

THE UNIVERSITY OF HONG KONG PUBLIC OPINION PROGRAMME

Hong Kong LGBT Climate Study 2011-12



Survey Report

Jointly compiled by

Robert Ting-Yiu CHUNG, Karie Ka-Lai PANG,
Winnie Wing-Yi LEE and Joyce Wai-Man CHAN

14 May 2012

Copyright of this report is held jointly by Community Business Limited and the Public Opinion Programme (POP) at the University of Hong Kong. Everything in this publication is the work of individual researchers, and does not represent the stand of the University of Hong Kong. Dr Robert Chung is fully responsible for the work of the POP.

Contents

Survey Report

I.	Preamble	2
II.	Research Design	3
III.	Research Findings	5
	1. Telephone Representative Survey	5
	2. Online Focus Survey	10
	2a) Lesbian, Gay and Bisexual Individuals	10
	2b) Transgender Individuals	15
	2c) Lesbian, Gay, Bisexual and Transgender Individuals	21
IV.	Summary and Concluding Remarks	27

Appendices

1.	Calculation of Response Rate and Detailed Breakdown of Contact Information (<i>Telephone Representative Survey only</i>)
2.	Frequency Tables
3.	Demographics of the Respondents
4.	Bilingual Questionnaire for Telephone Representative Survey
5.	Bilingual Questionnaire for Online Focus Survey

I. Preamble

- 1.1 The Public Opinion Programme (POP) was established in June 1991 to collect and study public opinion on topics which could be of interest to academics, journalists, policy-makers, and the general public. POP was at first under the Social Sciences Research Centre, a unit under the Faculty of Social Sciences of the University of Hong Kong, it was transferred to the Journalism and Media Studies Centre of the University of Hong Kong in May 2000. In January 2002, it was transferred back to the Faculty of Social Sciences of the University of Hong Kong. Since its establishment, POP has been providing quality survey services to a wide range of public and private organizations, on condition that they allow the POP Team to design and conduct the research independently, and to bear the final responsibilities. POP also insists that the data collected should be open for public consumption in the long run.
- 1.2 In November 2011, the Community Business Limited (CB) commissioned POP to conduct a research study entitled “Lesbian, Gay, Bisexual and Transgender (LGBT) Climate Survey”. The primary objective of the survey was 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. The study consisted of two surveys, namely 1) a representative survey of the Hong Kong working population by random telephone interviews, and 2) an anonymous online focus survey of the Hong Kong LGBT working population which targets at LGBT individuals who were working full-time, part-time or seeking jobs then.
- 1.3 The research instrument used in this study was designed by the POP Team but with significant input from CB. Fieldwork operations and data analysis were also conducted independently by the POP Team, without interference from any outside party. CB was also responsible for the publicity work in promoting the online survey to the LGBT groups. In other words, POP was given full autonomy to design and conduct the study, and POP would take full responsibility for all the findings reported herewith.

II. Research Design

A) Telephone Representative Survey of the Hong Kong Working Population

- 2.1 This was a random telephone survey conducted by telephone interviewers under close supervision. To minimize sampling bias, telephone numbers were first drawn randomly from the residential telephone directories as “seed numbers”, from which another set of numbers was generated using the “plus/minus one/two” method, in order to capture the unlisted numbers. Duplicated numbers were then filtered, and the remaining numbers were mixed in random order to produce the final telephone sample.
- 2.2 The target population of this survey was Hong Kong citizens of age 18 or above who spoke Cantonese or English, and who were working full-time, part-time or seeking jobs. When telephone contact was successfully established with a target household, one eligible person was selected. If more than one subject had been available, selection was made using the “next birthday rule” which selected the person who had his/her birthday next.
- 2.3 Telephone interviews were conducted during the period of **13 December 2011 to 8 January 2012**. A total of **1,002 local citizens** of age 18 or above who were currently working full-time, part-time or seeking jobs were successfully interviewed. As shown from the calculation in Appendix 1, the overall effective response rate of this survey was **66.9%** (Table 1), and the standard sampling error for percentages based on this sample was less than 1.6 percentage points. In other words, the sampling error for all percentages using the total sample was less than plus/minus 3.2 percentage points at 95% confidence level.
- 2.4 As shown in Table 2 of Appendix 1, among the 16,094 telephone numbers sampled for the survey, 7,234 were confirmed to be ineligible, among them 554 were fax or data lines, 5,333 were invalid telephone numbers, 176 were call-forwarding numbers, while another 621 were non-residential numbers. Besides, 84 of them were invalidated due to special technological reasons, while 466 cases were voided because target respondents were unavailable at the numbers provided.
- 2.5 Meanwhile, a total of 3,992 telephone numbers were invalidated before the research team could confirm their eligibility. Among them 261 were busy lines and 2,670 were no-answer calls after making a maximum of 5 times' recalls. 124 cases were diverted to answering devices while another 88 were blocked. Moreover, 227 cases were treated as unsuccessful because of language problems, while 598 interviews were terminated before the screening question and 24 cases were voided for other problems.
-

2.6 On the other hand, 3,866 cases failed to complete the interview. Among them 13 rejected the interview immediately after their eligibility was confirmed, 3,757 were unfinished cases with appointment dates beyond the end of fieldwork period. Besides, 65 cases were incomplete due to unexpected termination of interviews, 31 were classified as miscellaneous due to other non-contact problems, and the remaining 1,002 were successful cases (Table 2).

B) Online Focus Survey of the Hong Kong LGBT Working Population

2.7 This was an anonymous online survey, where local LGBT individuals who were working full-time, part-time or seeking jobs in Hong Kong were invited to participate in the survey by CB with the help of various LGBT concerned groups. The online survey was opened for submissions during the period of **12 November 2011 to 14 January 2012**. A total of 628 submissions were received, among them, **626 cases** were regarded as valid after data cleaning, of which 548 cases were from LGB individuals whereas 78 cases were from T individuals.

III. Research Findings

The questionnaire of the representative telephone survey comprised three major parts, namely, “awareness”, “attitude”, and “LGBT in the workplace”, ended by mapping some standard demographics of the respondents. Meanwhile, questionnaire for the online focus survey for both LGB and T individuals began with a set of demographic questions and comprised of five parts, namely, “openness”, “workplace”, “experience in the workplace”, “impact on productivity and performance” and “effort by employer to promote LGBT equality”. The key findings are summarized below under these main parts, where the LGB and T samples of the focus online survey are described in three sub-sections separately. All frequency tables referred to in this section can be found in Appendix 2.

1. Telephone Representative Survey of General Working Population (Sample size: 1,002)

- 3.1 In order to understand respondents’ general attitudes on different sexual orientation and gender identity, the survey began by asking respondents’ if they knew the meanings of some LGBT terminologies. Results showed that majority claimed they knew what “gay” (97%) and “lesbian” (96%) meant, whereas nearly 90% knew what “bisexual” (88%) meant. However, only as little as 18% knew the meaning of “transgender”, whereas 77% admitted they did not know its exact meaning, another 5% were “not sure” (Table 3).
- 3.2 The survey then continued to ask the respondents to guess the percentage of people living in Hong Kong today who were lesbian, gay, bisexual and/or transgender. Results revealed that over 80% estimated it to be “30% or below” (81%), among them, nearly half believed it was “0-5%” (48%), 17% chose “6-10%”, and 10% went to “11-20%”. Meanwhile, 16% had no idea about it. Taking an average, they believed 9% of people living in Hong Kong today were lesbian, gay, bisexual and/or transgender (Table 4).
- 3.3 When asked why the respondents thought people were lesbian, gay or bisexual, more than one-third attributed to “factors such as upbringing or environment” (35%), followed closely by “they were born that way” (33%). “A combination of nature and nurture” (20%) and “personal choice” (17%) formed the next tier. Other less commonly cited reasons included “peer pressure” (8%), “psychological disorder” (3%), “cultural / social influence” (2%), “curiosity” (1%), and “previous love experience” (1%). Meanwhile, about one-fifth (18%) could not name any reason (Table 5).
- 3.4 Similarly, most respondents thought people were transgender because “they were born that way” (29%) and “it was due to factors such as upbringing or environment” (27%), both were cited by almost 30% of the respondents. At the same time, a respective of 18% and

- 14% said it was “their personal choice” and “a combination of nature and nurture”. Other reasons cited by the respondents included “peer pressure” (5%), “psychological disorder” (2%), “psychological factor” (1%), “cultural / social influence” (1%), “do not like / satisfy with one’s own gender” (1%) and “curiosity” (<1%). Meanwhile, over a quarter (26%) had no ideas about it (Table 6).
- 3.5 The survey then continued to gauge the respondents’ personal attitude towards lesbian, gay, and bisexual individuals. First of all, almost 60% of the sample claimed they had adopted an “accepting” attitude (58%) towards the lesbian, gay and bisexual individuals, among which, 12% said they were “very accepting” whereas 45% said they were “generally accepting”. On the other hand, 22% admitted they were “not accepting”, of which 13% “not really accepting” and 9% “not accepting at all”. Meanwhile, more than one-sixth (18%) opted for the neutral ground “half-half” and 3% did not give a definite answer (Table 7).
- 3.6 Similar to the respondents’ attitude towards lesbian, gay, and bisexual individual, half of respondents (50%) regarded themselves as being “accepting” towards the transgender individuals, of which 8% being “very accepting” and 41% being “generally accepting”. A quarter (25%) regarded themselves as being “not accepting”, of which 16% “not really accepting” and 9% “not accepting at all”. Almost one-fifth (19%) answered “half-half” while 6% opted for “don’t know / hard to say” (Table 8).
- 3.7 The survey further asked the respondents which of these two statements they tended to agree more: (1) lesbian, gay and bisexual individuals in Hong Kong should feel able to be open about their sexual orientation, or (2) lesbian, gay and bisexual individuals in Hong Kong should keep their sexual orientation to themselves. Results showed that two-third agreed the former more (66%) and just over a quarter agreed the latter more (27%), while the remaining 7% did not have a clue (Table 9).
- 3.8 When asked how the respondents felt if someone close to them (family or friend) told them they were lesbian, gay, bisexual or transgender, over 40% said they would “have no special feeling” (42%), while about a quarter said they “would not mind” (24%). Less than one-sixth (15%) would be “shocked”, another 7% would feel “uncomfortable” and 6% would be “sad / concerned for them”. Other reactions included “would want to provide as much support as s/he could” (4%), “would feel disgusted” (3%), “would not know what to do” (3%), “would want to make them straight” (3%), “would feel unacceptable” (3%), “would be angry” (2%), and so on (Table 10).
- 3.9 As for how would they feel if the respondents were introduced to a transgender person, two-thirds said “nothing in particular / they would not mind” (67%). Meanwhile, a

- respective of 10%, 7% and 5% would feel “curious”, “uncomfortable”, and “disgusted”. Another 5% said they “would not want to make friend with him / her”, whereas a respective of 3% said they “would not know how to react” and “would be shocked”, while a small amount of respondents said they “would feel strange” (1%), “would think it is a joke” (1%) and “would be careful” (<1%). Besides, 3% said they did not know (Table 11).
- 3.10 When asked whether or not the respondents personally knew anyone in Hong Kong who was lesbian, gay, bisexual and/or transgender, 42% said “yes” whereas 57% answered “no” and the remaining 1% said “don’t know / hard to say” (Table 12). Among the 426 respondents who answered “yes” or “don’t know / hard to say”, 68% replied that the lesbian, gay, bisexual and/or transgender they personally knew were their “friends”. Nearly 30% said they were “colleagues at work” (29%) while 18% answered “classmates”. Less than 5% were “family members” (4%), a respective of 2% went to “relatives” and “contacts at work” (Table 13). Moreover, 70% of this sub-sample had not or did not talk openly with the LGBT individuals they knew about their sexual orientation and/or gender identity as contrast to only 29% who had and the remaining 1% said they did not know. (Table 14).
- 3.11 Interviewers then read out a series of statements in random order and asked the respondents which could best describe how lesbian, gay and bisexual individuals were treated in Hong Kong. Findings indicated that most people believed “lesbian, gay and bisexual individuals were subject to discrimination or prejudice” (60%) best described the situation, taking up 60% of the sample. Followed at a distance were “they were ignored or disregarded” (39%). “They suffered verbal insult or mockery” (37%), “they were treated like everybody else” (36%) and “they faced social stigma or exclusion” (33%) formed the next tier with percentages ranging from 33% to 37%. Other statements that respondents thought could best describe the current situation in Hong Kong were “they were accepted” (23%), “they received support and encouragement” (11%) as well as “they faced bullying and violence” (8%). A small amount of respondents had no idea (3%; Table 15).
- 3.12 Results also revealed that majority believed lesbian, gay and bisexual individuals faced negative treatment in Hong Kong. More than 40% thought they faced negative treatment “in the community” (43%) and 23% believed so “in the workplace”. Others mentioned “home” (10%), “in schools” (9%), “in the mass media” (8%), “in the church” (4%) and “in the legislation system” (1%). On the other hand, 23% did not think they faced any negative treatment in Hong Kong while 13% failed to give a definite answer (Table 16).
- 3.13 Interviewers then read out a series of statements in random order and asked the respondents which could best describe how transgender individuals were treated in Hong Kong. Almost 60% believed “transgender individuals were subject to discrimination or prejudice in Hong

- Kong” (59%), while 45% thought “they suffered verbal insult or mockery”. Over 40% said “they were ignored or disregarded” (42%) and “they faced social stigma or exclusion” (41%) respectively. Another 29% believed “they were treated like everybody else”, whereas 17%, 13% and 9% thought “they were accepted”, “they faced bullying and violence” and “they received support and encouragement”. In addition, 5% opted for “don’t know / hard to say” (Table 17).
- 3.14 Same as their beliefs in lesbian, gay and bisexual individuals facing negative treatment in Hong Kong, results indicated that majority thought transgender individuals faced negative treatment in Hong Kong where 45% thought they faced negative treatment “in the community”, 22% said “in the workplace”. Others mentioned “home” (9%), “schools” (8%), “mass media” (7%) and “church” (3%), and “legislation system” (<1%). Meanwhile, 22% did not think they faced any negative treatment (Table 18).
- 3.15 What if the respondents were asked to work alongside someone who was openly lesbian, gay, bisexual or transgender? Majority of respondents said they would be “willing” to do so (68%), of which 16% said “very much willing” and 52% said “somewhat willing”. On the contrary, less than 10% said they “would not be willing to” (7%), with 5% said “somewhat not willing” and 2% said “not willing at all”. Another 15% opted for the neutral ground “half-half” while 8% said it “depended on the person’s work abilities or other factors” (Table 19).
- 3.16 Then, interviewers read out four possible situations involving lesbian, gay, bisexual or transgender individuals in the workplace and asked how acceptable the respondents thought each of the situations was. Results showed that the majority considered those four situations “never acceptable”. 85% found “an employee was not invited to attend a work social event because they were (or they appear to be) lesbian, gay, bisexual or transgender” “never acceptable”, while A respective of 6% and 7% regarded it as “acceptable” and “sometimes acceptable”, the remaining 3% did not give a definite answer. 82% believed it was never acceptable that “a qualified employee was not given a promotion because they were (or appear to be) lesbian, gay, bisexual or transgender” whereas only 6% regarded it as “acceptable”, another 7% said “sometimes acceptable” and 5% did not know. 69% said it was never acceptable that “a prospective employee was not offered a job because they were (or appear to be) lesbian, gay, bisexual or transgender” while 12% said “acceptable”, 13% said “sometimes acceptable” and 6% opted for “don’t know / hard to say”. At the same time, 60% considered “an employee was not given a customer-facing role because they were (or appear to be) lesbian, gay, bisexual or transgender” “never acceptable”, 20% found it “acceptable”, 15% thought “sometimes acceptable” and 5% had no idea (Table 20).

- 3.17 When asked if they agreed companies in Hong Kong should take proactive steps to ensure that lesbian, gay, bisexual or transgender employees were treated fairly, majority of the respondents gave an affirmative answer (80%) while one-eighth said “no” (13%). Another 7% opted for “don’t know / hard to say” (Table 21).
- 3.18 The survey ended by asking the respondents if there was a need for more inclusiveness of the subject of sexual orientation and gender identity in Hong Kong. Results showed that a landslide majority were positive (85%) about this while 10% said the opposite, the remaining 5% opted for “don’t know / hard to say” (Table 22). For the 850 respondents who supported there was a need for more inclusiveness of the subject of sexual orientation and gender identity in Hong Kong, almost 60% thought “government” should be responsible for taking action to promote greater inclusiveness of this subject (59%), followed at a large distance was “civil society” (19%), then schools” (17%) and “companies” (12%). Less than 10% answered “LGBT communities” (7%) and “lesbian, gay, bisexual or transgender individuals” (5%). Other less frequently cited parties included “media” (4%), “general public” (3%), “parents and family members of lesbian, gay, bisexual or transgender individuals” (3%), “Equal Opportunities Commission” (2%), and “social worker” (<1%). While 1% believed “promotion is not necessary”, as many as 14% of these respondents did not have a clue on who should be responsible (Table 23). For the 98 respondents who said there was not a need for more inclusiveness of the subject of sexual orientation and gender identity in Hong Kong, 26% said it was because “same sex and/or transgender behaviour should not be promoted” while 23% thought “traditional family values were strong in Hong Kong”. 22% said “Hong Kong society was already sufficiently open”. Besides, 13% claimed “it was against their religious belief”, 11% believed “it was a private matter”, 8% said so because they “did not accept their identity / orientation”, and a respective of 7% believed “this was a taboo subject” and “this subject caused discomfort to some people”. Last but not least, 6% of these respondents did not give a reason (Table 24).

