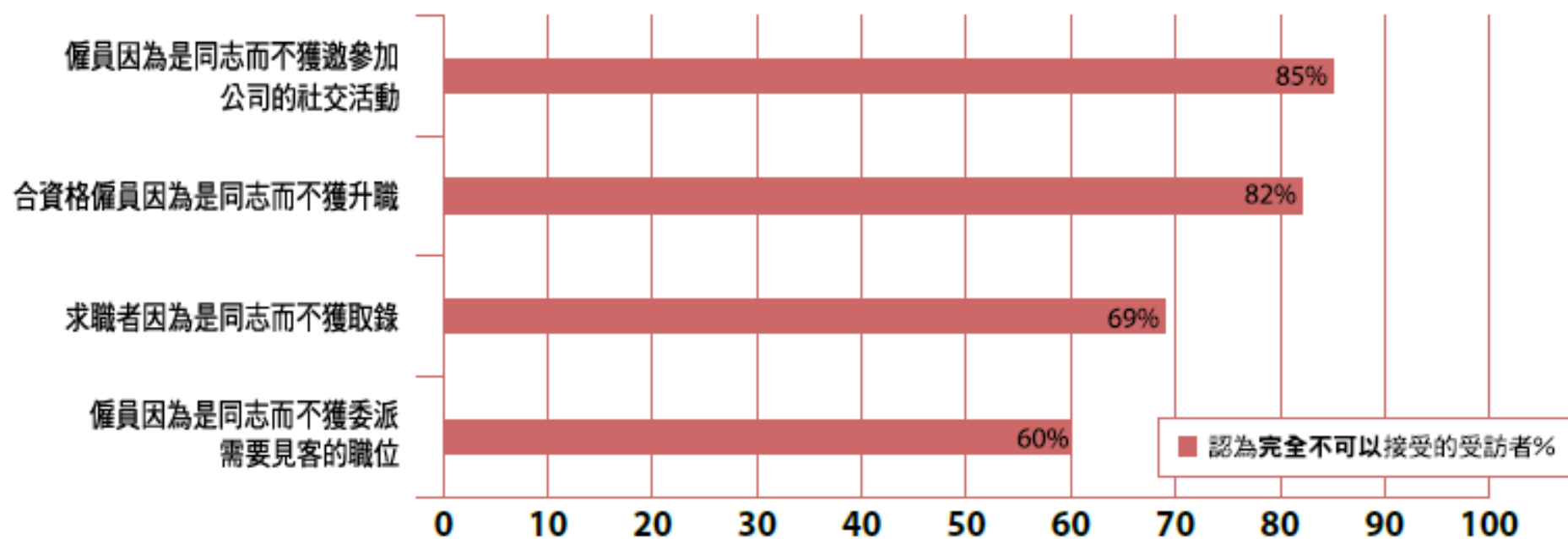
圖 1：「您會怎樣形容自己對待同/雙性戀及跨性別人士的態度？  
即是您對他們有多接納？」