2. Online Focus Survey

2a) Lesbian, Gay and Bisexual Individuals (Sample size: 548)

- 3.19 Began with an explicit consent and some demographic questions, the online survey asked the respondents to indicate to what extent they were open about their sexual orientation outside of work. 45% said they were “not open” about their sexual orientation with their parents while 28% were “fully open” and 18% were “somewhat open” about their sexual orientation. Similarly, nearly half of the respondents claimed they were “not open” with other family members (48%) whereas a respective of 24% and 23% were “fully open” and “somewhat open” with them. However, as far as “friends” are concerned, half of respondents opted for “somewhat open”, 33% opted for “fully open” and only 12% were “not open” to friends (Table 25).
- 3.20 For those 454 respondents who were “not fully open” with their family about their sexual orientation, the survey further asked them the reasons behind. Results revealed the two major hindering factors were their family “might not understand” (68%) and “might not accept that they were lesbian, gay or bisexual” (62%). Close to 40% did not want their family felt ashamed of the fact that they were lesbian, gay or bisexual (39%) while one-third worried “their family might be concerned that they would face negative treatment” (33%), and another 30% “feared of being rejected or abandoned by their family”. A small amount chose “fear for their personal safety (7%), whereas nearly one-eighth did not know the reasons hindering them from being “fully open” (12%; Table 26).
- 3.21 Among the 446 respondents who were currently employed, majority were “not open” about their sexual orientation at work, except with “close friends at work”. Percentages of those who were “fully open” with their close friend at work (36%) and that of “not open” (37%) were comparable, while another 23% said they were “somewhat open” with them. Meanwhile, as high as 74% admitted they were “not open” with “clients”, 72% “not open” with “the Human Resources Department”, 67% “not open” with “other external parties”, a respective of 66% “not open” with “boss / supervisor” and “subordinates”, and 61% admitted they were “not open” with “colleagues in general”. On the other hand, those who were “fully open” with “boss / supervisor”, “human resources department”, “subordinates”, “colleagues in general”, “other external parties” and “clients” accounted to 19%, 16%, 15%, 13%, 7% and 5% correspondingly (Table 27).
- 3.22 For those 432 respondents who were “not fully open” about their sexual orientation at work, the survey further asked them what were the reasons behind. “Concerned about what other people would think” (56%) and “it was nobody’s business” (55%) were the two most visible hindering factors. Meanwhile, 46% “did not want to be stereotyped”, 41% were

“afraid it would make people feel uncomfortable”, 40% “did not want to lose connections or relationships with co-workers”. Besides, almost 40% feared “they might not be considered for advancement or development opportunities” if they were “fully open” (39%) and “lack of policies to protect LGBT workers in the workplace” (37%), while about one-third believed “co-workers or management would think it was inappropriate to talk about sexual orientation in the workplace” (32%). Other less frequently mentioned reasons included “s/he might be excluded from meetings and discussions” (25%), “fear of getting fired” (23%) and so on (Table 28).

- 3.23 By asking the respondents to rate on a scale of 0-10, the survey attempted to measure the overall attitude towards lesbian, gay, bisexual and/or transgender individuals in their working environment. Results showed that 5% of the respondents who were currently employed gave “0 mark” while 30% gave “1-4 marks”. Another 10% opted for a mid-point of “5 marks” and 32% rated positively by giving “6-9 marks”. Those who gave a full mark (10 marks) accounted for 8%. At the same time, 15% opted for “don’t know / hard to say”. Overall speaking, of those 381 respondents who gave a valid rating, the mean score was 5.2 marks (Table 29).
- 3.24 The survey then presented a series of scenarios to those respondents who were currently employed and asked them how often such scenarios happened at their workplaces. Results indicated that 10% said “people told anti-LGBT jokes or make negative comments about LGBT people” happened “frequently” at their workplaces, whereas 27% said “sometimes”, 31% “occasionally”, 21% “never” and 12% said “don’t know / hard to say”. Meanwhile, 10% said it was “frequent” to hear “rumours about his/her own or someone else’s sexual orientation and/or gender identity”, and 26% said it happened “sometimes”, 22% “occasionally”, 23% “never” and 19% chose “don’t know / hard to say”. At the same time, also 10% said it happened “frequently” that “people at work mentioned an LGBT person close to them, such as a friend or family member, in a positive way”, while 21% said it happened “sometimes”, 30% said “occasionally”, 27% said “never” and 12% did not have a clue. A respective of 4% thought “people “frequently” consoled or showed support for LGBT colleagues at work when they faced negative treatment” and “people “frequently” spoke up for LGBT colleagues at work”, where 11% thought the former happened “sometimes”, 13% “occasionally”, 37% “never” and 35% opted for “don’t know / hard to say”, as for the latter, another 14% thought it happened “sometimes”, 19% thought “occasionally”, 42% thought “never”, and 22% did not know. Meanwhile, those who thought “people openly bullied, harassed or discriminated against LGBT employees” happened “frequently” accounted for only 2%, those who said “sometimes” took up 5%, “occasionally” another 10% and “never” accounted for an overwhelming 62%, while 21% opted for “don’t know / hard to say”. Last but not least, a landslide majority believed the

- scenario “people sent homophobic / anti-LGBT messages via phone or email” “never” happened in their workplaces (87%), while only less than 1% believed it happened “frequently” (<1%), 1% thought “sometimes”, 5% “occasionally” and 7% could not tell (Table 30).
- 3.25 The survey then asked all respondents whether they had experienced positive treatment at the workplace because of their sexual orientation. Results showed that about half of respondents had not experienced any positive treatment (45%) while only 16% had that experience. The remaining 40% answered “don’t know / hard to say” (Table 31).
- 3.26 The survey further asked the 86 respondents what kind of positive treatments they had experienced in the workplace because of their sexual orientation. Two-thirds of these respondents said they “built close, more authentic relationships with colleagues” (67%) while 44% were “encouraged and supported to be open about their sexual orientation at work”. Meanwhile, 43% each claimed that they had “higher efficiency at work as they did not need to hide their sexual orientation” and “supported by other LGBT colleagues”. Moreover, just over a quarter of this sub-sample “had opportunities to run or take part in LGBT-related workplace initiatives” (27%). Other less frequently picked answers included “asked to be a role model and shared their experience” (23%), “supported by colleagues when they had experienced negative treatment” (20%), “offered a job” (12%) and “given additional training and development opportunities” (6%; Table 32).
- 3.27 On the other hand, when asked if they had experienced any negative treatment at the workplace because of their sexual orientation, over half of respondents claimed that they had not experienced such treatment (55%) as contrast to only 11% who said “yes”. Another 34% opted for “don’t know / hard to say” (Table 33).
- 3.28 For those respondents who experienced negative treatment in the workplace, the survey further asked them specifically what kind of negative treatments they had experienced. Majority of respondents said they “were treated with less respect” (77%). 60% had suffered “verbal insult or mockery”. Meanwhile, the percentage of respondents who “had things deliberately made difficult for them” and “were given less favourable training and development opportunities” accounted for 42% and 30% respectively. Also, 22% each claimed that they were “excluded from workplace and social activities” and “denied a promotion that they were qualified for”. Other negative treatments in the workplace faced by the respondents included “overlooked or mistreated in the assignment of work projects” (15%), “excluded from meetings and discussions” (13%), “denied a job offer” (13%) and “fired or asked to leave a job” (12%), “sexual harassment” (8%), and “bullying or physical violence” (5%; Table 34).

3.29 Then, the survey listed out 16 situations and required the respondents to report how frequent each of these situations happened to them as a result of working in an environment that was not always accepting of LGBT people. Results revealed that, “I had to lie about my personal life” happened to most of the respondents, with 24% said “frequently”, 23% “sometimes”, 25% “occasionally”, only less than a quarter said it had “never” (23%) happened to them and another 6% opted for “don’t know / hard to say”. Meanwhile, 12% said they “frequently” found it “difficult to build authentic relationships with colleagues”, whereas 22% and 21% “sometimes” and “occasionally” felt the same respectively. More than one-third said this “never” (35%) happened to them, and another one-tenth did not have an idea (10%). Then, a respective of 14% said they “frequently” and “sometimes” “felt exhausted / depressed / stressed having to pretend they were someone that they were not”, whereas 24% said “occasionally”, 40% said “never” and 7% opted for “don’t know / hard to say”. Those who found themselves “frequently”, “sometimes” and “occasionally” “wasted energy worrying about what would happen when people found out about their sexual orientation” accounted for 10%, 19% and 22% respectively, whereas 42% said it “never” happened to them, and 7% opted for “don’t know / hard to say”. As for “I could not express my views openly”, 11% of the sub-sample said it happened “frequently”, 15% “sometimes”, 21% “occasionally”, 45% said it “never” happened to them and 8% did not have a clue. Only 5% said they “frequently” “felt unhappy at work”, yet a respective of 12% and 23% said “sometimes” and “occasionally”, whereas more than half said they “never” felt this way (53%) and 8% opted for “don’t know / hard to say”. At the same time, 7% “frequently” “felt they were less of a team player”, 13% and 19% “sometimes” and “occasionally” felt that correspondingly, whereas 52% “never” felt that and 10% did not have a clue. Those who said they “frequently”, “sometimes” and “occasionally” “avoided certain people at work” accounted for 6%, 14% and 18% of this sub-sample in respective order while those who said “never” took up 54% and the “don’t know / hard to say” figure was 8%. While 7%, 12% and 19% said they “frequently”, “sometimes” and “occasionally” “avoided a social event at work such as lunch, happy hour or a holiday party” respectively, 55% said it “never” happened to them and 7% “don’t know / hard to say”. While those who “frequently”, “sometimes” and “occasionally” “avoided certain situations or workplace opportunities” accounted for 7%, 15% and 16% correspondingly, 54% said it “never” happened to them and 9% chose “don’t know / hard to say” for this situation. As for “I felt distracted from work”, majority “never” (62%) experienced this, while only 2% said it happened “frequently”, 9% “sometimes”, 21% “occasionally” and 7% did not have a clue. Similarly, for “I had not been able to be fully committed to my work”, 62% said “never”, those said it happened “frequently”, “sometimes” and “occasionally” accounted for 2%, 9% and 18% respectively, and the “don’t know / hard to say” figure was 9%. As high as 66% said they “never” “avoided working on a certain project, team or client”, whereas a respective of 3%, 9% and 13% said it happened “frequently”, “sometimes” and

“occasionally”. Besides, 10% said they did not know. More than two-thirds said they “never” (69%) “stayed home from work” as a result of working in an environment that is not always accepting of LGBT people, while 4% said “frequently”, 8% “sometimes” and 12% “occasionally”, also, 6% opted for “don’t know / hard to say”. An overwhelming 70% said they “never” “felt they had not been able to be fully committed to their employer”, while 3%, 10% and 9% said “frequently”, “sometimes” and “occasionally” respectively, another 9% went for “don’t know / hard to say”. Last but not least, more than 70% said they “never” “left a job or considered leaving a job” as a result of working in an environment that is not always accepting of LGBT people, whereas a respective of 4%, 5% and 12% said it happened “frequently”, “sometimes” and “occasionally”, whereas the remaining 8% opted for “don’t know / hard to say” (Table 35).

- 3.30 The survey went on to gauge to what extent the respondents felt their employers had taken steps to create an environment that was accepting of LGBT people, on a scale of 0-10, with the higher the score, the better the environment. The majority, more than one-third, gave “0 mark” (35%) to their employers, 26% gave “1-4 marks”, 6% opted for the middle ground “5 marks”, 13% gave “6-9 marks” whilst 4% claimed their employers had taken adequate actions to create an environment that was accepting of LGBT people by giving “10 marks”. Another 16% chose ‘don’t know / hard to say’. The mean score given from a total of 376 respondents was 2.7 marks (Table 37).
- 3.31 The survey further asked what steps the respondents thought were the most important to creating an environment that was accepting of LGBT employees. Results showed that “extending employee benefits to same-sex partners of employees” (67%) topped the list, followed at a distance by “putting in place an equal opportunity or non-discrimination policy that covered sexual orientation and gender identity” (47%), “providing diversity training and communication that address sexual orientation and gender identity” (41%) and “using terms such as ‘partner’ or ‘significant other’ instead of ‘spouse’ in corporate policies and communications” (35%). Other welcomed steps included “setting up a committee for dealing with matters relating to equal opportunities, etc” (22%), “setting up an Employee Network for LGBT employees” (19%), and “publicizing in company website the steps taken by the company in relation to sexual orientation and gender identity” (19%), “assistance / support in visa application of same-sex partners” (16%), and “designated Contact Officer / Grievance Officer to address any LGBT concerns” (12%; Table 38).
- 3.32 The survey ended by inviting all respondents to provide some additional comments on how workplaces in Hong Kong could be improved for LGBT employees. End up 14% have given their views on this while 86% did not give any further comments, please refer to Tables 39 and 40 for all submissions.

2b) Transgender Individuals (Sample size: 78)

3.33 Very similar to the questionnaire targeting at the LGB individuals, the survey asked all transgender respondents how open they were about their gender identity outside of work, after the explicit consent and demographic questions at the beginning. Results revealed that respondents were most open with their friends, one-third (33%) claimed that they were “fully open”, 55% “somewhat open”, only 8% “not open” despite 4% opted for “don’t know / hard to say”. Nearly 30% each said they were “fully open” (28%) and “somewhat open” (29%) about this with “their parents”, while close to 40% admitted they were “not open” (39%) and 4% went for “don’t know / hard to say”. On the other hand, less than a quarter were “fully open” (23%) with “other family members”, about one-third said “somewhat”, 40% said “not open” and those who said “don’t know / hard to say” accounted for 5% (Table 41).

3.34 Among the 68 respondents who were “not fully open” with their family about the fact that they were transgender, what would be the hindering factors? As high as 70% believed that “their family might not accept that they were transgender”. Another 58% feared “their family might not understand” and 39% “feared of being rejected or abandoned by their family”. Besides, 37% said “their family might be concerned that they would face negative treatment” while 36% thought “their family felt ashamed of the fact that they were transgender”. Only 8% said it was because the “fear for his/her personal safety”, and another 13% could not tell (Table 42).

3.35 The next question tried to find out how open the respondents were at work, answers from the 56 respondents who were currently employed showed that they were most open with “close friends at work”, with 34% said they were “fully open”, 28% “somewhat open”, 34% “not open” and 4% “don’t know / hard to say”. At the same time, just less than one-fifth claimed they were “fully open” with “colleagues in general” (19%), about a quarter said “somewhat open” (26%), when more than a half said “not open” (52%) and 4% opted for “don’t know / hard to say”. Meanwhile, a respective of 20% said they were “fully open” with “subordinates” and “their boss / supervisor”, then 16% were “somewhat open” with the former, 55% “not open” and 8% “don’t know / hard to say”, whereas 15% were “somewhat open” with the latter, close to 60% “not open” (59%) and 7% “don’t know / hard to say”. Those who were “fully open” (18%) and “somewhat open” (12%) with “the Human Resources Department” took up 30%, while 62% were “not open” and the remaining 8% opted for “don’t know / hard to say”. Less than one-tenth said they were “fully open” (8%) with “other external parties”, whereas just less than one-fifth said “somewhat open” (18%), two-thirds said they were “not open” (66%) and another 8% chose “don’t know / hard to say”. Meanwhile, as little as 6% said they were “fully open” with “clients”, whereas less than one-eighth said “somewhat open” (12%), an

- overwhelming 78% said they were “not open” with them, and the remaining 4% opted for “don’t know / hard to say (Table 43).
- 3.36 For the 55 respondents who were “not fully open” about the fact that they were transgender at work, the survey further probed for the reasons that preventing them from being “fully open”. “Concerned about what other people would think” and “possibility of losing connections or relationships with co-workers” topped the list, as chosen by 55% each. “Possibility of being stereotyped” and “it was nobody’s business” shared the next position as both percentages accounted for 49%. “Fear it would make people feel uncomfortable” came next, as chosen by 47% of the sub-sample. Meanwhile, “feared that s/he might not be considered for advancement or development opportunities” (42%), “fear of getting fired” (38%) and “lack of policies to protect LGBT workers in the workplace” (36%) formed the next tier with the percentages ranging from 36% to 42%. Other less frequently chosen reasons were “co-workers or management would think it was inappropriate to talk about gender identity in the workplace” (33%) and “might be excluded from meetings and discussions” (33%), “s/he or someone s/he knew had been humiliated at work for being transgender” (25%), and “fear of family members learning about the fact that they were transgender from contacts at work” (7%). 2% did not give a reason (Table 44).
- 3.37 The survey then attempted to gauge the overall attitude towards lesbian, gay, bisexual and/or transgender individuals within the respondents’ working environment, on a scale of 0-10, the higher the score, the more accepting. Findings revealed that 11% of the respondents who were currently employed gave “0 mark” while 27% gave “1-4 marks”. Another 14% opted for a mid-point of “5 marks” and 25% gave a positive rating of “6-9 marks”. Those who gave a full mark (10 marks) accounted for 9%. However, more than one-eighth did not give a rating but opted for “don’t know / hard to say”. Overall speaking, of the 48 respondents who gave a valid answer, the mean score was 5.0 marks (Table 45).
- 3.38 The survey continued to ask these transgender respondents, who were currently employed, how often would the prescribed scenarios happen at their workplaces. Results showed that among the 56 respondents, a majority of 60% found “people told anti-LGBT jokes or made negative comments about LGBT people happened “frequently”, “sometimes” and “occasionally”, the respective percentages of respondents choosing these were 15%, 23% and 23%, whereas almost one-fifth thought it “never” (19%) happened at their workplaces, another 21% did not know. As for “people at work mentioned an LGBT person close to him, such as a friend or family member, in a positive way”, less than one-tenth said it happened “frequently” (7%), more than one-fifth said “sometimes” (22%) whereas almost one-third said “occasionally” (31%), and a respective of one-fifth thought it “never” (20%) happened and had no idea (20%). About one-eighth found it “frequent” (13%) to hear “rumours about

his/her own or someone else's sexual orientation and/or gender identity" at their workplaces, one-fifth said it happened "sometimes" (20%) and almost a quarter said "occasionally" (24%), whereas another one-fifth said it "never" (20%) happened and 22% did not have an idea. Regarding "people consoled or showed support for LGBT colleagues at work when they face negative treatment", only 6% said it happened "frequently", 13% each said "sometimes" and "occasionally", while 34% each chose "never" and "don't know / hard to say". As for "people spoke up for LGBT colleagues at work", the respective percentages for respondents opted for "frequently", "sometimes" and "occasionally" were 2%, 12% and 21%, while 46% thought it "never" happened and 19% did not have a clue. More than half believed "people openly bullied, harassed or discriminated against LGBT employees" "never" (51%) happened at their workplaces, those who chose "frequently", "sometimes" and "occasionally" accounted for 2%, 9% and 11% correspondingly, whereas 26% of the respondents chose "don't know / hard to say". Lastly, a landslide majority said "people sending homophobic / anti-LGBT messages via phone or email" actually "never" (81%) happened at their workplaces, whereas only 2% and 6% said it "sometimes" and "occasionally" happened, and 11% did not have an idea how often it happened (Table 46).