# 對同志的接納程度

- 大部分港人認為，各種歧視同志（或看似同志的人士）的僱用制度和措施完全不能接受。

圖 10：「您認為以下情況可以接受嗎？」

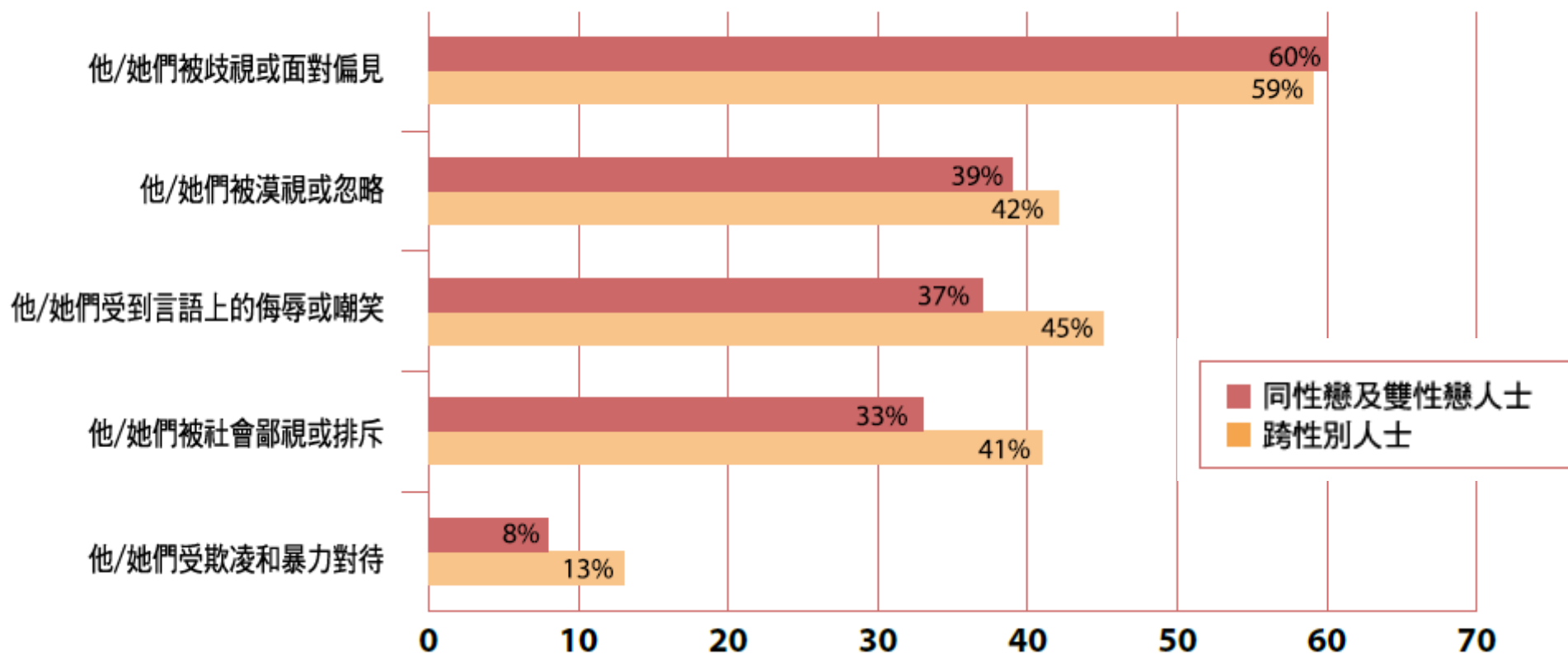




# 然而 ... 離共融還有一段漫長的路

- 接近80% 香港在職人士認為同志在香港面對歧視或負面對待

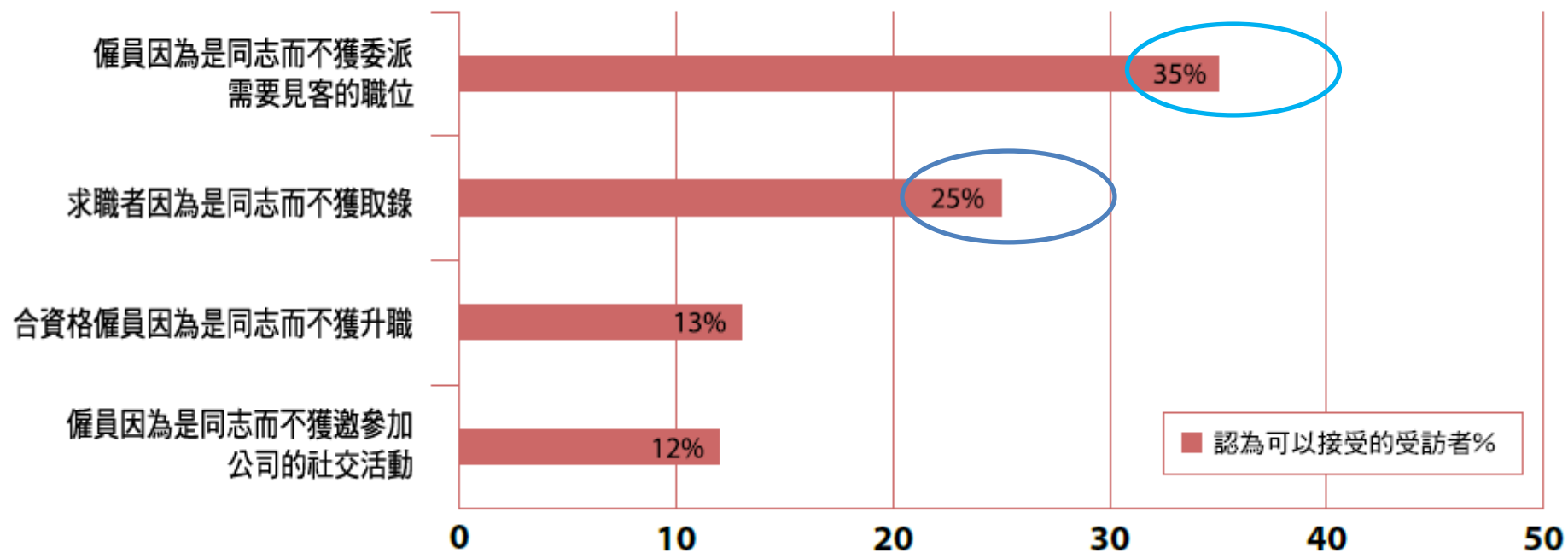
圖 3：「以下哪種說話最能形容同志在香港所受的對待？」