- 3.39 The survey then asked all respondents if they had experienced positive treatments at the workplace because of their gender identity. Results revealed that more than two-fifths had no such experience (41%) while 23% had. The remaining 36% opted for "don't know / hard to say" (Table 47).
- 3.40 The survey further asked the 18 respondents what kind of positive treatments they had experienced in the workplace because of their gender identity. Two-thirds "were supported by other LGBT colleagues at work generally" (67%). More than half of respondents "had higher efficiency at work as they did not need to hide the fact that they were transgender" (53%). One-third were "encouraged and supported to be open about their gender identity" (33%). More, 27% "built close, more authentic relationships with colleagues because they were open about being transgender" while one-fifth were "supported by colleagues when they had experienced negative treatment" (20%; Table 48).
- 3.41 When asked if they had experienced negative treatments at the workplace because of their gender identity, 41% said "no", as contrast to 28% who said "yes". Another 31% opted for "don't know / hard to say" (Table 49).
- 3.42 For the 22 respondents who experienced negative treatments, what treatment did they experience specifically? Majority of them were "treated with less respect" (77%). 55% suffered "verbal insult or mockery" while 36% "had things deliberately made difficult for them". 32% each claimed that they were "overlooked or mistreated in the assignment of

work projects” and “denied a promotion that they were qualified for”. 23% each said they were “given less favourable training and development opportunities” and “fired or asked to leave a job”. Besides, 18% each were “excluded from workplace and social activities” and faced “sexual harassment”. Finally, 14% each were “excluded from meetings and discussion” and “denied for a job offer”, whereas 5% experienced “bullying or physical violence” (Table 50).

- 3.43 Based on 16 situations at work, the respondents were asked to tell how frequent each of these happened to them as a result of working in an environment that was not always accepting of LGBT people. Results showed that, a total of two-thirds (67%) of the sample “had to lie about his/her personal life” at work, among which, 24% said it happened “frequently”, 26% “sometimes” and 17% “occasionally”. While 20% said it “never” happened, 13% opted for “don’t know / hard to say” in this regard. Besides, 9% said they “frequently” “felt exhausted / depressed / stressed having to pretend there were someone there were not”, another 26% said it happened “sometimes”, 20% “occasionally” and another one-third said “never” (33%) while more than one-tenth opted for “don’t know / hard to say” (11%). Half of the sample “had felt unhappy at work” at various points, of which 6% said it happened “frequently”, 21% “sometimes” and 23% “occasionally”. On the other hand, 40% said it “never” happened, and another 10% did not have an idea. Then, 9% said s/he “frequently” “wasted energy worrying when people found out about the fact that s/he was transgender”, 15% said it happened “sometimes”, 25% said “occasionally”, while 34% said “never” and 17% opted for “don’t know / hard to say”. A respective of 15%, 19% and 13% “frequently”, “sometimes” and “occasionally” found it “difficult to build authentic relationships with colleagues”, whereas one-third said this “never” (33%) happened to them and another 20% opted for “don’t know / hard to say”. Whilst more than one-tenth said they “frequently” (11%) “could not express their views properly”, 17% each said it happened to them “sometimes” and “occasionally”, 43% said it “never” happened to them and 13% opted for “don’t know / hard to say”. Then, one-tenth said they “frequently” (10%) “avoided certain situations or workplace opportunities”, another 15% and 19% said “sometimes” and “occasionally”, 40% said it “never” happened to them and 15% said they did not know. Just as little as 4% said they “frequently” “felt distracted from work”, 12% claimed “sometimes”, a quarter said “occasionally” (25%), almost half said “never” (48%) while 12% opted for “don’t know / hard to say”. On another front, one-tenth said they “frequently” (10%) “avoided certain people at work”, while a respective of 17% and 12% said it happened “sometimes” and “occasionally”, 42% said it “never” happened to them, another almost one-fifth opted for “don’t know / hard to say” (19%). Regarding team players at work, 6% “frequently” “felt themselves were less of a team players”, whereas almost one-fifth and one-eighth said this “sometimes” (19%) and “occasionally” (13%) happened to them respectively, another 46% said it “never” happened to them and 17%

opted for “don’t know / hard to say”. A respective of 8%, 12% and 17% said they “frequently”, “sometimes” and “occasionally” “stayed home from work”, whereas 52% said they “never” did it because their working environment was not always accepting of LGBT people, and 12% did not have a clue. Those who said they “frequently”, “sometimes” and “occasionally” “had not been able to be fully committed their work” accounted for 9%, 6% and 19% respectively, whereas over half said it “never” (53%) happened, and 13% said they did not know. At the same time, a respective of 8%, 4% and 20% “frequently”, “sometimes” and “occasionally” “avoided a social event at work such as lunch, happy hour or holiday party”, while 53% said “never” and 16% opted for “don’t know / hard to say”. 6% each said they “frequently” and “sometimes” “left a job or considered leaving a job”, while 18% said it happened “occasionally”, 55% said “never”, another 16% opted for “don’t know / hard to say”. Meanwhile, those who said they “frequently”, “sometimes” and “occasionally” “avoided working on a certain project, team or client” accounted for 4%, 10% and 16% respectively, 51% said it “never” happened to them while one-fifth opted for “don’t know / hard to say” (20%). Last but not least for this question, a respective of 9% said they “frequently”, “sometimes” and “occasionally” were “not able to be fully committed to their employer, whereas almost 60% said it “never” (58%) happened to them and another 13% said “don’t know / hard to say” (Table 51).

- 3.44 When asked to rate, on a scale of 0-10, to what extent the respondents felt their employer had taken steps to create an environment that was accepting of LGBT people, almost one-third gave “0 mark” (32%), 27% gave “1-4 marks”, 9% opted for the middle ground “5 marks”. 7% gave “6-9 marks” whilst none of the respondents gave “10 marks”. The mean score by 42 respondents who gave a valid answer was 2.1 marks (Table 53).
- 3.45 The survey further asked what steps the respondents thought were the most important to creating an environment that was accepting of LGBT employees. As supported by more than half of the respondents, “providing diversity training and communication” (51%) topped the list, followed by “extending employee benefits to same-sex partners of employees” (48%), “putting in place an equal opportunity or non-discrimination policy that covered sexual orientation and gender identity” (37%) and “using terms such as ‘partner’ or ‘significant other’ instead of ‘spouse’ in corporate policies and communications” (33%). Other less commonly chosen answers were “designating Contact Officer / Grievance Officer to address any LGBT concerns” (21%), “providing assistance / support in visa application of same-sex partners” (21%), “setting up a committee for dealing with matters relating to equal opportunities, etc” (19%), “publicizing in company website the steps taken by the company in relation to sexual orientation and gender identity” (17%) and “setting up an Employee Network for LGBT employees” (13%). However, 5% opted for “don’t know / hard to say” (Table 54).

3.46 The survey ended by inviting all respondents to provide additional comments on how workplaces in Hong Kong could be improved for LGBT employees. 21% gave their views in this regard while 79% did not give any further comments, please refer to Tables 55 and 56 for details.

2c) Lesbian, Gay, Bisexual and Transgender Individuals (Sample size: 626)

- 3.47 Concerning the extent to which the LGBT individuals sampled were open about the fact that they were lesbian, gay, bisexual and/or transgender outside their work, results revealed that they were most open with their friends. One-third claimed that they were “fully open” (33%) with their friends while 51% said “somewhat open”, only 12% said “not open” where 4% opted for “don’t know / hard to say”. A respective of 28% and 19% said they were “fully open” and “somewhat open” about this with “their parents”, while 44% admitted they were “not open” and 8% went for “don’t know / hard to say”. On the other hand, less than a quarter each were “fully open” (23%) and “somewhat open” (24%) with “other family members”, nearly half of the respondents said “not open” (47%) and those who opted for “don’t know / hard to say” accounted for 6% of the full sample (Table 57).
- 3.48 For those 522 respondents who were “not fully open” with their family about their sexual orientation or the fact that they were transgender, the survey further asked them the reasons behind. Results revealed that the two major hindering factors were their family “might not understand” (66%) and “might not accept that they were lesbian, gay or bisexual and/or transgender” (63%). Close to 40% did not want their family felt ashamed of the fact that they were lesbian, gay, bisexual and/or transgender (38%) while just over one-third worried “their family might be concerned that they would face negative treatment” (34%), and another 31% “feared of being rejected or abandoned by their family”. A small amount chose “fear for their personal safety (7%), whereas nearly one-eighth did not know the reasons hindering them from being “fully open” (12%; Table 58).
- 3.49 The next question tried to find out how open the LGBT respondents were about their sexual orientation and/or gender identity at work, answers from the 502 respondents who were currently employed showed that majority were “not open” about this at work, except with “close friends at work”. A respective of 36% said they were “fully open” and “not open” with their close friends at work, while another 24% said they were “somewhat open” with them. Meanwhile, as high as 74% admitted they were “not open” with “clients”, 71% “not open” with “the Human Resources Department”, 67% “not open” with “other external parties”, a respective of 65% “not open” with “boss / supervisor” and “subordinates”, and 60% admitted they were “not open” with “colleagues in general”. On the other hand, those who were “fully open” with “boss / supervisor”, “human resources department”, “subordinates”, “colleagues in general”, “other external parties” and “clients” accounted for 19%, 16%, 16%, 14%, 7% and 5% correspondingly (Table 59).
- 3.50 For those 487 respondents who were “not fully open” about that fact that they were lesbian, gay, bisexual and/or transgender at work, the survey further probed for the reasons behind. “Concerned about what other people would think” (56%) and “it was nobody’s business”

(55%) topped the list, followed at a distance by “possibility of being stereotyped” (46%). Then, “possibility of losing connections or relationships with co-workers” and “possibly making people feel uncomfortable” shared the next position as both were chosen by 42% of these respondents. “Feared that s/he might not be considered for advancement or development opportunities” followed closely behind, as chosen by 39%. Meanwhile, “lack of policies to protect LGBT workers in the workplace” (36%) and “co-workers or management would think it was inappropriate to talk about gender identity in the workplace” (32%) formed the next tier with the percentages ranging from 32% to 36%. Other less frequently picked reasons included “might be excluded from meetings and discussions” (26%), “fear of getting fired” (25%), “s/he or someone s/he knew had been humiliated at work for being lesbian, gay, bisexual and/or transgender” (19%) and “fear of family members learning about my sexual orientation or the fact that they were transgender from contacts at work” (13%) and “fear of their personal safety” (8%). Another 3% could not give any reasons (Table 60).

- 3.51 The survey continued to gauge the overall attitude towards lesbian, gay, bisexual and/or transgender individuals in the respondents’ working environment, on a scale of 0-10, the higher the score the more accepting. Results showed that 6% of the respondents who were currently employed gave “0 mark” while 30% gave “1-4 marks”. Another 10% opted for a mid-point of “5 marks” and 31% gave a positive rating of “6-9 marks”. Those who gave a full mark (10 marks) accounted for 8%. However, 15% did not give a rating but opted for “don’t know / hard to say”. Overall speaking, of those 429 respondents who gave a valid rating, the mean score was 5.2 marks (Table 61).
- 3.52 The survey then presented a series of scenarios to those respondents who were currently employed and asked them how often such scenarios happened at their workplaces. Results indicated that a respective of 11% thought it was “frequent” to “hear rumours about his/her own or someone else’s sexual orientation and/or gender identity” and people “frequently” “told anti-LGBT jokes or make negative comments about LGBT people”, where 25% thought the former happened “sometimes”, 22% thought “occasionally”, 23% thought “never”, and 19% did not know, as for the latter, 26% thought it happened “sometimes”, 30% occasionally”, 21% “never” and 13% opted for “don’t know / hard to say”. Meanwhile, only 9% said it happened “frequently” that “people at work mentioned an LGBT person close to them, such as a friend or family member, in a positive way”, while 21% said it happened “sometimes”, 30% said “occasionally”, 27% said “never” and 13% did not have a clue. As for “people spoke up for LGBT colleagues at work”, 3% said it happened “frequently” at their workplaces, whereas 13% said “sometimes”, 19% “occasionally”, 43% “never” and 22% said “don’t know / hard to say”. Regarding “people consoled or showed support for LGBT colleagues at work when they face negative treatment”, only 4%

said it happened “frequently”, 11% said “sometimes”, 13% “occasionally”, 37% “never” while 35% chose “don’t know / hard to say”. Besides, those who thought “people openly bullied, harassed or discriminated against LGBT employees” happened “frequently” accounted to only 2%, those who said “sometimes” took up 5%, “occasionally” another 10% and “never” accounted to an overwhelming 61%, while 21% opted for “don’t know / hard to say”. Lastly, a landslide majority believed the scenario “people sent homophobic / anti-LGBT messages via phone or email” “never” happened in their workplaces (86%), while less than 1% believed it happened “frequently” (<1%), 1% thought “sometimes”, 5% “occasionally” and 7% “didn’t know / hard to say” (Table 62).

3.53 All respondents were then asked if they had experienced positive treatments at the workplace because of their sexual orientation and/or gender identity. Results indicated that more than 40% had no such experience (44%) while 17% had. The remaining 39% opted for “don’t know / hard to say” (Table 63).

3.54 For the 104 respondents who had experienced positive treatments, the survey continued to ask what they had exactly experienced in the workplace. Over 60% of these respondents said they “built close, more authentic relationships with colleagues” (61%) while 47% were “supported by other LGBT colleagues at work generally”. 45% had “higher efficiency at work as they did not need to hide their sexual orientation or gender identity”. Another 43% were “encouraged and supported to be open about their sexual orientation or gender identity at work”. Moreover, less than a quarter were “given opportunities to run or participate in LGBT-related workplace initiatives” (23%). A respective of 20% claimed they were “supported by colleagues when they had experienced negative treatment” and “asked to be role model and shared their experiences”. Moreover, 10% were “offered a job” while 5% were “given additional training and development opportunities” (Table 64).

3.55 When asked if they had experienced any negative treatments at the workplace because of their sexual orientation and/or gender identity, 53% said that they have not experienced such treatment, as contrast to 13% said “yes”. Another 34% answered “don’t know / hard to say” (Table 65).

3.56 For the 82 respondents who had experienced negative treatment in the workplace, what had they experienced specifically? Majority of them admitted they were “treated with less respect” (77%). 59% suffered “verbal insult or mockery” while 40% “had things deliberately made difficult for them”. Meanwhile, the percentage of respondents who “were given less favourable training and development opportunities” and “denial a promotion that they were qualified for” accounted for 28% and 24% respectively. Besides, 21% were “excluded from workplace and social activities” whereas 20% were “overlooked or

mistreated in the assignment of work projects”. Other negative treatments in the workplace faced by the respondents included “fired or asked to leave a job” (15%), “excluded from meetings and discussions” (13%), “denied a job offer” (13%) and “sexual harassment” (11%), and “bullying or physical violence” (5%). Another 9% opted for “don’t know / hard to say” (Table 66).