# 然而 ... 離共融還有一段漫長的路

- 歧視同志僱員的措施仍然持續被部份香港人接受

圖 11：「您認為以下情況可以接受嗎？」



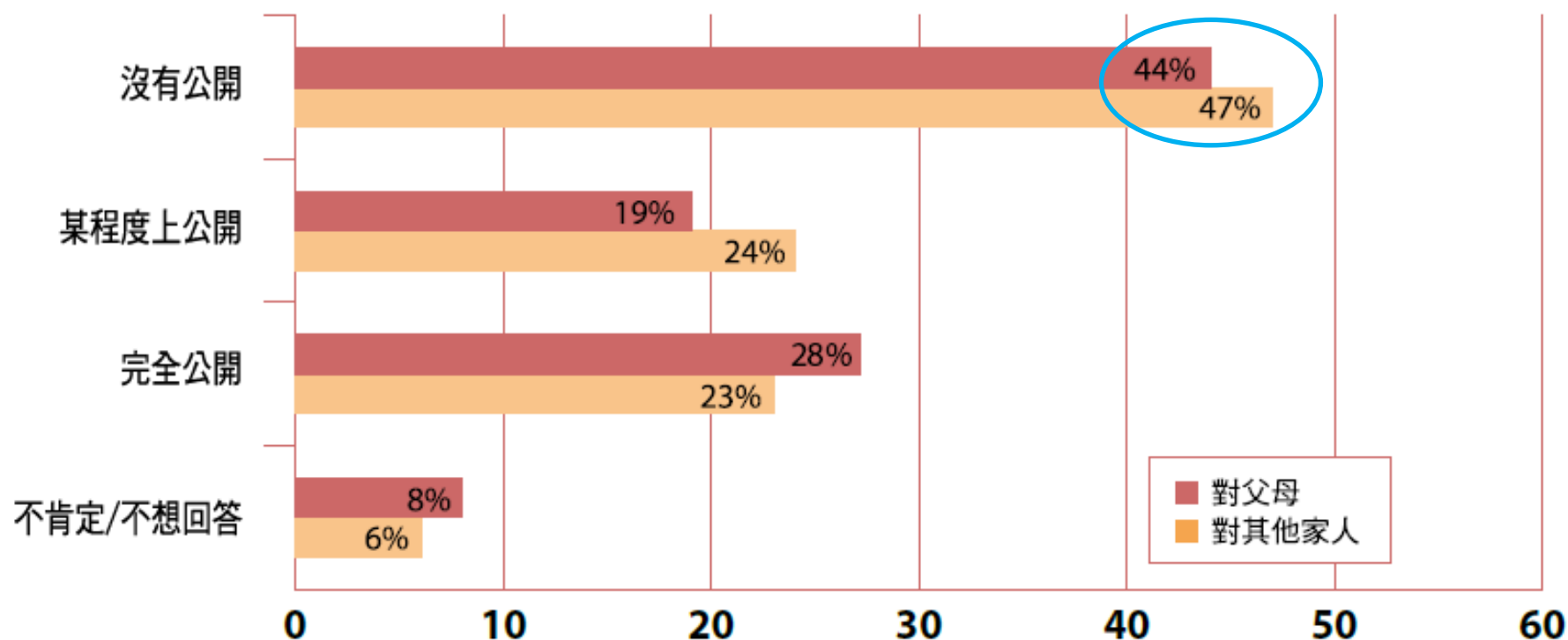


# 同志僱員調查

# 文化，社會及家庭壓力仍然龐大 同志僱員保持“入櫃”

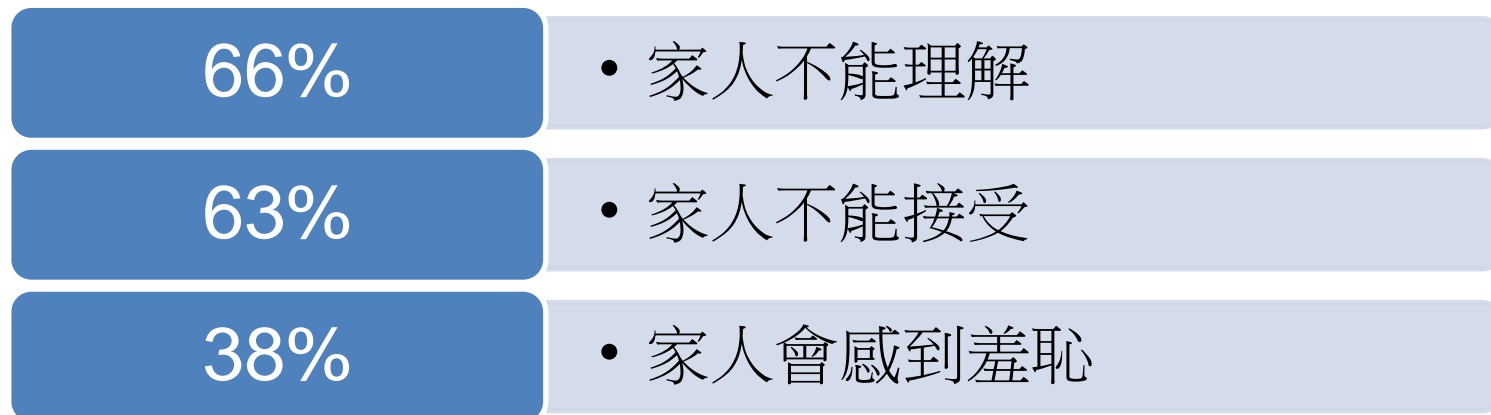
- 大部分同志僱員未有對家人公開同志身分

圖 12：「您對自己的性傾向及/或性別認同有多公開(對父母及其他家人)?」