- 3.57 Of the 16 pre-determined situations tested in this survey, “I had to lie about my personal life” as the working environment was not always accepting of LGBT people happened to most of the respondents, with 24% said “frequently”, 23% “sometimes”, 24% “occasionally”, only less than a quarter said it had “never” (23%) happened to them and another 7% opted for “don’t know / hard to say”. Meanwhile, 12% said they “frequently” found it “difficult to build authentic relationships with colleagues”, whereas 22% and 21% “sometimes” and “occasionally” felt the same respectively. More than one-third said this “never” (34%) happened to them, and more than one-tenth did not have an idea (11%). Next, 14% said they “frequently” “felt exhausted / depressed / stressed having to pretend they were someone that they were not”, whereas 16% said “sometimes”, 24% said “occasionally”, 39% said “never” and 8% opted for “don’t know / hard to say”. Those who found themselves “frequently”, “sometimes” and “occasionally” “wasted energy worrying about what would happen when people found out about the fact that they were LGBT” accounted for 10%, 19% and 23% respectively, whereas 41% said it “never” happened to them, and 8% opted for “don’t know / hard to say”. As for “I could not express my views openly”, 11% of the sub-sample said it happened “frequently”, 15% “sometimes” and 21% “occasionally”, 44% said it “never” happened and 9% did not have a clue. Only 5% said they “frequently” “felt unhappy at work”, yet a respective of 13% and 23% said “sometimes” and “occasionally”, whereas just more than half said it “never” happened to them (52%) and 8% opted for “don’t know / hard to say”. At the same time, 6% “frequently” “felt they were less of a team player”, 13% and 18% “sometimes” and “occasionally” felt that correspondingly, whereas 51% “never” felt that and 11% did not have a clue. Those who said they “frequently”, “sometimes” and “occasionally” “avoided certain people at work” accounted for 7%, 14% and 17% respectively while those who said “never” took up 53% and the “don’t know / hard to say” figure was 9%. While those who “frequently”, “sometimes” and “occasionally” “avoided certain situations or workplace opportunities” accounted for 7%, 15% and 16% correspondingly, 52% said it “never” happened to them and 10% chose “don’t know / hard to say” for this situation. A respective of 7%, 11% and 19% said they “frequently”, “sometimes” and “occasionally” “avoided a social event at work such as lunch, happy hour or a holiday party”, whereas 55% said it “never” happened to them and 8% “don’t know / hard to say”. As for “I felt distracted from work”, majority said it “never” (61%) happened, while only 2% said it happened “frequently”, 9% “sometimes”, 21% “occasionally” and 7% did not have a clue.

Similarly, for “I had not been able to be fully committed to my work”, 61% said “never”, those said it happened “frequently”, “sometimes” and “occasionally” took up 3%, 8% and 18% respectively, and the “don’t know / hard to say” figure was 10%. As high as 64% said they “never” “avoided working on a certain project, team or client”, whereas a respective of 3%, 9% and 14% said it happened “frequently”, “sometimes” and “occasionally”. 11% said they did not know. Besides, more than two-thirds said they “never” (67%) “stayed home from work” as a result of working in an environment that was not always accepting of LGBT people, while 4% said “frequently”, 9% “sometimes” and 12% “occasionally”, also, 7% opted for “don’t know / hard to say”. An overwhelming 68% said they “never” “felt they had not been able to be fully committed to their employer”, while 4%, 10% and 9% said “frequently”, “sometimes” and “occasionally” respectively, another 9% went for “don’t know / hard to say”. Last but not least, as high as 69% said they “never” “left a job or considered leaving a job”, whereas a respective of 4%, 5% and 13% said it happened “frequently”, “sometimes” and “occasionally”, and another 9% opted for “don’t know / hard to say” (Tables 67 and 68).

- 3.58 When asked to rate, on a scale of 0-10, to what extent the LGBT respondents felt their employers had taken steps to create an environment that was accepting of LGBT people, more than one-third gave “0 mark” (35%) to their employers, 26% gave “1-4 marks”, 6% opted for the middle ground “5 marks”. 13% gave a positive rating of “6-9 marks” whilst 4% claimed their employer had taken full steps to create an environment that was accepting of LGBT people by giving “10 marks”. The mean score by 418 respondents who gave a rating was 2.7 marks (Table 69).
- 3.59 When asked what steps the respondents thought were the most important to creating an environment that was accepting of LGBT employees, “extending employee benefits to same-sex partners of employees” (65%) ranked first, followed at a distance by “putting in place an equal opportunity or non-discrimination policy that covered sexual orientation and gender identity” (46%), “providing diversity training and communication that address sexual orientation and gender identity” (42%) and “using terms such as ‘partner’ or ‘significant other’ instead of ‘spouse’ in corporate policies and communications” (35%). Other less frequently chosen steps were “setting up a committee for dealing with matters relating to equal opportunities, etc” (22%), “publicizing in company website the steps taken by the company in relation to sexual orientation and gender identity” (19%), and “setting up an Employee Network for LGBT employees” (18%), “assistance / support in visa application of same-sex partners” (17%), and “designated Contact Officer / Grievance Officer to address any LGBT concerns” (13%). Another 4% opted for “don’t know / hard to say” (Table 70).

3.60 The survey ended by inviting all respondents to provide additional comments on how workplaces in Hong Kong could be improved for LGBT employees. End up 14% have given their supplementary views to this issue while 86% did not, please refer to Tables 71 and 72 for details.

IV. Summary and Concluding Remarks

- 4.1 Results of our telephone representative survey finds that majority of the general working population have good knowledge on the terminologies of gay, lesbian and bisexual, but only less than one fifth claimed they know what “transgender” means. Over 40% said they knew some LGBT individuals in Hong Kong, but not many talked with these individuals about sexual orientation or gender identity. Excluding about one-sixth who said “don’t know”, the average guess of the remaining sample is that 9% of people living in Hong Kong are LGBT individuals. People generally “accept” LGB individuals, but less so with T individuals.
- 4.2 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, one-sixth would be “shocked”. Two-thirds said they would have no special feeling if introduced to a transgender person. Close to 70% said they would be willing to work alongside LGBT individuals.
- 4.3 On how LGBT individuals are treated in Hong Kong, most respondents believed these individuals are subject to “discrimination or prejudice” and face “negative treatments”. Among the respondents themselves, around 5% to 20% accepted some forms of negative treatments for LGBT individuals like “an employee not being invited to attend a work social event”, “a qualified employee was not given a promotion”, “a prospective employee was not offered a job” and “an employee was not given a customer-facing role” just because they were, or appeared to be, LGBT individuals. Nevertheless, mainstream opinion is that companies in Hong Kong should take proactive steps to ensure that LGBT employees are treated fairly, and there is a need for more inclusiveness of the subject of sexual orientation and gender identity in Hong Kong.
- 4.4 From the perspective of the LGBT individuals, our online focus survey reveals that LGBT individuals in Hong Kong are quite open about their sexual orientation and gender identity with their friends, but not with family members. Those at work were generally not open with colleagues and external parties, mainly because they were “concerned about what other people would think” and they took it to be “their personal business”. On a scale of 0 to 10 from “discriminatory and exclusive” to “open and inclusive”, respondents who were employed gave an average of 5.2 marks to their working environment in terms of attitude towards LGBT individuals, which can be construed as near “half-half”. As for their own employer, they gave an average of only 2.7 marks in terms of effort made to create an environment that was accepting of LGBT people.
-

- 4.5 In terms of personal experience, when presented with a series of descriptions about their working environment and work experience, it was found that most LGBT employees have experienced negative treatments or bad feelings one way or another, at various times. These include “having to lie about their personal life”, “difficulties in building relationships with colleagues”, “feeling bad about the need to pretend”, “worrying about other people’s discovery of their sexual orientation”, “not able to express their views openly”, and so on.
- 4.6 Combining the two surveys, it seems that most Hong Kong people do not consider their attitudes towards LGBT to be a big problem. However, their interaction with LGBT individuals is generally rare, and they may not be able to understand the real problems. The LGBT community, on the other hand, through our focus survey, has identified a number of important problems in their working environment, which warrants further studies if not immediate actions.

Appendix 1
Contact Information
(Telephone Representative Survey only)

Table 1 Calculation of effective response rate

Effective response rate
<u>Successful cases</u>
= Successful cases + Partial interview + Refusal cases by eligible respondents* + Refusal cases by prorated-eligible respondents^
<u>1,002</u>
= $1,002 + 65 + 13 + 598 [(1,002 + 65 + 13) / (1,002 + 65 + 13 + 466)]^{\wedge}$
= 66.9%

* Including "household-level refusal" and "known respondent refusal"

^ Figure obtained by prorata

Table 2 Breakdown of contact information of the survey

	Frequency	Percentage
Respondents' ineligibility confirmed	7,234	44.9%
<i>Fax/ data line</i>	554	3.4%
<i>Invalid number</i>	5,333	33.1%
<i>Call-forwarding/ mobile/ pager number</i>	176	1.1%
<i>Non-residential number</i>	621	3.9%
<i>Special technological difficulties</i>	84	0.5%
<i>No eligible respondents</i>	466	2.9%
Respondents' ineligibility not confirmed	3,992	24.8%
<i>Line busy</i>	261	1.6%
<i>No answer</i>	2,670	16.6%
<i>Answering device</i>	124	0.8%
<i>Call-blocking</i>	88	0.5%
<i>Language problem</i>	227	1.4%
<i>Interview terminated before the screening question</i>	598	3.7%
<i>Others</i>	24	0.1%
Respondents' eligibility confirmed, but failed to complete the interview	3,866	24.0%
<i>Household-level refusal</i>	0	0.0%
<i>Known respondent refusal</i>	13	0.1%
<i>Appointment date beyond the end of the fieldwork period</i>	3,757	23.3%
<i>Partial interview</i>	65	0.4%
<i>Miscellaneous</i>	31	0.2%
Successful cases	1,002	6.2%
Total	16,094	100.0%

Appendix 2

Frequency Tables

1. Telephone Representative Survey of General Working Population

Table 3 [Q1] Do you know what the following terms mean?

	Gay		Lesbian		Bisexual		Transgender	
	Freq	% (Base= 1,002)	Freq	% (Base= 1,002)	Freq	% (Base= 1,002)	Freq	% (Base= 1,002)
Yes	970	96.8%	963	96.1%	883	88.1%	179	17.9%
No	30	3.0%	36	3.6%	106	10.6%	768	76.6%
Not sure	2	0.2%	3	0.3%	13	1.3%	55	5.5%
Total	1,002	100.0%	1,002	100.0%	1,002	100.0%	1,002	100.0%

Table 4 [Q2] Just your best guess, what percentage of people living in Hong Kong today would you say are lesbian, gay, bisexual and/or transgender?

	Frequency	Percentage (Base=998)
0-5%	479	48.0%
6-10%	174	17.4%
11-20%	101	10.1%
21-30%	57	5.7%
31-40%	11	1.1%
41-50%	7	0.7%
51-60%	2	0.2%
61-70%	2	0.2%
71-80%	1	0.1%
81-90%	2	0.2%
Don't know / hard to say	162	16.2%
Total	998	100.0%
<i>Missing</i>	4	
Mean	9.4	
Median	5.0	
Standard error	0.39	
Base	836	

Table 5 [Q3] Why do you think people are lesbian, gay or bisexual? [Do not read out answers, multiple answers allowed]

	Frequency	Percentage of responses (Base=1,381)	Percentage of sample (Base=999)
It is due to factors such as upbringing or environment	353	25.6%	35.3%
They are born that way	334	24.2%	33.4%
It is a combination of nature and nurture	197	14.3%	19.7%
It is their personal choice	165	11.9%	16.5%
It is due to peer pressure	82	5.9%	8.2%
Psychological disorder	26	1.9%	2.6%
Cultural / social influence	20	1.4%	2.0%
Curiosity	9	0.7%	0.9%
Previous love experience	8	0.6%	0.8%
Other (See below)	7	0.5%	0.7%
Don't know / hard to say	180	13.0%	18.0%
Total	1,381	100.0%	
<i>Missing</i>	3		
Other responses that cannot be grouped			
Lack of self-confidence	3	0.2%	0.3%
Wrong conception towards homosexuality	3	0.2%	0.3%
Fear of one's own gender	1	0.1%	0.1%
Sub-total	7	0.5%	0.7%

Table 6 [Q4] Why do you think people are transgender? [Do not read out answers, multiple answers allowed] [If needed, interviewers can read out the definition of “transgender”.]

	Frequency	Percentage of responses (Base=1,241)	Percentage of sample (Base=1,000)
They are born that way	286	23.0%	28.6%
It is due to factors such as upbringing or environment	274	22.1%	27.4%
It is their personal choice	182	14.7%	18.2%
It is a combination of nature and nurture	144	11.6%	14.4%
It is due to peer pressure	45	3.6%	4.5%
Psychological disorder	18	1.5%	1.8%
Psychological factor	13	1.0%	1.3%
Cultural / social influence	7	0.6%	0.7%
Do not like / satisfy with one's own gender	7	0.6%	0.7%
Curiosity	4	0.3%	0.4%
Other (See below)	2	0.2%	0.2%
Don't know / hard to say	259	20.9%	25.9%
Total	1,241	100.0%	
<i>Missing</i>	2		
Other responses that cannot be grouped			
Greedy	1	0.1%	0.1%
Interested in both genders	1	0.1%	0.1%
Sub-total	2	0.2%	0.2%

Table 7 [Q5] How would you describe your personal attitude towards lesbian, gay, and bisexual individuals? That is to say, how accepting are you? [Interviewer to probe intensity]

	Frequency	Percentage (Base=998)
Very accepting	121	12.1%
Generally accepting	454	45.5%
Half-half	175	17.5%
Not really accepting	132	13.2%
Not accepting at all	85	8.5%
Don't know / hard to say	31	3.1%
Total	998	100.0%
<i>Missing</i>	4	

Table 8 [Q6] How would you describe your personal attitude towards transgender individuals? That is to say, how accepting are you? [Interviewer to probe intensity]

	Frequency	Percentage (Base=1,001)
Very accepting	85	8.5%
Generally accepting	415	41.5%
Half-half	193	19.3%
Not really accepting	157	15.7%
Not accepting at all	95	9.5%
Don't know / hard to say	56	5.6%
Total	1,001	100.0%
Missing	1	

Table 9 [Q7] Which of the following statement do you agree with more? [Choose one only]

- “Lesbian, gay and bisexual individuals in Hong Kong should feel able to be open about their sexual orientation.”
- “Lesbian, gay and bisexual individuals in Hong Kong should keep their sexual orientation to themselves.”

	Frequency	Percentage (Base=997)
Agree with (a) more	659	66.1%
Agree with (b) more	270	27.1%
Don't know / hard to say	68	6.8%
Total	997	100.0%
Missing	5	

Table 10 [Q8] How would you feel if someone close to you (family or friend) told you they were lesbian, gay, bisexual or transgender? [Do not read out answers, multiple answers allowed]

	Frequency	Percentage of responses (Base=1,266)	Percentage of sample (Base=1,001)
I would have no special feeling	423	33.4%	42.3%
I would not mind	236	18.6%	23.6%
I would be shocked	155	12.2%	15.5%
I would feel uncomfortable	73	5.8%	7.3%
I would be sad / concerned for them	62	4.9%	6.2%
I would want to provide as much support as I could	45	3.6%	4.5%
I would feel disgusted	35	2.8%	3.5%
I would not know what to do	34	2.7%	3.4%
I would want to make them straight	29	2.3%	2.9%
I would feel unacceptable	26	2.1%	2.6%
I would be angry	17	1.3%	1.7%
I would be hurt and upset	15	1.2%	1.5%
I would not want to talk about it	15	1.2%	1.5%
I would get away from them	10	0.8%	1.0%
I would think it is a joke	9	0.7%	0.9%
I would like to discuss with them / know the reason behind	9	0.7%	0.9%
I would rather not know	7	0.6%	0.7%
I would be worried about them contracting HIV/AIDS	7	0.6%	0.7%
I would be pity for them	7	0.6%	0.7%
I would feel they are special	5	0.4%	0.5%
I would be happy for them	4	0.3%	0.4%
I would think they have psychological problem / should seek for treatment	4	0.3%	0.4%
I would feel acceptable for friends but unacceptable for family	3	0.2%	0.3%
I would be sympathetic with them	3	0.2%	0.3%
Other (See below)	8	0.6%	0.8%
Don't know / hard to say	25	2.0%	2.5%
Total	1,266	100.0%	
<i>Missing</i>	<i>1</i>		

Other responses that cannot be grouped			
I would be curious	3	0.2%	0.3%
Can accept lesbian but not gay	1	0.1%	0.1%
Cannot accept bisexual	1	0.1%	0.1%
Cannot accept transgender	1	0.1%	0.1%
I would think they are brave	1	0.1%	0.1%
Will pay more attention to LGBT individuals	1	0.1%	0.1%
Sub-total	8	0.6%	0.8%

Table 11 [Q9] How would you feel if you were introduced to a transgender person? [Do not read out answers, multiple answers allowed]

	Frequency	Percentage of responses (Base=1,065)	Percentage of sample (Base=1,002)
Nothing in particular / I would not mind	674	63.3%	67.3%
I would be curious	96	9.0%	9.6%
I would feel uncomfortable	66	6.2%	6.6%
I would feel disgusted	53	5.0%	5.3%
I would not want to make friend with him / her	48	4.5%	4.8%
I would not know how to react	34	3.2%	3.4%
I would be shocked	30	2.8%	3.0%
I would feel strange	8	0.8%	0.8%
I would think it is a joke	7	0.7%	0.7%
I would be careful	5	0.5%	0.5%
Other (See below)	9	0.8%	0.9%
Don't know / hard to say	35	3.3%	3.5%
Total	1,065	100.0%	
Other responses that cannot be grouped			
I would be sympathetic with him / her	2	0.2%	0.2%
I would try to change his / her view	2	0.2%	0.2%
I would be happy	1	0.1%	0.1%
I would call the Police	1	0.1%	0.1%
I would feel happy for them	1	0.1%	0.1%
I would tell them clearly I'm not the same as them	1	0.1%	0.1%
I would wish them well	1	0.1%	0.1%
Sub-total	9	0.8%	0.9%

Table 12 [Q10] Do you personally know anyone in Hong Kong who is lesbian, gay, bisexual and/or transgender?

	Frequency	Percentage (Base=1,001)
Yes	420	42.0%
No (Go to 11)	574	57.3%
Don't know / hard to say	7	0.7%
Total	1,001	100.0%
<i>Missing</i>	<i>1</i>	

Table 13 [Q10a] [Only ask those who answered "yes" or "don't know / hard to say" in Q10, Base=427] If yes, are they:

	Frequency	Percentage of responses (Base=527)	Percentage of sample (Base=426)
Friends	288	54.6%	67.6%
Colleagues at work	125	23.7%	29.3%
Classmates	77	14.6%	18.1%
Family	17	3.2%	4.0%
Relatives	8	1.5%	1.9%
Contacts at work	7	1.3%	1.6%
Other (See below)	1	0.2%	0.2%
Don't know / hard to say	4	0.8%	0.9%
Total	527	100.0%	
<i>Missing</i>	<i>2</i>		
Other responses that cannot be grouped			
Domestic helper	1	0.2%	0.2%
Sub-total	1	0.2%	0.2%

Table 14 [Q10b] If yes, have you or do you talk openly with them about their sexual orientation and/or gender identity?

	Frequency	Percentage (Base=428)
Yes	125	29.2%
No	299	69.9%
Don't know / hard to say	4	0.9%
Total	428	100.0%

Table 15 [Q11] Which of the following statements best describe how lesbian, gay and bisexual individuals are treated in Hong Kong? [Read out answers, order to be randomized by computer, multiple answers allowed]

	Frequency	Percentage of responses (Base=2,520)	Percentage of sample (Base=1,002)
They are subject to discrimination or prejudice	604	24.0%	60.3%
They are ignored or disregarded	391	15.5%	39.0%
They suffer verbal insult or mockery	375	14.9%	37.4%
They are treated like everybody else	358	14.2%	35.7%
They face social stigma or exclusion	333	13.2%	33.2%
They are accepted	233	9.2%	23.3%
They receive support and encouragement	110	4.4%	11.0%
They face bullying and violence	82	3.3%	8.2%
Other (See below)	3	0.1%	0.3%
Don't know / hard to say	31	1.2%	3.1%
Total	2,520	100.0%	
Other responses that cannot be grouped			
None of the above	1	<0.1%	0.1%
They are being understood but not accepted	1	<0.1%	0.1%
They are not accepted legally	1	<0.1%	0.1%
Sub-total	3	0.1%	0.3%

Table 16 [Q12] Do you think lesbian, gay and bisexual individuals face any negative treatment in Hong Kong? If yes, where does this occur? [Do not read out answers, multiple answers allowed]

	Frequency	Percentage of responses (Base=1,337)	Percentage of sample (Base=1,002)
Yes, in the community	433	32.4%	43.2%
Yes, in the workplace	227	17.0%	22.7%
Yes, in the home	98	7.3%	9.8%
Yes, in schools	92	6.9%	9.2%
Yes, in the mass media	76	5.7%	7.6%
Yes, in the church	36	2.7%	3.6%
Yes, in the legislation system	11	0.8%	1.1%
No, I do not think they face any negative treatment in Hong Kong	232	17.4%	23.2%
Yes, other (See below)	2	0.1%	0.2%
Don't know / hard to say	130	9.7%	13.0%
Total	1,337	100.0%	
Other responses that cannot be grouped			
Among conservative or older individuals	2	0.1%	0.2%
Sub-total	2	0.1%	0.2%

Table 17 [Q13] Which of the following statements best describe how transgender individuals are treated in Hong Kong? [Read out answers, order to be randomized by computer, multiple answers allowed]

	Frequency	Percentage of responses (Base=2,600)	Percentage of sample (Base=1,001)
They are subject to discrimination or prejudice	593	22.8%	59.2%
They suffer verbal insult or mockery	451	17.3%	45.1%
They are ignored or disregarded	417	16.0%	41.7%
They face social stigma or exclusion	413	15.9%	41.3%
They are treated like everybody else	287	11.0%	28.7%
They are accepted	167	6.4%	16.7%
They face bullying and violence	129	5.0%	12.9%
They receive support and encouragement	93	3.6%	9.3%
Other (See below)	3	0.1%	0.3%
Don't know / hard to say	47	1.8%	4.7%
Total	2,600	100.0%	
<i>Missing</i>	<i>1</i>		
Other responses that cannot be grouped			
None of the above	2	0.1%	0.2%
They are not accepted legally	1	<0.1%	0.1%
Sub-total	3	0.1%	0.3%

Table 18 [Q14] Do you think transgender individuals face any negative treatment in Hong Kong? If yes, where does this occur? [Do not read out answers, multiple answers allowed]

	Frequency	Percentage of responses (Base=1,331)	Percentage of sample (Base=1,002)
Yes, in the community	450	33.8%	44.9%
Yes, in the workplace	223	16.8%	22.3%
Yes, in the home	88	6.6%	8.8%
Yes, in schools	78	5.9%	7.8%
Yes, in the mass media	75	5.6%	7.5%
Yes, in the church	26	2.0%	2.6%
Yes, in the Legislation System	4	0.3%	0.4%
No, I do not think they face any negative treatment in Hong Kong	222	16.7%	22.2%
Yes, other (See below)	1	0.1%	0.1%
Don't know / hard to say	164	12.3%	16.4%
Total	1,331	100.0%	
Other responses that cannot be grouped			
Among conservative individuals	1	0.1%	0.1%
Sub-total	1	0.1%	0.1%

Table 19 [Q15] If you were asked to work alongside someone who is openly lesbian, gay, bisexual or transgender, how willing would you be? [Interviewer to probe intensity]

	Frequency	Percentage (Base=1,002)
Very much willing	164	16.4%
Somewhat willing	521	52.0%
Half-half	153	15.3%
Somewhat not willing	53	5.3%
Not willing at all	20	2.0%
Depends on the person's work abilities or other factors	76	7.6%
Don't know / hard to say	15	1.5%
Total	1,002	100.0%

Table 20 [Q16] Below are some possible situations involving lesbian, gay, bisexual or transgender individuals in the workplace. How acceptable do you think each of the following situations is? (In this question, gay, lesbian, bisexual or transgender individuals are abbreviated as “LGBT”) [Interviewer to probe intensity]

	1		2		3		4	
	Freq	% (Base= 999)	Freq	% (Base= 999)	Freq	% (Base= 999)	Freq	% (Base= 999)
Acceptable	58	5.8%	61	6.1%	123	12.3%	195	19.6%
Sometimes acceptable	65	6.5%	69	6.9%	128	12.8%	151	15.1%
Never acceptable	850	85.1%	820	82.1%	686	68.7%	598	60.0%
Don't know / hard to say	26	2.6%	49	4.9%	62	6.2%	53	5.3%
Total	999	100.0%	999	100.0%	999	100.0%	999	100.0%
Missing	3		3		3		5	

1 An employee is not invited to attend a work social event because they are (or they appear to be) LGBT

2 A qualified employee is not given a promotion because they are (or appear to be) LGBT

3 A prospective employee is not offered a job because they are (or appear to be) LGBT

4 An employee is not given a customer-facing role because they are (or appear to be) LGBT

Table 21 [Q17] Do you think companies in Hong Kong should take proactive steps to ensure that lesbian, gay, bisexual or transgender employees are treated fairly (that is, protected from discrimination and given equal opportunities) in the workplace?

	Frequency	Percentage (Base=1,002)
Yes	804	80.2%
No	129	12.9%
Don't know / hard to say	69	6.9%
Total	1,002	100.0%

Table 22 [Q18] Do you think there is a need for more inclusiveness of the subject of sexual orientation and gender identity in Hong Kong?

	Frequency	Percentage (Base=999)
Yes (Go to 18a, then go to demo)	850	85.1%
No (Go to 18b)	98	9.8%
Don't know / hard to say (Go to demo)	51	5.1%
Total	999	100.0%
Missing	3	

Table 23 [Q18a] [Only ask those who answered "yes" in Q18, Base=850] If yes, who should be responsible for taking action to promote greater inclusiveness of this subject? [Do not read out answers, multiple answers allowed]

	Frequency	Percentage of responses (Base=1,228)	Percentage of sample (Base=849)
Government	499	40.6%	58.8%
Civil society	161	13.1%	19.0%
Schools	144	11.7%	17.0%
Companies	102	8.3%	12.0%
LGBT communities	57	4.6%	6.7%
Lesbian, gay, bisexual or transgender individuals	40	3.3%	4.7%
Media	30	2.4%	3.5%
General public	23	1.9%	2.7%
Parents and family members of lesbian, gay, bisexual or transgender individuals	22	1.8%	2.6%
Equal Opportunities Commission	20	1.6%	2.4%
Promotion is not necessary	10	0.8%	1.2%
Social worker	3	0.2%	0.4%
Other (See below)	2	0.2%	0.2%
Don't know / hard to say	115	9.4%	13.5%
Total	1,228	100.0%	
Missing	1		
Other responses that cannot be grouped			
Church	2	0.2%	0.2%
Sub-total	2	0.2%	0.2%

Table 24 [Q18b] [Only ask those who answered “no” in Q18, Base=98] If no, why not? [Do not read out answers, multiple answers allowed]

	Frequency	Percentage of responses (Base=122)	Percentage of sample (Base=98)
Same sex and/or transgender behaviour should not be promoted	25	20.5%	25.5%
Traditional family values are strong in Hong Kong	23	18.9%	23.5%
Hong Kong society is already sufficiently open	22	18.0%	22.4%
It is against my religious belief	13	10.7%	13.3%
It's a private matter	11	9.0%	11.2%
I do not accept their identity / orientation	8	6.6%	8.2%
This is a taboo subject	7	5.7%	7.1%
This subject causes discomfort to some people	7	5.7%	7.1%
Don't know / hard to say	6	4.9%	6.1%
Total	122	100.0%	

2. Online Focus Survey

2a) Lesbian, Gay and Bisexual Individuals

Table 25 [Q1] Please indicate to what extent you are open about your sexual orientation outside of work.

	With friends		With your parents		With other family members	
	Freq	% (Base=541)	Freq	% (Base=537)	Freq	% (Base=535)
Fully	179	33.1%	148	27.6%	126	23.6%
Somewhat	273	50.5%	97	18.1%	122	22.8%
Not	66	12.2%	243	45.3%	256	47.9%
Don't know / hard to say	23	4.3%	49	9.1%	31	5.8%
Total	541	100.0%	537	100.0%	535	100.0%
<i>Missing</i>	7		11		13	

Table 26 [Q2] [Only ask those who were “not fully open” with family, Base=454] If you are not “fully” open with your family about your sexual orientation, why is this so?

	Frequency	Percentage of responses (Base=1,178)	Percentage of sample (Base=452)
My family may not understand	306	26.0%	67.7%
My family may not accept that I am lesbian, gay or bisexual	281	23.9%	62.2%
My family may be ashamed of the fact that I am lesbian, gay or bisexual	175	14.9%	38.7%
My family may be concerned that I will face negative treatment because I am lesbian, gay or bisexual	151	12.8%	33.4%
Fear of being rejected or abandoned by my family	135	11.5%	29.9%
Fear for my personal safety	30	2.5%	6.6%
None of the above	15	1.3%	3.3%
Other (See below)	32	2.7%	7.1%
Don't know / hard to say	53	4.5%	11.7%
Total	1,178	100.0%	
<i>Missing</i>	2		

Other responses that cannot be grouped			
No such need	5	0.4%	1.1%
Just to avoid troubles	3	0.3%	0.7%
Fear it will upset them	2	0.2%	0.4%
Know they will be upset	2	0.2%	0.4%
No chance	2	0.2%	0.4%
No such need, no chance	2	0.2%	0.4%
Don't have time to deal with unnecessary drama	1	0.1%	0.2%
family is extremely religious (Christian)	1	0.1%	0.2%
Feeling embarrassed	1	0.1%	0.2%
Gradually modifying their concept	1	0.1%	0.2%
Having a gay son would devastated my family members, this needs to kept away to protect my family	1	0.1%	0.2%
I don't discuss personal things with my family.	1	0.1%	0.2%
I'm not sure whether its a phase and I don't want to have 'the talk' if I don't need to.	1	0.1%	0.2%
I've told my parents but they think it's just a phase	1	0.1%	0.2%
mother & father deceased	1	0.1%	0.2%
not a topic as I do not seek their approval and they do not seek mine	1	0.1%	0.2%
out already	1	0.1%	0.2%
religious reason	1	0.1%	0.2%
They just don't get it. Not Interested	1	0.1%	0.2%
they will be happier not knowing	1	0.1%	0.2%
Too much for them to handle at this point.	1	0.1%	0.2%
Was open when I was younger being bi I feel that unless I get into a relationship with a woman there is no point in mentioning it	1	0.1%	0.2%
Sub-total	32	2.7%	7.1%

Table 27 [Q3] [Only ask those who were currently employed, Base=446] If you are currently employed, please indicate to what extent you are open about your sexual orientation at work.

	Only with close friends at work		With colleagues in general		With your subordinates		With your boss/supervisor	
	Freq	% (Base= 433)	Freq	% (Base= 436)	Freq	% (Base= 402)	Freq	% (Base= 437)
Fully	155	35.8%	58	13.3%	62	15.4%	81	18.5%
Somewhat	100	23.1%	100	22.9%	56	13.9%	54	12.4%
Not	159	36.7%	265	60.8%	265	65.9%	289	66.1%
Don't know / hard to say	19	4.4%	13	3.0%	19	4.7%	13	3.0%
Total	433	100.0%	436	100.0%	402	100.0%	437	100.0%
Missing	13		10		44		9	

	With other external parties		With the Human Resources Department		With clients	
	Freq	% (Base= 418)	Freq	% (Base= 411)	Freq	% (Base= 413)
Fully	28	6.7%	66	16.1%	22	5.3%
Somewhat	80	19.1%	31	7.5%	61	14.8%
Not	282	67.5%	295	71.8%	306	74.1%
Don't know / hard to say	28	6.7%	19	4.6%	24	5.8%
Total	418	100.0%	411	100.0%	413	100.0%
Missing	28		35		33	

Table 28 [Q4] [Only ask those “not fully open” at work, Base=432] If you are not “fully” open at work about your sexual orientation, why is this so?

	Frequency	Percentage of responses (Base=1,909)	Percentage of sample (Base=430)
Concern about what other people will think	240	12.6%	55.8%
Because it is nobody’s business	238	12.5%	55.3%
Possibility of being stereotyped (e.g. as mentally ill, as HIV positive or promiscuous etc)	197	10.3%	45.8%
Possibly making people feel uncomfortable	176	9.2%	40.9%
Possibility of losing connections or relationships with co-workers	173	9.1%	40.2%
May not be considered for advancement or development opportunities	166	8.7%	38.6%
Lack of policies to protect LGBT workers in the workplace	157	8.2%	36.5%
Co-workers or management will think it is inappropriate to talk about sexual orientation in the workplace	137	7.2%	31.9%
May be excluded from meetings and discussions	109	5.7%	25.3%
Fear of getting fired	99	5.2%	23.0%
I or someone I know has been humiliated at work for being lesbian, gay or bisexual	79	4.1%	18.4%
Fear of family members learning about my sexual orientation from contacts at work	54	2.8%	12.6%
Fear for my personal safety	33	1.7%	7.7%
None of the above	15	0.8%	3.5%
Other (See below)	22	1.2%	5.1%
Don’t know / hard to say	14	0.7%	3.3%
Total	1,909	100.0%	
<i>Missing</i>	2		
Other responses that cannot be grouped			
Avoid troubles or gossips	3	0.2%	0.7%
Boss is a religious person	2	0.1%	0.5%
Can't find the right time to disclose	1	0.1%	0.2%
Client Relationships	1	0.1%	0.2%
Especially when it comes to being a teacher, the LGBT community is	1	0.1%	0.2%

discriminated against. I have heard stories about other schools where teachers who were suspected of being gay were accused of sexually molesting their students by colleagues who disapproved			
Fear of losing clients	1	0.1%	0.2%
Have a public role and don't want my sexuality to interfere with my interactions with government and regulators	1	0.1%	0.2%
I don't discuss personal matters with management.	1	0.1%	0.2%
I need to work at different primary or secondary schools, the schools cannot accept (especially those school with church background)	1	0.1%	0.2%
I would be if I was in a relationship	1	0.1%	0.2%
My workplace is full of Christians who constantly made homophobic comments over other incidents.	1	0.1%	0.2%
No courage	1	0.1%	0.2%
No one asked	1	0.1%	0.2%
No real need to make a big deal out of this. I'll tell if asked but won't volunteer the information.	1	0.1%	0.2%
No such need	1	0.1%	0.2%
Personal life talk is generally kept to a minimum in my job	1	0.1%	0.2%
SHY	1	0.1%	0.2%
The company has Christian background	1	0.1%	0.2%
The company has strong Christian background, management level strongly against this	1	0.1%	0.2%
Sub-total	22	1.2%	5.1%

Table 29 [Q5] [Only ask those who were currently employed, Base=446] If you are currently employed, how would you rate the overall attitude towards lesbian, gay, bisexual and/or transgender (LGBT) individuals in your working environment? Please provide a score on a scale of 0 to 10.