# 文化，社會及家庭壓力仍然龐大 同志僱員保持“入櫃”

- 同志僱員未對家人公開性傾向/性別認同的其中三項原因為：

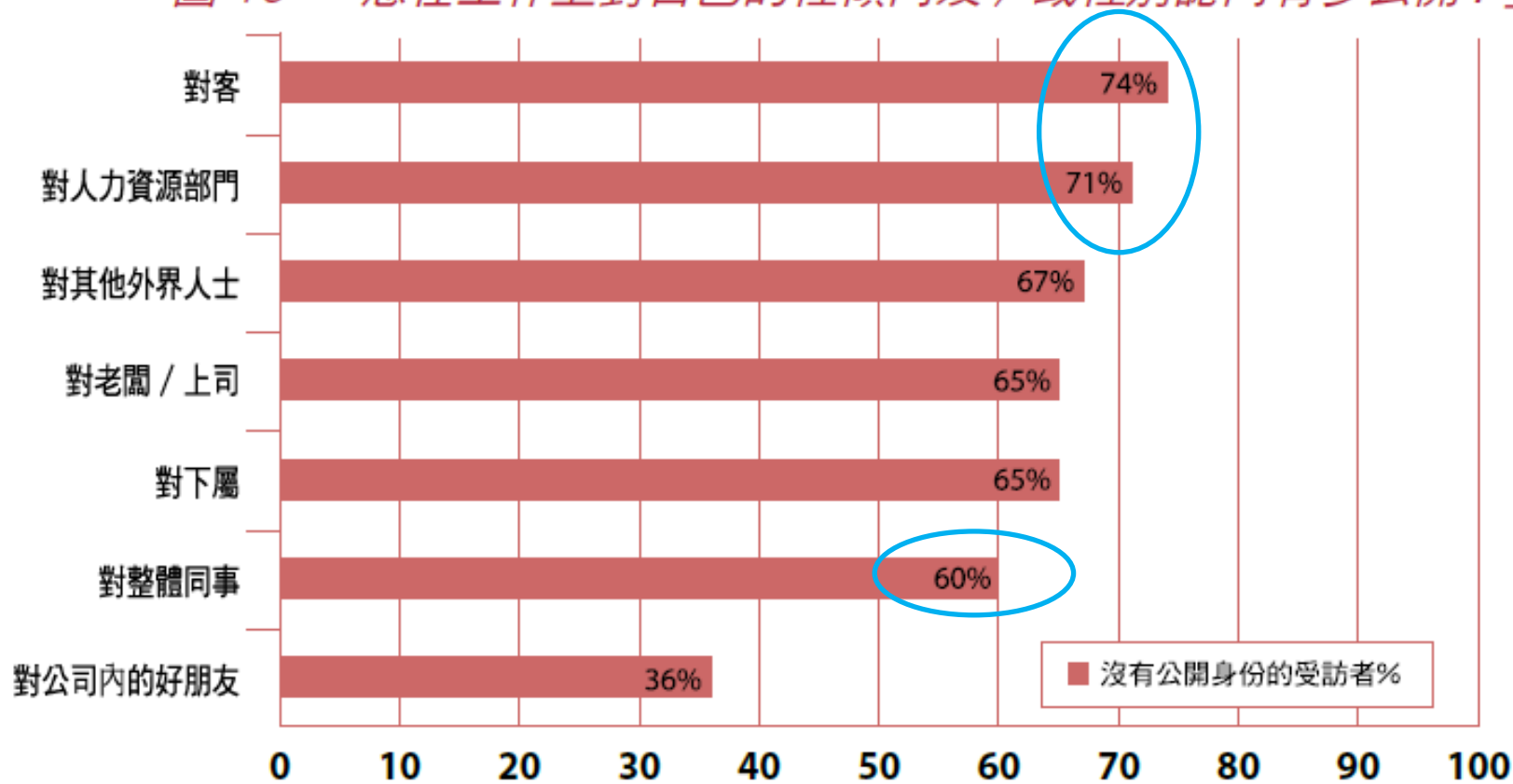


- 57%的香港在職人士表示不認識任何同志

# 大部分同志僱員均未有於工作上公開自己的身分

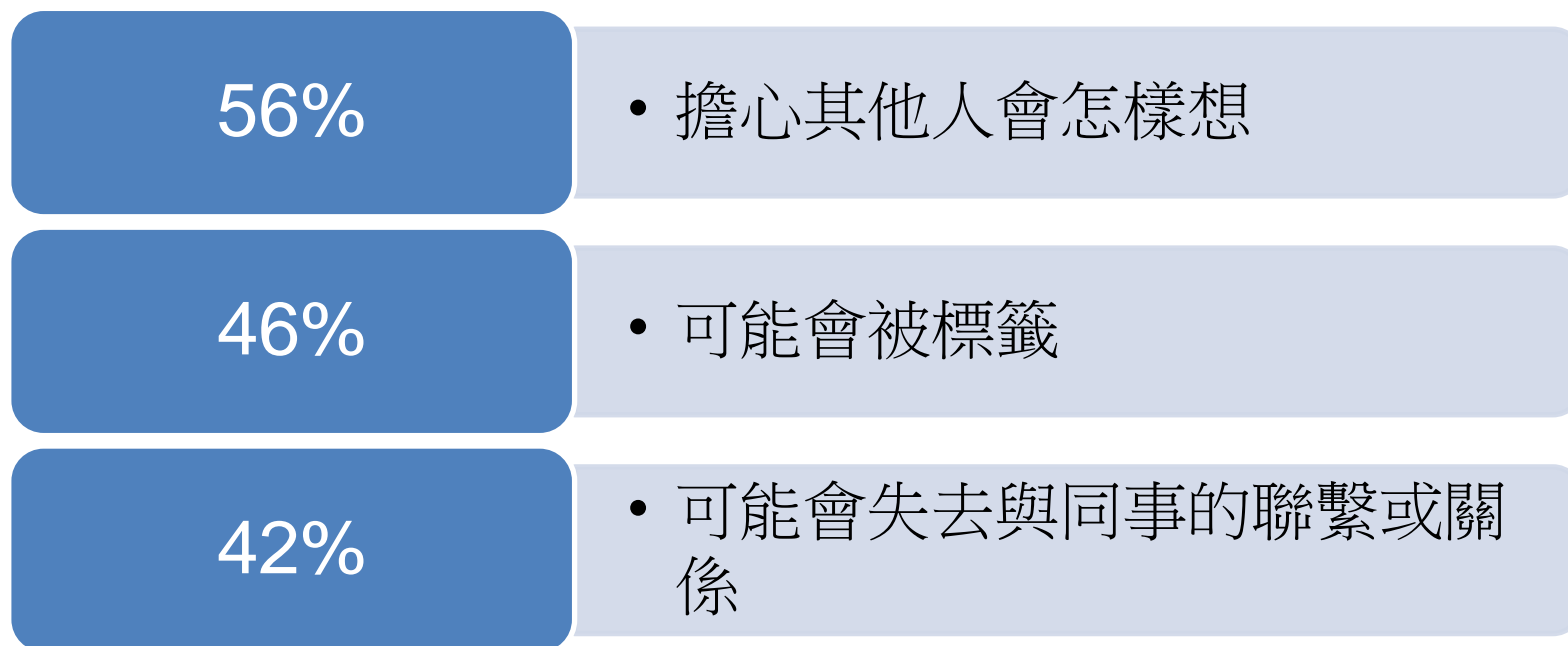
- 同志最不會對其公開身分的對象為客戶和人力資源部

圖 15：「您在工作上對自己的性傾向及 / 或性別認同有多公開？」