	Frequency	Percentage (Base=446)
0	23	5.2%
1	27	6.1%
2	27	6.1%
3	44	9.9%
4	36	8.1%
5	43	9.6%
6	37	8.3%
7	52	11.7%
8	38	8.5%
9	17	3.8%
10	37	8.3%
Don't know / hard to say	65	14.6%
Total	446	100.0%
Mean	5.2	
Median	5.0	
Standard error	0.15	
Base	381	

Table 30 [Q6] [Only ask those who were currently employed, Base=446] If you are currently employed, how often does the following happen at your workplace?

	1		2		3		4	
	Freq	% (Base=431)	Freq	% (Base=428)	Freq	% (Base=434)	Freq	% (Base=406)
Frequently	43	10.0%	44	10.3%	42	9.7%	17	4.2%
Sometimes	115	26.7%	111	25.9%	93	21.4%	43	10.6%
Occasionally	132	30.6%	93	21.7%	129	29.7%	54	13.3%
Never	91	21.1%	100	23.4%	119	27.4%	151	37.2%
Don't know / hard to say	50	11.6%	80	18.7%	51	11.8%	141	34.7%
Total	431	100.0%	428	100.0%	434	100.0%	406	100.0%
Missing	15		18		12		40	

1 People tell anti-LGBT jokes or make negative comments about LGBT people
2 There are rumours about your own or someone else's sexual orientation and/or gender identity
3 People at work mention an LGBT person close to them, such as a friend or family member, in a positive way
4 People console or show support for LGBT colleagues at work when they face negative treatment

	5		6		7	
	Freq	% (Base=427)	Freq	% (Base=423)	Freq	% (Base=422)
Frequently	15	3.5%	9	2.1%	2	0.5%
Sometimes	58	13.6%	20	4.7%	6	1.4%
Occasionally	80	18.7%	43	10.2%	19	4.5%
Never	180	42.2%	263	62.2%	366	86.7%
Don't know / hard to say	94	22.0%	88	20.8%	29	6.9%
Total	427	100.0%	423	100.0%	422	100.0%
Missing	19		23		24	

5 People speak up for LGBT colleagues at work
6 People openly bully, harass or discriminate against LGBT employees
7 People send homophobic / anti-LGBT messages via phone or email

Table 31 [Q7] Have you ever experienced any positive treatment at the workplace because of your sexual orientation?

	Frequency	Percentage (Base=548)
Yes (Go to question 8)	86	15.7%
No (Go to question 9)	244	44.5%
Don't know / hard to say (Go to question 9)	218	39.8%
Total	548	100.0%

Table 32 [Q8] [Only ask those answered "yes" in Q7, Base=86] Specifically, have you experienced any of the following positive treatment in the workplace because of your sexual orientation?

	Frequency	Percentage of responses (Base=253)	Percentage of sample (Base=86)
Built closer, more authentic relationships with colleagues because I am open about being lesbian, gay or bisexual	58	22.9%	67.4%
Encouraged and supported to be open about my sexual orientation at work	38	15.0%	44.2%
Higher efficiency at work because I do not need to hide the fact that I am lesbian, gay or bisexual	37	14.6%	43.0%
Supported by other LGBT colleagues at work generally	37	14.6%	43.0%
Given opportunities to run or participate in LGBT-related workplace initiatives	23	9.1%	26.7%
Asked to be a role model and share my experiences	20	7.9%	23.3%
Supported by colleagues when I have experienced negative treatment because I am lesbian, gay or bisexual	17	6.7%	19.8%
Offered a job because I am lesbian, gay or bisexual	10	4.0%	11.6%
Given additional training and development opportunities	5	2.0%	5.8%
None of the above	7	2.8%	8.1%
Other (See below)	1	0.4%	1.2%
Total	253	100.0%	

Other responses that cannot be grouped			
Was given a job despite boss knowing I was gay	1	0.4%	1.2%
Sub-total	1	0.4%	1.2%

Table 33 [Q9] Have you ever experienced any negative treatment at the workplace because of your sexual orientation?

	Frequency	Percentage (Base=548)
Yes (Go to question 10)	60	10.9%
No (Go to question 11)	301	54.9%
Don't know / hard to say (Go to question 11)	187	34.1%
Total	548	100.0%

Table 34 [Q10] [Only ask those answered "yes" in Q9, Base=60] Specifically, have you experienced any of the following negative treatment in the workplace because of your sexual orientation?

	Frequency	Percentage of responses (Base=196)	Percentage of sample (Base=60)
Treated with less respect	46	23.5%	76.7%
Verbal insult or mockery	36	18.4%	60.0%
Had things deliberately made difficult for you	25	12.8%	41.7%
Given less favourable training and development opportunities	18	9.2%	30.0%
Excluded from workplace and social activities	13	6.6%	21.7%
Denied a promotion that you were qualified for	13	6.6%	21.7%
Overlooked or mistreated in the assignment of work projects	9	4.6%	15.0%
Excluded from meetings and discussions	8	4.1%	13.3%
Denied a job offer	8	4.1%	13.3%
Fired or asked to leave a job	7	3.6%	11.7%
Sexual harassment	5	2.6%	8.3%
Bullying or physical violence	3	1.5%	5.0%
Other (See below)	5	2.6%	8.3%
Total	196	100.0%	

Other responses that cannot be grouped			
Hard to tell; but I know that our global head is not very happy with me being involved in LGBT activities and does not show any appreciation at all. She claimed she's supportive, but I know she talked badly about me getting involved.	1	0.5%	1.7%
Healthcare policy does not apply to my partner of 12yrs	1	0.5%	1.7%
Not sure if sexual orientation is the mere factor	1	0.5%	1.7%
Senior gave me pressure to disclose sexual orientation to management	1	0.5%	1.7%
Threatening to disclose to family members	1	0.5%	1.7%
Sub-total	5	2.6%	8.3%

Table 35 [Q11] [Only ask those who were currently employed, Base=446] How frequently have the following happened to you as a result of working in an environment that is not always accepting of LGBT people?

	1		2		3		4	
	Freq	% (Base=434)	Freq	% (Base=433)	Freq	% (Base=433)	Freq	% (Base=427)
Frequently	105	24.2%	50	11.5%	62	14.3%	42	9.8%
Sometimes	98	22.6%	95	21.9%	62	14.3%	81	19.0%
Occasionally	107	24.7%	93	21.5%	105	24.2%	95	22.2%
Never	99	22.8%	150	34.6%	173	40.0%	180	42.2%
Don't know / hard to say	25	5.8%	45	10.4%	31	7.2%	29	6.8%
Total	434	100.0%	433	100.0%	433	100.0%	427	100.0%
Missing	12		13		13		19	

1 I had to lie about my personal life
2 I find it difficult to build authentic relationships with colleagues
3 I felt exhausted / depressed / stressed having to pretend I am someone I am not
4 I wasted energy worrying about what will happen when people find out about my sexual orientation

Table 35 (cont')

	5		6		7		8	
	Freq	% (Base= 429)	Freq	% (Base= 425)	Freq	% (Base= 429)	Freq	% (Base= 425)
Frequently	47	11.0%	21	4.9%	28	6.5%	27	6.4%
Sometimes	63	14.7%	50	11.8%	54	12.6%	60	14.1%
Occasionally	92	21.4%	96	22.6%	82	19.1%	75	17.6%
Never	191	44.5%	226	53.2%	223	52.0%	229	53.9%
Don't know / hard to say	36	8.4%	32	7.5%	42	9.8%	34	8.0%
Total	429	100.0%	425	100.0%	429	100.0%	425	100.0%
Missing	17		21		17		21	
5 I could not express my views openly								
6 I felt unhappy at work								
7 I felt I was less of a team player								
8 I avoided certain people at work								

	9		10		11		12	
	Freq	% (Base= 426)	Freq	% (Base= 424)	Freq	% (Base= 420)	Freq	% (Base= 430)
Frequently	28	6.6%	28	6.6%	7	1.7%	8	1.9%
Sometimes	50	11.7%	62	14.6%	36	8.6%	38	8.8%
Occasionally	82	19.2%	67	15.8%	87	20.7%	78	18.1%
Never	235	55.2%	228	53.8%	261	62.1%	267	62.1%
Don't know / hard to say	31	7.3%	39	9.2%	29	6.9%	39	9.1%
Total	426	100.0%	424	100.0%	420	100.0%	430	100.0%
Missing	20		22		26		16	
9 I avoided a social event at work such as lunch, happy hour or a holiday party								
10 I avoided certain situations or workplace opportunities								
11 I felt distracted from work								
12 I have not been able to be fully committed to my work								

	13		14		15		16	
	Freq	% (Base= 418)	Freq	% (Base= 421)	Freq	% (Base= 429)	Freq	% (Base= 420)
Frequently	11	2.6%	17	4.0%	13	3.0%	17	4.0%
Sometimes	36	8.6%	35	8.3%	42	9.8%	21	5.0%
Occasionally	56	13.4%	50	11.9%	38	8.9%	51	12.1%
Never	275	65.8%	292	69.4%	298	69.5%	297	70.7%
Don't know / hard to say	40	9.6%	27	6.4%	38	8.9%	34	8.1%
Total	418	100.0%	421	100.0%	429	100.0%	420	100.0%
Missing	28		25		17		26	

13 I avoided working on a certain project, team or client
14 I have stayed home from work
15 I have not been able to be fully committed to my employer
16 I have left a job or considered leaving a job

Table 36 [Q11_17] How frequently have the following happened to you as a result of working in an environment that is not always accepting of LGBT people? - Others, please specify: _____

	Frequency	Percentage (Base=8)
My boss don't let me work on certain tasks (Frequently)	1	12.5%
Suspect I don't get more opportunities because of my sexual orientation/appearance (Frequently)	1	12.5%
The firm gives unequal benefits to straight or married colleagues (Frequently)	1	12.5%
There are not many people in my working environment, I'm at the top rank, other bosses work at other places (Frequently)	1	12.5%
I have felt frustrated that through lack of equal benefits I am discriminated against (Sometimes)	1	12.5%
I will avoid conversations and events that would be related to my sexual orientation (Sometimes)	1	12.5%
When other colleagues make jokes on LGBT, I pretend to laugh (Sometimes)	1	12.5%
Ignore religious comment from boss (Occasionally)	1	12.5%
Total	8	100.0%
Missing	438	

Table 37 [Q12] [Only ask those who were currently employed, Base=446] To what extent do you feel your employer has taken steps to create an environment that is accepting of LGBT people? Please provide a score on a scale of 0 to 10.

	Frequency	Percentage (Base=445)
0	155	34.8%
1	33	7.4%
2	33	7.4%
3	29	6.5%
4	20	4.5%
5	27	6.1%
6	15	3.4%
7	19	4.3%
8	16	3.6%
9	10	2.2%
10	19	4.3%
Don't know / hard to say	69	15.5%
Total	445	100.0%
Missing	1	
Mean	2.7	
Median	1.5	
Standard error	0.16	
Base	376	

Table 38 [Q13] Which of the following steps do you think are the most important to creating an environment that is accepting of LGBT employees? Please select top 3.

	Frequency	Percentage of responses (Base=1,538)	Percentage of sample (Base=542)
Extend employee benefits to same-sex partners of employees	365	23.7%	67.3%
Put in place an equal opportunity or non-discrimination policy that covers sexual orientation and gender identity	253	16.4%	46.7%
Provide diversity training and communication that address sexual orientation and gender identity	222	14.4%	41.0%
Use terms such as 'partner' or 'significant'	192	12.5%	35.4%

other' instead of 'spouse' in corporate policies and communications			
Setting up a committee for dealing with matters relating to equal opportunities, etc	121	7.9%	22.3%
Setting up an Employee Network for LGBT employees	104	6.8%	19.2%
Publicise in company website the steps taken by the company in relation to sexual orientation and gender identity	103	6.7%	19.0%
Assistance / support in visa application of same-sex partners	86	5.6%	15.9%
Designate Contact Officer / Grievance Officer to address any LGBT concerns	67	4.4%	12.4%
Other (See below)	4	0.3%	0.7%
Don't know / hard to say	21	1.4%	3.9%
Total	1,538	100.0%	
<i>Missing</i>	6		
Other responses that cannot be grouped			
Instigate a culture where the embrace of the LGBT cause is top-down and genuine, rather than an HR-initiated project or a must do since every other firm is doing it	1	0.1%	0.2%
It's not about policies, it's about the culture and values in people's heart. Having policies won't help.	1	0.1%	0.2%
No special treatment	1	0.1%	0.2%
Should hire LGBT people first	1	0.1%	0.2%
Sub-total	4	0.3%	0.7%

Table 39 [Q14] Please use this space to provide any additional comments on how workplaces in Hong Kong can be improved for LGBT employees:

	Frequency	Percentage (Base=548)
Additional comments	74	13.5%
No additional comments	474	86.5%
Total	548	100.0%

Table 40 [Q14] Please use this space to provide any additional comments on how workplaces in Hong Kong can be improved for LGBT employees: [Unedited submissions]

- Immigration law must apply to both hetro and same sex couples - currently no legal mechanism exists in Hong Kong.
(1) Anti-discriminatory laws, please, anywhere and everywhere.
(1) Regularly update Diversity and Inclusive policy through corporate communication channels, such as intranet, emails.
1.無需要特別強調對 LGBT 的照顧，因為這樣做亦是一種自我矮化，只要平等待遇就好
1) The law MUST protect LGBT employees against discrimination
actually 將僱員福利延伸至同志僱員的同性伴侶 and 在企業政策和傳訊文件之中，採用「伴侶」、「同居者」等詞彙，取代「配偶」are also important, but it is difficult for corporations to define 同性伴侶
All companies should provide a LGBT support network through their HR department however, whether you choose to disclose your sexual orientation should be your personal choice.
Both the HK government and employers are not doing enough to protect the LGBT rights.
by extending benefits to one\'s same-sex partner would be the company\'s gesture of an inclusive environment.
Chamber of commerce need to get behind the issue
Companies need to set acceptable standards of behaviour which reflect company values and inclusive behaviours, while recognizing personal bias and helping individuals deal with those issues. In a country like Hong Kong where specific anti-discrimination legislation on the grounds of sexual orientation does not exist, companies have a duty to introduce a higher standard than what is actually required by legislation and work through the chambers of commerce and its business connections with government to improve the attractiveness of Hong Kong as an international city with global standards for workplace inclusion. Companies that fail to do so will see a gradual decline in the diversity of their own talent pool and the willingness of individuals to work in Hong Kong.
Companies should solicit the HK Government for more protective laws for LGBT employees at companies as these employers have a vested interest in their employees wellbeing both at home and at work.
create policy to protect homo staff
educate the other employees that some of employees are gay, and to be more sensitive in daily conversation, basically a more liberal civil education that\'s all.
Employers overtly stating that they support LGBT workplaces even in the absence of local Hong Kong legislation on the issue.
Enact the anti-discrimination law
Encourage people to talk about their partner or experience as LGBT
ensure equally promotion opportunities
Flexible dress code for lesbian & gay.
Government policies protecting LGBT citizens rights across the entire workforce population should be in force. The fact that some employers can fire LGBT staff for their orientation is not only disgusting, it is discriminatory and disrespectful towards our basic human rights.
Have to make LGBT marriage legalised
HK is a power- and money-worshiping society. Where someone in power adopts an open attitude, people think it alright. I think it's most effective to start from the top, e.g. the board

discusses and sets out policies, encouraging those in the top to open

Hong Kong could use a professional network for the LGBT workforce.

i think the mass media and the society should encourage a more normal relationship of gay couples. more couples should come out naturally. and we should have a normal atmosphere and social environment and network to know people and develop our relationship.

I think what the employer can actually do to create a friendly working environment for gay employees is pretty limited. Although I don't think discrimination against LGBT group is particularly serious in HK, but from my experience in my office

I'm NOT working in Hong Kong, I work at my university in the US!

I've been working in HK for 1 year (in banking sector) and i have been very surprised to see there is a LGBT banking networking in HK with at least 10 banks.

If you are going to have surveys like this, and have an option for "other" ie straight, respondents, then surely you could make it a little easier for us to respond to the questions... and not assume that everyone who would like to take such a survey, or support the LGBT community, is LGBT. eg, if I am not employed, there's a checkbox, but if I am just not gay, no option. And I cannot move to the next question without choosing *something*, so I must choose "Prefer not to answer". Frustratingly narrow-minded.

It is important for the government to invest in public awareness and education about the stereotypes of LGBT individuals. Ignorance is most of the time the main factor of discrimination. The public should also stress other aspects of our lives

it's pretty hard to fight for gay rights under present working environment, especially in education field. To me, i guess it is not a matter to let my boss know if i m gay or not, it's a matter for him to value my ability of work. i guess i m luckier than some of my friends who work as regular teachers in school, they can't be out or even have to wear some outfit that they don't want to wear to work. it is nonsense. i guess it is really hard to change the thinking of conservative school principals or some other teachers.

LGBT networks within organizations, intra-employer groups and events, external demonstration of how LGBT employees can succeed and attracting new clients

Nothing is worse than the employer turning a blind eye on the LGBT employees, especially in the public sector. If the public sector is discriminatory towards its own staff, how can we expect them to deliver their services to the general public

Our company is generally open minded and diverse I believe. Sexual orientation has not effected professional or social interaction that I am aware of. Aside from ensuring non-discrimination policies are in place, for all human rights

People in Hong Kong are lack of information about LGBT. That's why some of them scare about us. We should provide more information for them.

People try to understand how LGBT suffer from own difficulties in the life. HKSAR government should establish any good law to protect LGBT people in the work place as well as in the social community.

Personally I do not find it necessary to create a pro bias towards LGBT staff, merely the recognition and acceptance is fine.

place a statement in hiring ads that shows that the company is an equal opportunity employer including towards sexual orientation.

Please just treat LGBT people as normal individuals, we don't need special rights or treatment.

Provide catalogs or other medium in the workplace to promote the openness to the LGBT group
public education, law protection

Q21 的動作只會更加被標籤, 要討厭的人可能會更加討厭, 毫無幫助, 為了不被投訴可能會更排斥同志們在公司內的社交生活

The Hong Kong government should recognize same sex relationships under dependent visa

applications

There is nothing a company can do about it ... You can change the regulation at work to protect the gays but you can not change the ppl around you especially the mentality of chinese .. unless gay marriage become legal... Or same sex partner can share the pension like the legal couples do. If the government leads the society treat us differently.. so will everyone.

There's nothing they can do. We just have to wait for the older generation to pass away, in the younger generation, the acceptance is much higher.

They should provide more training to make more employees aware of LGBT rights.

This is a dummy reply from an HKU POP staff.

Tip top stuff. I'll expect more now.

VERY DIFFICULT FOR THEM TO DO IT...

不要以基督教/宗教的理由而歧視同性戀。

不需特定專為同志僱員設有什麼服務,這反而是一種標籤。只要教育,宣揚理念才能改變公司,甚至社會

不應自我發放一些歧視同志僱員資訊或訊息,以身作則

太難了。因為連上司本身也不接納異性戀以外的性取向,同事亦如。實在沒想像空間去答這條問題。若他們說話好聽一點已經很好了。

可以開放 d 去講同性的問題

只要不歧視已是最大的改善

只要和其他人一樣就可以,不需特別優待,但不要用有色眼光對待

在福利政策上一視同仁,包括:伴侶可享的醫療保險等,同樣可引伸至不分性別的伴侶。可以參考國泰航空公司的家屬及親友特惠機票優惠,以人數來限定福利配額而不是關係。這樣可以避免法律上對伴侶的定義,但當然,正面交鋒,則可爭取公眾正視,而不是暗渡陳倉地處理。

如有被歧視而失業,應該可以告上法庭

希望可以多點人明白理解同性戀其實也是一個普通人

我希望我的伴侶都可以列入為公司福利在內

我希望香港的顧主可以對同志顧員一視同仁,為才是用,當他們 come out 了,不要再標籤他們

我並沒有在公司公開自己是同志,因為我覺得不關其他人的事。但卻有另一位同事公開自己是同志。看到公司老闆和其他同事都抱接納態度,很正面,而且從不歧視,亦不覺得同志員工有什麼問題。

我認為在社福介及教育介工作的同工,在性傾向的議題上最感壓力,然而,她們本身是 **Helping Professions**,我希望這類機構,能樹立榜樣為社會起帶頭作用,所以,在機構內制定政策/措施/守則,或者,有幫助的,我相信至少起能教育機構內無論上上下下的員工的作用。

我認為某些會供應雜誌比客人睇既店舖應該放 1-2 本有關同志既書本比客人睇,等多 D 人去了解同志並不是變態,同性戀者亦唔等於有病,我地應該比多 D 人知道,同性戀者同異性戀者既思想,生活方式,工作能力等等都沒有什麼分別,唯一分別只是伴侶的性別而已。

我覺得同性戀同現在一些年級大的員工沒有分別,只要會捉老鼠就是好貓,唯材是用。只要不用有色眼鏡去看,已經好足夠。講到底都只是人一個。

其實我現在在美國留學,還有在做兼職,可能美國的文化跟香港不一樣,所以的工作的環境比較開放!!!

性傾向及性別認同政策固然重要,但更重要的是員工及管理層有否按照政策行事,正視 **planning** 與 **implementation** 之間的距離

香港社會在現階段只是空談或避談有關同志平權問題。在整體的大氣候下都沒有或嘗試去幫助同志社群，只有小數同志社群或組織仍爭取有關同志的平權及反歧視等工作，可是多年來都無法有更進一步的進展/發展...最大原因，相信是政府沒有或沒打算帶頭去做這方面的工作，亦沒有打算在這方面落實任何政策。這當然與保守的政策和商家及大多數人的利益有關，無視小數同志社群的權益...。若政府不帶頭去推動、立法保障...等，大多數香港僱主都無意亦無心去重視同志的平權！漫漫長路.....

基本上中小企是沒有這方面的措施,我上一份工的老闆是基督徒,公司大部份同事都是基督徒. 現階段, 先不把同志群體看作是「問題」就已經有很大的進步了!

設置無分性別廁所及更衣室。(雖然對我沒有影響, 但對其他同志好有幫助)

就反對性傾向歧視制定政策, 不僅對僱員有所保障, 更是機構的一次宣傳。減少性傾向歧視, 可以改善彼此之間的瞭解, 促進僱員心理健康, 增進整體僱員的工作表現。

僱主如可主動提及有關性取向及性別認同的資訊, 表明有關接納之立場. 我想對於在公司內工作之員工, 會慢慢自然的採取寬容接受態度. 對同志來說, 亦會減輕了在職場中怕因自己性取向而影響工作之憂慮. 當然, 要僱主表明態度, 又是另一番教育. 但至於有沒有必要在公司全然地 **COME OUT**, 我又覺得沒這完全的必要. 畢竟, 我相信工作表現是主要因素, 並沒必要帶太多私生活或私人因素到公司內. 即使異性戀也是, 對吧?..

增加培訓, 可以多鼓勵員工向專為同志青少年服務的社福機構做義工

懂得尊重及接受, 對同志同事已經有很大的幫助

2b) Transgender Individuals

Table 41 [Q1] Please indicate to what extent you are open about the fact that you are transgender outside of work.

	With friends		With your parents		With other family members	
	Freq	% (Base=76)	Freq	% (Base=75)	Freq	% (Base=75)
Fully	25	32.9%	21	28.0%	17	22.7%
Somewhat	42	55.3%	22	29.3%	24	32.0%
Not	6	7.9%	29	38.7%	30	40.0%
Don't know / hard to say	3	3.9%	3	4.0%	4	5.3%
Total	76	100.0%	75	100.0%	75	100.0%
<i>Missing</i>	2		3		3	

Table 42 [Q2] [Only ask those who were “not fully open” with family, Base=68] If you are not “fully” open with your family about the fact that you are transgender, why is this so?

	Frequency	Percentage of responses (Base=181)	Percentage of sample (Base=67)
My family may not accept that I am transgender	47	26.0%	70.1%
My family may not understand	39	21.5%	58.2%
Fear of being rejected or abandoned by my family	26	14.4%	38.8%
My family may be concerned that I will face negative treatment because I am transgender	25	13.8%	37.3%
My family may be ashamed of the fact that I am transgender	24	13.3%	35.8%
Fear for my personal safety	5	2.8%	7.5%
None of the above	2	1.1%	3.0%
Other (See below)	4	2.2%	6.0%
Don't know / hard to say	9	5.0%	13.4%
Total	181	100.0%	
<i>Missing</i>	1		
Other responses that cannot be grouped			
Don't think there's a need to be open with them	3	1.7%	4.5%
Family members did not ask nor intervene, so I did not take the initiative to explain	1	0.6%	1.5%
Sub-total	4	2.2%	6.0%

Table 43 [Q3] [Only ask those who were currently employed, Base=56] If you are currently employed, please indicate to what extent you are open at work about the fact that you are transgender.

	Only with close friends at work		With colleagues in general		With your subordinates		With your boss / supervisor	
	Freq	% (Base = 53)	Freq	% (Base = 54)	Freq	% (Base = 49)	Freq	% (Base = 54)
Fully	18	34.0%	10	18.5%	10	20.4%	11	20.4%
Somewhat	15	28.3%	14	25.9%	8	16.3%	8	14.8%
Not	18	34.0%	28	51.9%	27	55.1%	32	59.3%
Don't know / hard to say	2	3.8%	2	3.7%	4	8.2%	3	5.6%
Total	53	100.0%	54	100.0%	49	100.0%	54	100.0%
Missing	3		2		7		2	

	With the Human Resources Department		With other external parties		With clients	
	Freq	% (Base=50)	Freq	% (Base=50)	Freq	% (Base=49)
Fully	9	18.0%	4	8.0%	3	6.1%
Somewhat	6	12.0%	9	18.0%	6	12.2%
Not	31	62.0%	33	66.0%	38	77.6%
Don't know / hard to say	4	8.0%	4	8.0%	2	4.1%
Total	50	100.0%	50	100.0%	49	100.0%
Missing	6		6		7	

Table 44 [Q4] [Only ask those who were currently employed and “not fully open” at work, Base=55] If you have answered "not fully open" at work about the fact that you are transgender in question 3 above, why is this so?

	Frequency	Percentage of responses (Base=272)	Percentage of sample (Base=55)
Concern about what other people will think	30	11.0%	54.5%
Possibility of losing connections or relationships with co-workers	30	11.0%	54.5%
Possibility of being stereotyped (e.g. as mentally ill, as HIV positive or promiscuous etc)	27	9.9%	49.1%
Because it is nobody's business	27	9.9%	49.1%
Possibly making people feel uncomfortable	26	9.6%	47.3%
May not be considered for advancement or development opportunities	23	8.5%	41.8%
Fear of getting fired	21	7.7%	38.2%
Lack of policies to protect LGBT workers in the workplace	20	7.4%	36.4%
Co-workers or management will think it is inappropriate to talk about gender identity in the workplace	18	6.6%	32.7%
May be excluded from meetings and discussions	18	6.6%	32.7%
I or someone I know has been humiliated at work for being transgender	14	5.1%	25.5%
Fear of family members learning about the fact that I am transgender from contacts at work	9	3.3%	16.4%
Fear for my personal safety	4	1.5%	7.3%
Other (See below)	4	1.5%	7.3%
Don't know / hard to say	1	0.4%	1.8%
Total	272	100.0%	
Other responses that cannot be grouped			
I don't really care in any senses.	1	0.4%	1.8%
Not yet have the chance to disclose	1	0.4%	1.8%

The job position is rather sensitive, going open at work will have negative effect to both myself and to the company	1	0.4%	1.8%
Will tell honestly when asked, the level of openness depends how much people ask	1	0.4%	1.8%
Sub-total	4	1.5%	7.3%

Table 45 [Q5] If you are currently employed, how would you rate the overall attitude towards lesbian, gay, bisexual and/or transgender (LGBT) individuals in your working environment? Please provide a score on a scale of 0 to 10.

	Frequency	Percentage (Base=56)
0	6	10.7%
1	2	3.6%
2	2	3.6%
3	4	7.1%
4	7	12.5%
5	8	14.3%
7	6	10.7%
8	8	14.3%
10	5	8.9%
Don't know / hard to say	8	14.3%
Total	56	100.0%
Mean	5.0	
Median	5.0	
Standard error	0.44	
Base	48	

Table 46 [Q6] If you are currently employed, how often does the following happen at your workplace?

	1		2		3		4	
	Freq	% (Base=53)	Freq	% (Base=55)	Freq	% (Base=54)	Freq	% (Base=53)
Frequently	8	15.1%	4	7.3%	7	13.0%	3	5.7%
Sometimes	12	22.6%	12	21.8%	11	20.4%	7	13.2%
Occasionally	12	22.6%	17	30.9%	13	24.1%	7	13.2%
Never	10	18.9%	11	20.0%	11	20.4%	18	34.0%
Don't know / hard to say	11	20.8%	11	20.0%	12	22.2%	18	34.0%
Total	53	100.0%	55	100.0%	54	100.0%	53	100.0%
Missing	3		1		2		3	

1 People tell anti-LGBT jokes or make negative comments about LGBT people
2 People at work mention an LGBT person close to them, such as a friend or family member, in a positive way
3 There are rumours about your own or someone else's sexual orientation and/or gender identity
4 People console or show support for LGBT colleagues at work when they face negative treatment

	5		6		7	
	Freq	% (Base=52)	Freq	% (Base=53)	Freq	% (Base=53)
Frequently	1	1.9%	1	1.9%	0	0%
Sometimes	6	11.5%	5	9.4%	1	1.9%
Occasionally	11	21.2%	6	11.3%	3	5.7%
Never	24	46.2%	27	50.9%	43	81.1%
Don't know / hard to say	10	19.2%	14	26.4%	6	11.3%
Total	52	100.0%	53	100.0%	53	100.0%
Missing	4		3		3	

5 People speak up for LGBT colleagues at work
6 People openly bully, harass or discriminate against LGBT employees
7 People send homophobic/ anti-LGBT messages via phone or email

Table 47 [Q7] Have you ever experienced any positive treatment at the workplace because of your gender identity?

	Frequency	Percentage (Base=78)
Yes (Go to question 8)	18	23.1%
No (Go to question 9)	32	41.0%
Don't know / hard to say (Go to question 9)	28	35.9%
Total	78	100.0%

Table 48 [Q8] [Only ask those answered "yes" in Q7, Base=18] Specifically, have you experienced any of the following positive treatment in the workplace because of your gender identity?

	Frequency	Percentage of responses (Base=32)	Percentage of sample (Base=15)
Supported by other LGBT colleagues at work generally	10	31.3%	66.7%
Higher efficiency at work because I do not need to hide the fact that I am transgender	8	25.0%	53.3%
Encouraged and supported to be open about my gender identity at work	5	15.6%	33.3%
Built closer, more authentic relationships with colleagues because I am open about being transgender	4	12.5%	26.7%
Supported by colleagues when I have experienced negative treatment because I am transgender	3	9.4%	20.0%
None of the above	2	6.3%	13.3%
Total	32	100.0%	
Missing	3		

Table 49 [Q9] Have you ever experienced any negative treatment at the workplace because of your gender identity?

	Frequency	Percentage (Base=78)
Yes (Go to question 10)	22	28.2%
No (Go to question 11)	32	41.0%
Don't know / hard to say (Go to question 11)	24	30.8%
Total	78	100.0%

Table 50 [Q10] [Only ask those answered "yes" in Q9, Base=22] Specifically, have you experienced any of the following negative treatment in the workplace because of your gender identity?

	Frequency	Percentage of responses (Base=79)	Percentage of sample (Base=22)
Treated with less respect	17	21.5%	77.3%
Verbal insult or mockery	12	15.2%	54.5%
Had things deliberately made difficult for you	8	10.1%	36.4%
Overlooked or mistreated in the assignment of work projects	7	8.9%	31.8%
Denied a promotion that you were qualified for	7	8.9%	31.8%
Given less favourable training and development opportunities	5	6.3%	22.7%
Fired or asked to leave a job	5	6.3%	22.7%
Excluded from workplace and social activities	4	5.1%	18.2%
Sexual harassment	4	5.1%	18.2%
Excluded from meetings and discussions	3	3.8%	13.6%
Denied a job offer	3	3.8%	13.6%
Bullying or physical violence	1	1.3%	4.5%
None of the above	1	1.3%	4.5%
Other (See below)	2	2.5%	9.1%
Total	79	100.0%	
Other responses that cannot be grouped			
Colleagues gossiped about my gender identity	1	1.3%	4.5%
Ex-colleagues made jokes about my gender identity	1	1.3%	4.5%
Sub-total	2	2.5%	9.1%

Table 51 [Q11] How frequently have the following happened to you as a result of working in an environment that is not always accepting of transgender people?