# 擔心負面結果

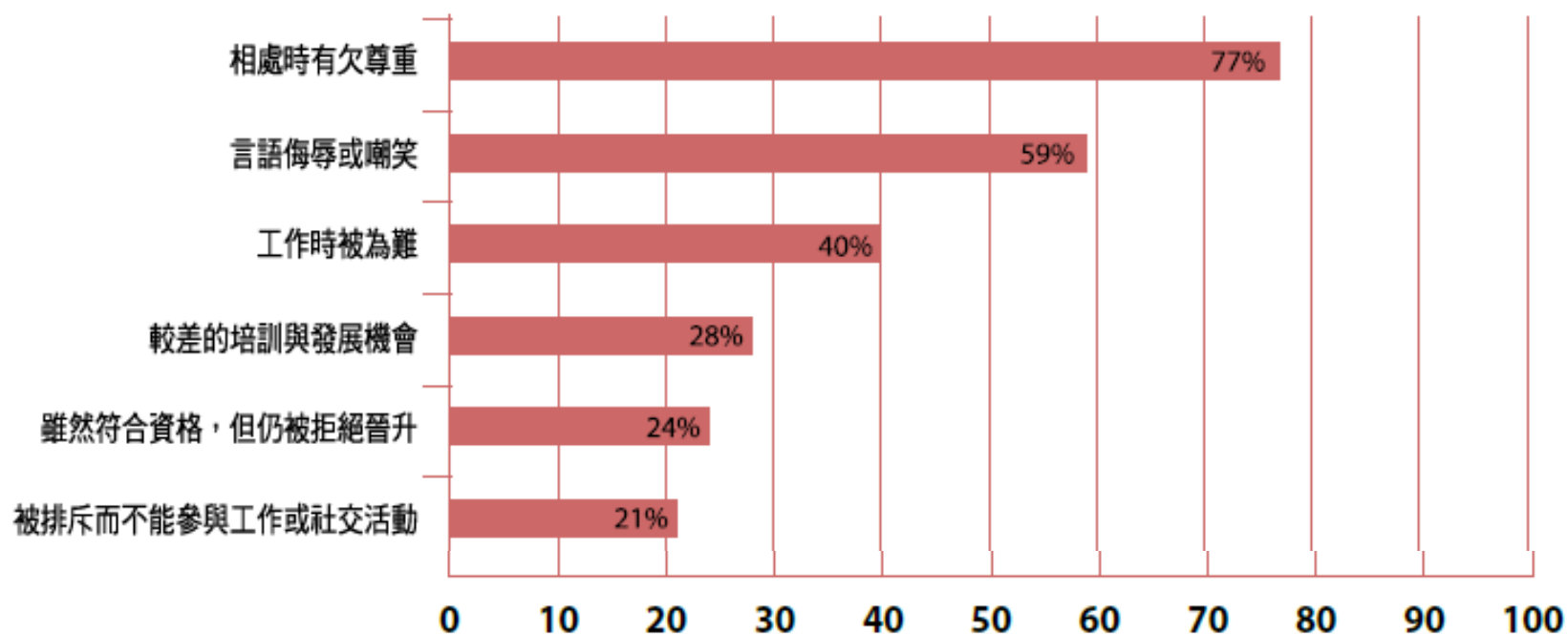
- 同志僱員在工作上保持「入櫃」的其中三大原因是：



# 香港工作間存在諸多對同志的歧視與騷擾

- 13% 同志僱員表示曾經遭受負面對待
- 另有34% 表示表示不肯定有否受到負面對待

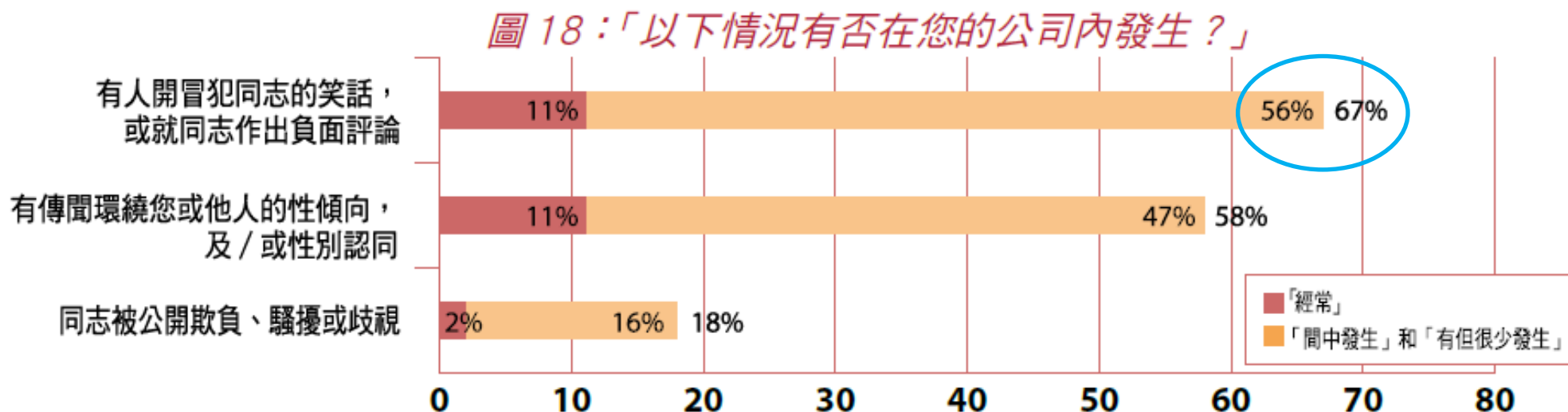
圖 17：「若您曾因自己的性傾向及/或性別認同，而在工作上受到任何負面對待，那麼具體來說，是否曾有以下經歷？」





# 香港工作間存在諸多對同志的歧視與騷擾

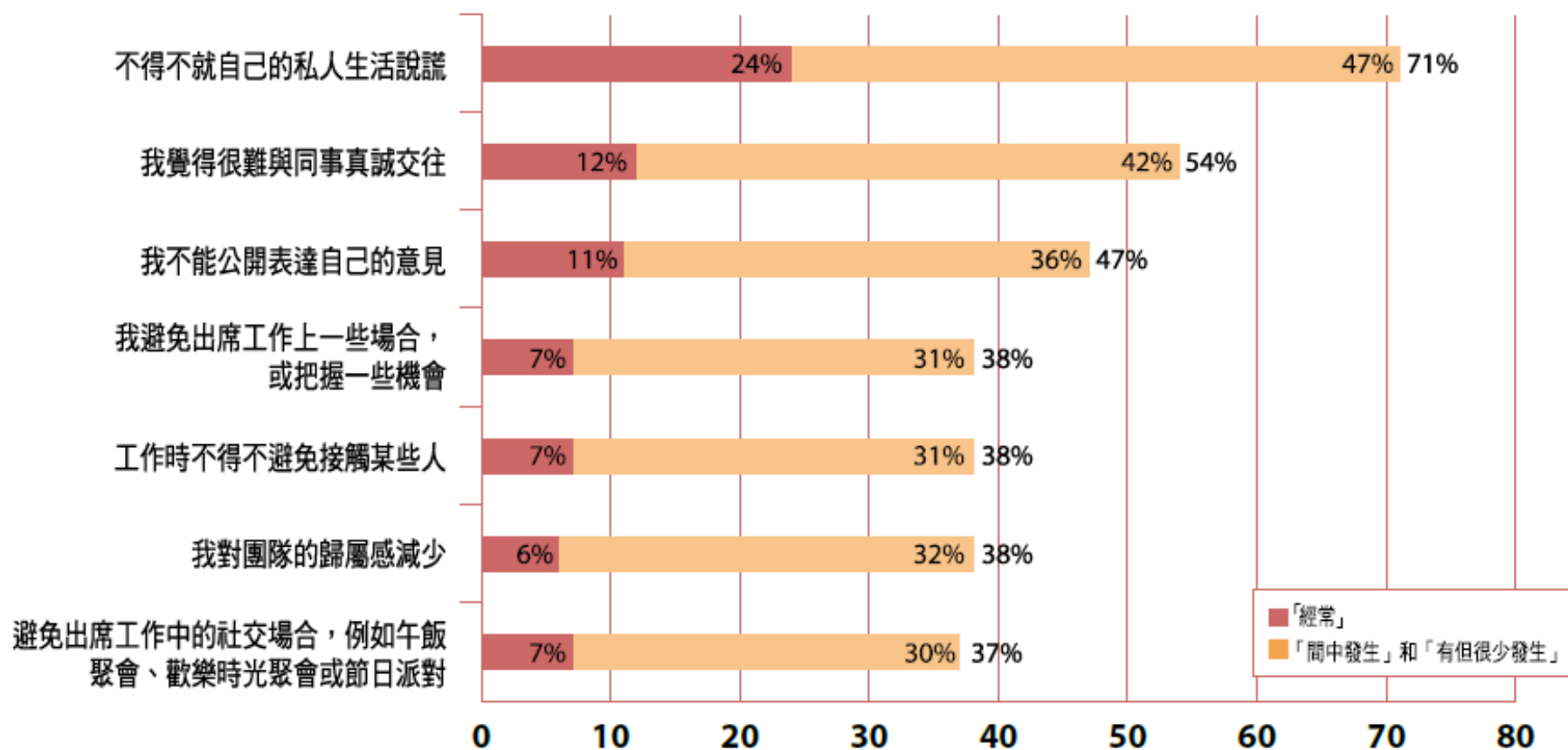
- 香港的工作間仍然令同志僱員受到壓力。



# 不共融的工作間對企業不利

- 85% 同志僱員表示不共融的工作間，會對他們造成負面影響

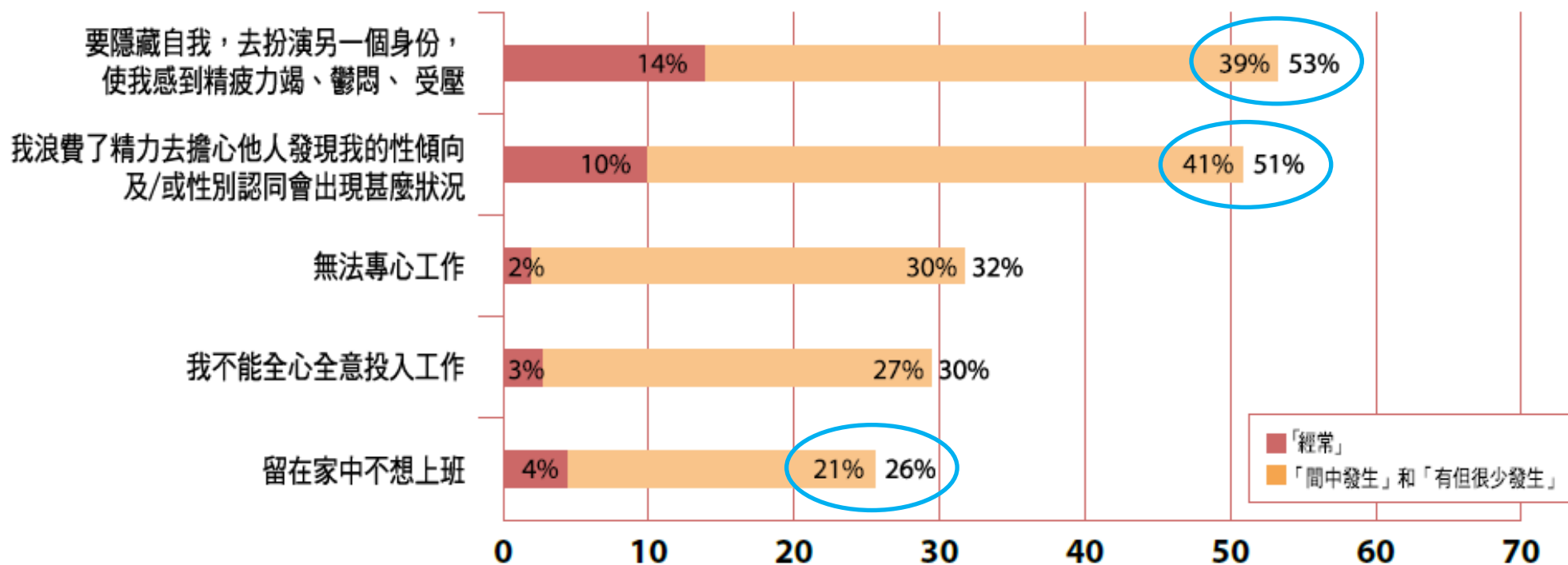
圖 20：「您是否經常因為工作環境不太接納同志，而發生以下情況？」



# 不共融的工作間對企業不利

- 會降低員工的身心健康與生產力

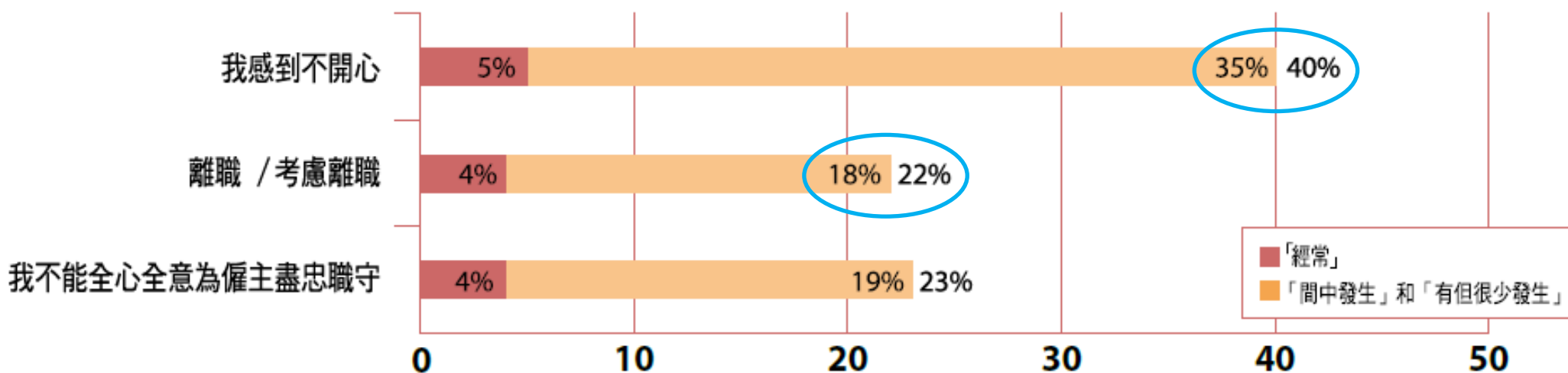
圖 21：「您曾否因為工作環境不太接納同志，而發生以下情況？」<sup>26</sup>



# 不共融的工作間對企業不利

- 影響他們投入工作，以及企業能否挽留他們。

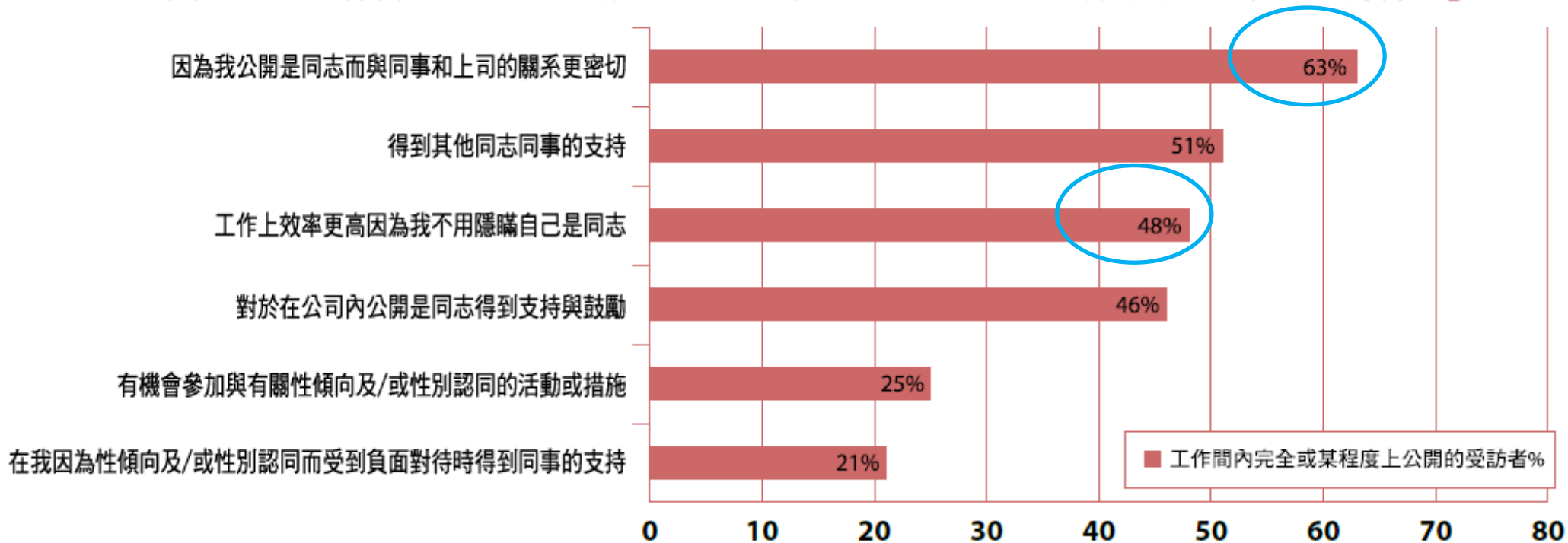
圖 22：「您是曾否因為工作環境不太接納同志，而發生以下情況？」



# 共融的工作間對企業有所助益

- 與客戶建立更緊密聯繫，並提升工作效率

圖 23：「您有否因自己的性傾向及/或性別認同，而在工作間內受到以下正面對待？」



# 呼籲行動 – 香港

**85%**

85% 在職人士認為香港對待性傾向和性別認同議題，必需有更大包容性。

**59%**

• 政府

**19%**

• 非政府機構

**17%**

• 學校

**12%**

• 企業

# 呼籲行動 - 企業

80%

80% 在職人士表示企業應主動採取措施，確保同志僱員於工作間內獲得公平對待。



# 然而...香港僱主目前所做甚少

**2.7**  
滿分為10

同志僱員評價僱主創造共融工作間的努力

**35%**

同志僱員表示其僱主  
完全沒有努力推廣共融環境



# 對企業之建議



僱員福利(65%)

平等機會政策(46%)



培訓與傳訊 (42%)

詞彙：例如使用「伴侶」取代「配偶」 (35%)

**伴侶**

# 對香港八十後的觀察

- 對同志較為接納
- 較願意與同志一起工作
- 對涉及歧視的措施最不能容忍

若企業希望吸納頂尖八十後人才，  
必須認真處理同志人士在工作間的  
議題。





# 對LGBT僱員 在工作間應平等對待之承諾

Richard Seeley  
亞洲同志僱員網絡主席  
巴克萊銀行



# Q&A

## 媒體問答



# 感謝



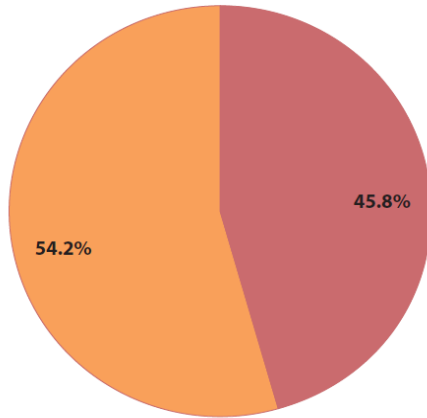
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# Working Population - Demographics

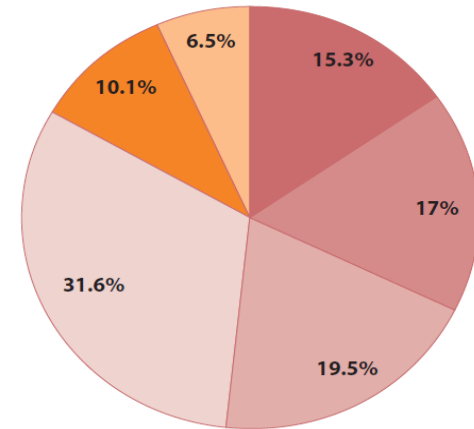
## Gender

- Male
- Female



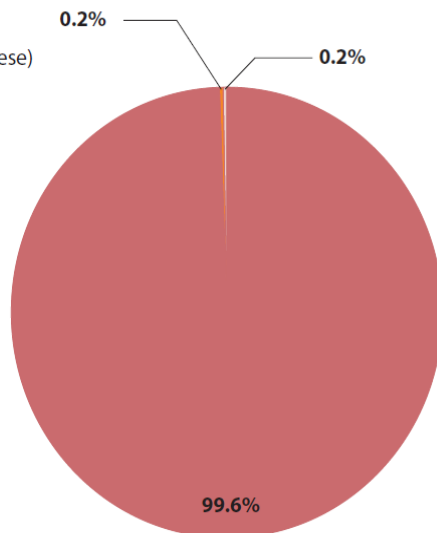
## Age

- Age - 18-25
- Age - 26-35
- Age - 36-45
- Age - 46-55
- Age - 56-60
- Age - over 60



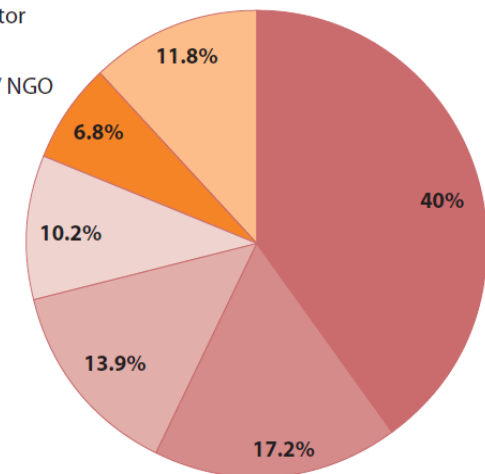
## Ethnicity

- Chinese
- Asian (non-Chinese)
- Caucasian



## Type of Employer

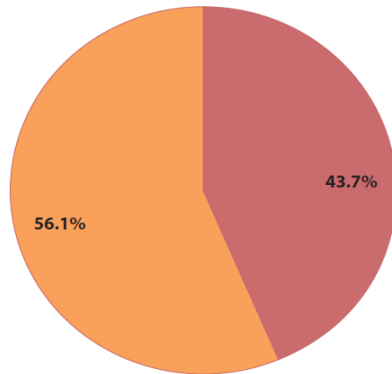
- HK/Local
- International
- Government / Public Sector
- Self-Employed
- Charitable Organisation / NGO
- Seeking Job



# LGBT Employees - Demographics

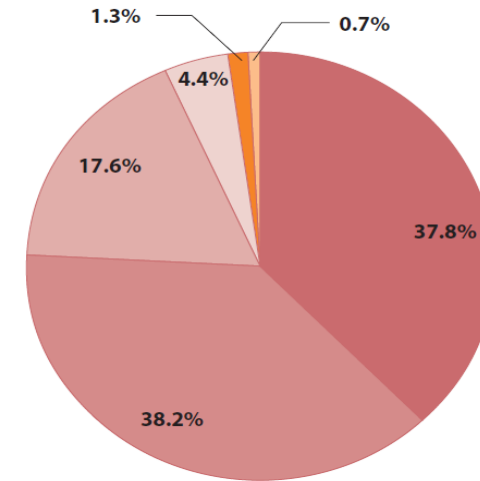
## Gender

- Male
- Female



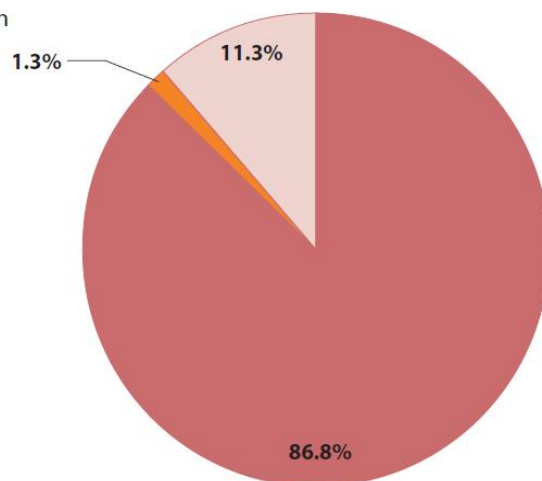
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