	1		2		3		4	
	Freq	% (Base= 54)	Freq	% (Base= 54)	Freq	% (Base= 52)	Freq	% (Base= 53)
Frequently	13	24.1%	5	9.3%	3	5.8%	5	9.4%
Sometimes	14	25.9%	14	25.9%	11	21.2%	8	15.1%
Occasionally	9	16.7%	11	20.4%	12	23.1%	13	24.5%
Never	11	20.4%	18	33.3%	21	40.4%	18	34.0%
Don't know / hard to say	7	13.0%	6	11.1%	5	9.6%	9	17.0%
Total	54	100.0%	54	100.0%	52	100.0%	53	100.0%
Missing	2		2		4		3	
1 I had to lie about my personal life								
2 I felt exhausted / depressed / stressed having to pretend I am someone I am not								
3 I felt unhappy at work								
4 I wasted energy worrying when people find out about the fact that I am transgender								

	5		6		7		8	
	Freq	% (Base= 54)	Freq	% (Base= 54)	Freq	% (Base= 52)	Freq	% (Base= 52)
Frequently	8	14.8%	6	11.1%	5	9.6%	2	3.8%
Sometimes	10	18.5%	9	16.7%	8	15.4%	6	11.5%
Occasionally	7	13.0%	9	16.7%	10	19.2%	13	25.0%
Never	18	33.3%	23	42.6%	21	40.4%	25	48.1%
Don't know / hard to say	11	20.4%	7	13.0%	8	15.4%	6	11.5%
Total	54	100.0%	54	100.0%	52	100.0%	52	100.0%
Missing	2		2		4		4	
5 I find it difficult to build authentic relationships with colleagues								
6 I could not express my views openly								
7 I avoided certain situations or workplace opportunities								
8 I felt distracted from work								

	9		10		11		12	
	Freq	% (Base= 52)	Freq	% (Base= 54)	Freq	% (Base= 52)	Freq	% (Base= 53)
Frequently	5	9.6%	3	5.6%	4	7.7%	5	9.4%
Sometimes	9	17.3%	10	18.5%	6	11.5%	3	5.7%
Occasionally	6	11.5%	7	13.0%	9	17.3%	10	18.9%
Never	22	42.3%	25	46.3%	27	51.9%	28	52.8%
Don't know / hard to say	10	19.2%	9	16.7%	6	11.5%	7	13.2%
Total	52	100.0%	54	100.0%	52	100.0%	53	100.0%
Missing	4		2		4		3	

9 I avoided certain people at work
10 I felt I was less of a team player
11 I have stayed home from work
12 I have not been able to be fully committed to my work

	13		14		15		16	
	Freq	% (Base= 51)	Freq	% (Base= 51)	Freq	% (Base= 51)	Freq	% (Base= 53)
Frequently	4	7.8%	3	5.9%	2	3.9%	5	9.4%
Sometimes	2	3.9%	3	5.9%	5	9.8%	5	9.4%
Occasionally	10	19.6%	9	17.6%	8	15.7%	5	9.4%
Never	27	52.9%	28	54.9%	26	51.0%	31	58.5%
Don't know / hard to say	8	15.7%	8	15.7%	10	19.6%	7	13.2%
Total	51	100.0%	51	100.0%	51	100.0%	53	100.0%
Missing	5		5		5		3	

13 I avoided a social event at work such as lunch, happy hour or a holiday party
14 I have left a job or considered leaving a job
15 I avoided working on a certain project, team or client
16 I have not been able to be fully committed to my employer

Table 52 [Q11_17] How frequently have the following happened to you as a result of working in an environment that is not always accepting of LGBT people?-Others, please specify: _____

	Frequency	Percentage (Base=1)
Don't ask don't tell (Sometimes)	1	100.0%
Total	1	100.0%

Table 53 [Q12] To what extent do you feel your employer has taken steps to create an environment that is accepting of LGBT people? Please provide a score on a scale of 0 to 10.

	Frequency	Percentage (Base=56)
0	18	32.1%
1	2	3.6%
2	8	14.3%
3	2	3.6%
4	3	5.4%
5	5	8.9%
6	2	3.6%
8	1	1.8%
9	1	1.8%
Don't know / hard to say	14	25.0%
Total	56	100.0%
Mean	2.1	
Median	2.0	
Standard error	0.38	
Base	42	

Table 54 [Q13] Which of the following steps do you think are the most important to creating an environment that is accepting of LGBT employees? Please select top 3.

	Frequency	Percentage of responses (Base=205)	Percentage of sample (Base=75)
Provide diversity training and communication that address sexual orientation and gender identity	38	18.5%	50.7%
Extend employee benefits to same-sex partners of employees	36	17.6%	48.0%
Put in place an equal opportunity or non-discrimination policy that covers sexual orientation and gender identity	28	13.7%	37.3%
Use terms such as 'partner' or 'significant other' instead of 'spouse' in corporate policies and communications	25	12.2%	33.3%
Designate Contact Officer / Grievance Officer to address any LGBT concerns	16	7.8%	21.3%
Assistance / support in visa application of same-sex partners	16	7.8%	21.3%
Setting up a committee for dealing with matters relating to equal opportunities, etc	14	6.8%	18.7%
Publicise in company website the steps taken by the company in relation to sexual orientation and gender identity	13	6.3%	17.3%
Setting up an Employee Network for LGBT employees	10	4.9%	13.3%
Other (See below)	5	2.4%	6.7%
Don't know / hard to say	4	2.0%	5.3%
Total	205	100.0%	
<i>Missing</i>	3		
Other responses that cannot be grouped			
Be open	1	0.5%	1.3%
Individual washroom	1	0.5%	1.3%
List more gender categories on application form	1	0.5%	1.3%
Need real equal opportunities employers	1	0.5%	1.3%
No need to do anything, just to make sure equal opportunities for people with different sexual orientation and gender identity	1	0.5%	1.3%
Sub-total	5	2.4%	6.7%

Table 55 [Q14] Please use this space to provide any additional comments on how workplaces in Hong Kong can be improved for LGBT employees:

	Frequency	Percentage (Base=78)
Additional comments	16	20.5%
No additional comments	62	79.5%
Total	78	100.0%

Table 56 [Q14] Please use this space to provide any additional comments on how workplaces in Hong Kong can be improved for LGBT employees: [Unedited submissions]

Opinion from xxxxx@yahoo.com
To launch more networks for LGBT community. To educate both LGBT or non-LGBT people to understand the different possibilities and perspectives in defining gender. Training of gender-neutrality language for all kinds of employees as well as employers.
公司應該要從不問不說的氣氛中擺脫出來,所以我想應該要從公司本身表明支持同志的立場和教育同事間著手-事實上不問不說的氣氛不只在公司裏,本身就在香港人身上了.....囧可望多些公民教育 同性戀 同性愛 是少數民族 醫學界好像已在數年前 已証實是基因問題
好難講, 要整個社會都有性/別及性向平等的意識和風氣才成事.
作出公平和合適的對待
作為同志(跨性別)的我,明白僱主未必能一時間理解跨性別朋友的處境&需要.就我的個案來說,雙方用了 3-4 個月時間去互相溝通,才能創造出今日一個對雙方都能接受的舒適工作環境.所以我覺得,僱主應多與同志員工溝通,多些了解同志員工的訴求,並制定出適合的政策.令不同性傾向的員工都有平等的工作環境.
希望不要以性取向去衡量個人工作能力,道德和操守,公平和公正.
我覺得香港對於同性戀字眼還是十分敏感,某一程度覺得香港好似韓國一樣未開放,唔敢談論 BL.HOMO 之類的。
制訂涵蓋性傾向及性別認同範疇的平等機會或反歧視政策
香港公司老闆應該支持香港政府制定反歧視的法律
能夠當一般人看待.....只看他/她的工作能力....而不是性向....因為性向與工作無關
除了男女廁, 應提供私人洗手間
開放讓性別認同障礙人士生存
禁止工作間的性傾向歧視, 包括言語攻擊, 保障同志僱員不會因其性取向而被解僱及影響昇遷. 惟最根本需以教育入手, 從小教育市民世上不只有異性戀. 培育多元共融及有素質的市民才是治本之法. 當然, 現時立法也可治標.
對性小眾來說, 一些專?性質的工作, 如教師、社工等, 發展都很局限, 有些(大部份)這些機構有濃厚基督天主教的氣氛, 抹殺性小眾工作發展空間。

2c) Aggregated figures of Lesbian, Gay, Bisexual and Transgender Individuals

Table 57 [Q1] Please indicate to what extent you are open about your sexual orientation / the fact that you are transgender outside of work.

	With friends		With your parents		With other family members	
	Freq	% (Base=617)	Freq	% (Base=612)	Freq	% (Base=610)
Fully	204	33.1%	169	27.6%	143	23.4%
Somewhat	315	51.1%	119	19.4%	146	23.9%
Not	72	11.7%	272	44.4%	286	46.9%
Don't know / hard to say	26	4.2%	52	8.5%	35	5.7%
Total	617	100.0%	612	100.0%	610	100.0%
<i>Missing</i>	9		14		16	

Table 58 [Q2] [Only ask those who were “not fully open” with family, Base=522] If you are not “fully” open with your family about your sexual orientation / the fact that you are transgender, why is this so?

	Frequency	Percentage of responses (Base=1,359)	Percentage of sample (Base=519)
My family may not understand	345	25.4%	66.5%
My family may not accept that I am lesbian, gay or bisexual / transgender	328	24.1%	63.2%
My family may be ashamed of the fact that I am lesbian, gay or bisexual / transgender	199	14.6%	38.3%
My family may be concerned that I will face negative treatment because I am lesbian, gay or bisexual / transgender	176	13.0%	33.9%
Fear of being rejected or abandoned by my family	161	11.8%	31.0%
Fear for my personal safety	35	2.6%	6.7%
None of the above	17	1.3%	3.3%
Other (See below)	36	2.6%	6.9%
Don't know / hard to say	62	4.6%	11.9%
Total	1,359	100.0%	
<i>Missing</i>	3		
Other responses that cannot be grouped			
No such need	5	0.4%	1.0%
Don't think there's a need to be open with them	3	0.2%	0.6%
Just to avoid troubles	3	0.2%	0.6%

Fear it will upset them	2	0.1%	0.4%
Know they will be upset	2	0.1%	0.4%
No chance	2	0.1%	0.4%
No such need, no chance	2	0.1%	0.4%
Don't have time to deal with unnecessary drama	1	0.1%	0.2%
family is extremely religious (Christian)	1	0.1%	0.2%
Family members did not ask nor intervene, so I did not take the initiative to explain	1	0.1%	0.2%
Feeling embarrassed	1	0.1%	0.2%
Gradually modifying their concept	1	0.1%	0.2%
Having a gay son would devastate my family members, this needs to be kept away to protect my family	1	0.1%	0.2%
I don't discuss personal things with my family.	1	0.1%	0.2%
I'm not sure whether it's a phase and I don't want to have 'the talk' if I don't need to.	1	0.1%	0.2%
I've told my parents but they think it's just a phase	1	0.1%	0.2%
mother & father deceased	1	0.1%	0.2%
not a topic as I do not seek their approval and they do not seek mine out already	1	0.1%	0.2%
religious reason	1	0.1%	0.2%
They just don't get it. Not Interested	1	0.1%	0.2%
they will be happier not knowing	1	0.1%	0.2%
Too much for them to handle at this point.	1	0.1%	0.2%
Was open when I was younger being bi I feel that unless I get into a relationship with a woman there is no point in mentioning it	1	0.1%	0.2%
Sub-total	36	2.6%	6.9%

Table 59 [Q3] [Only ask those who were currently employed, Base=502] If you are currently employed, please indicate to what extent you are open at work about your sexual orientation / the fact that you are transgender.

	Only with close friends at work		With colleagues in general		With your subordinates		With your boss / supervisor	
	Freq	% (Base = 486)	Freq	% (Base = 490)	Freq	% (Base = 451)	Freq	% (Base = 491)
Fully	173	35.6%	68	13.9%	72	16.0%	92	18.7%
Somewhat	115	23.7%	114	23.3%	64	14.2%	62	12.6%
Not	177	36.4%	293	59.8%	292	64.7%	321	65.4%
Don't know / hard to say	21	4.3%	15	3.1%	23	5.1%	16	3.3%
Total	486	100.0%	490	100.0%	451	100.0%	491	100.0%
Missing	16		12		51		11	

	With other external parties		With the Human Resources Department		With clients	
	Freq	% (Base=468)	Freq	% (Base=461)	Freq	% (Base=462)
Fully	32	6.8%	75	16.3%	25	5.4%
Somewhat	89	19.0%	37	8.0%	67	14.5%
Not	315	67.3%	326	70.7%	344	74.5%
Don't know / hard to say	32	6.8%	23	5.0%	26	5.6%
Total	468	100.0%	461	100.0%	462	100.0%
Missing	34		41		40	

Table 60 [Q4] [Only ask those who were currently employed and “not fully open” at work, Base=487] If you have answered "not fully open" at work about your sexual orientation / the fact that you are transgender in question 3 above, why is this so?

	Frequency	Percentage of responses (Base=2,181)	Percentage of sample (Base=485)
Concern about what other people will think	270	12.4%	55.7%
Because it is nobody's business	265	12.2%	54.6%
Possibility of being stereotyped (e.g. as mentally ill, as HIV positive or promiscuous etc)	224	10.3%	46.2%
Possibility of losing connections or relationships with co-workers	203	9.3%	41.9%
Possibly making people feel uncomfortable	202	9.3%	41.6%
May not be considered for advancement or development opportunities	189	8.7%	39.0%
Lack of policies to protect LGBT workers in the workplace	177	8.1%	36.5%
Co-workers or management will think it is inappropriate to talk about gender identity in the workplace	155	7.1%	32.0%
May be excluded from meetings and discussions	127	5.8%	26.2%
Fear of getting fired	120	5.5%	24.7%
I or someone I know has been humiliated at work for being lesbian, gay or bisexual / transgender	93	4.3%	19.2%
Fear of family members learning about my sexual orientation / the fact that I am transgender from contacts at work	63	2.9%	13.0%
Fear for my personal safety	37	1.7%	7.6%
None of the above	15	0.7%	3.1%
Other (See below)	26	1.2%	5.4%
Don't know / hard to say	15	0.7%	3.1%
Total	2,181	100.0%	
<i>Missing</i>	2		
Other responses that cannot be grouped			
Avoid troubles or gossips	3	0.1%	0.6%
Boss is a religious person	2	0.1%	0.4%
Can't find the right time to disclose	1	0.0%	0.2%
Client Relationships	1	0.0%	0.2%
Especially when it comes to being a teacher, the LGBT community is discriminated against. I have heard stories about other schools where	1	0.0%	0.2%

teachers who were suspected of being gay were accused of sexually molesting their students by colleagues who disapproved			
Fear of losing clients	1	0.0%	0.2%
Have a public role and don't want my sexuality to interfere with my interactions with government and regulators	1	0.0%	0.2%
I don't discuss personal matters with management.	1	0.0%	0.2%
I don't really care in any senses.	1	0.0%	0.2%
I need to work at different primary or secondary schools, the schools cannot accept (especially those school with church background)	1	0.0%	0.2%
I would be if I was in a relationship	1	0.0%	0.2%
My workplace is full of Christians who constantly made homophobic comments over other incidents.	1	0.0%	0.2%
No courage	1	0.0%	0.2%
No one asked	1	0.0%	0.2%
No real need to make a big deal out of this. I'll tell if asked but won't volunteer the information.	1	0.0%	0.2%
No such need	1	0.0%	0.2%
Not yet have to chance to disclose	1	0.0%	0.2%
Personal life talk is generally kept to a minimum in my job	1	0.0%	0.2%
SHY	1	0.0%	0.2%
The company has Christian background	1	0.0%	0.2%
The company has strong Christian background, management level strongly against this	1	0.0%	0.2%
The job position is rather sensitive, going open at work will have negative effect to both myself and to the company	1	0.0%	0.2%
Will tell honestly when asked, the level of openness depends how much people ask	1	0.0%	0.2%
Sub-total	26	1.2%	5.4%

Table 61 [Q5] [Only ask those who were currently employed, Base=502] If you are currently employed, how would you rate the overall attitude towards lesbian, gay, bisexual and/or transgender (LGBT) individuals in your working environment? Please provide a score on a scale of 0 to 10.

	Frequency	Percentage (Base=502)
0	29	5.8%
1	29	5.8%
2	29	5.8%
3	48	9.6%
4	43	8.6%
5	51	10.2%
6	37	7.4%
7	58	11.6%
8	46	9.2%
9	17	3.4%
10	42	8.4%
Don't know / hard to say	73	14.5%
Total	502	100.0%
Mean	5.2	
Median	5.0	
Standard error	0.14	
Base	429	

Table 62 [Q6] [Only ask those who were currently employed, Base=502] If you are currently employed, how often does the following happen at your workplace?

	1		2		3		4	
	Freq	% (Base= 482)	Freq	% (Base= 484)	Freq	% (Base= 489)	Freq	% (Base= 479)
Frequently	51	10.6%	51	10.5%	46	9.4%	16	3.3%
Sometimes	122	25.3%	127	26.2%	105	21.5%	64	13.4%
Occasionally	106	22.0%	144	29.8%	146	29.9%	91	19.0%
Never	111	23.0%	101	20.9%	130	26.6%	204	42.6%
Don't know / hard to say	92	19.1%	61	12.6%	62	12.7%	104	21.7%
Total	482	100.0%	484	100.0%	489	100.0%	479	100.0%
Missing	20		18		13		23	

1 There are rumours about your own or someone else's sexual orientation and/or gender identity
2 People tell anti-LGBT jokes or make negative comments about LGBT people
3 People at work mention an LGBT person close to them, such as a friend or family member, in a positive way
4 People speak up for LGBT colleagues at work

	5		6		7	
	Freq	% (Base=459)	Freq	% (Base=476)	Freq	% (Base=475)
Frequently	20	4.4%	10	2.1%	2	0.4%
Sometimes	50	10.9%	25	5.3%	7	1.5%
Occasionally	61	13.3%	49	10.3%	22	4.6%
Never	169	36.8%	290	60.9%	409	86.1%
Don't know / hard to say	159	34.6%	102	21.4%	35	7.4%
Total	459	100.0%	476	100.0%	475	100.0%
Missing	43		26		27	

5 People console or show support for LGBT colleagues at work when they face negative treatment
6 People openly bully, harass or discriminate against LGBT employees
7 People send homophobic / anti-LGBT messages via phone or email

Table 63 [Q7] Have you ever experienced any positive treatment at the workplace because of your sexual orientation / gender identity?

	Frequency	Percentage (Base=626)
Yes (Go to question 8)	104	16.6%
No (Go to question 9)	276	44.1%
Don't know / hard to say (Go to question 9)	246	39.3%
Total	626	100.0%

Table 64 [Q8] [Only ask those answered "yes" in Q7, Base=104] Specifically, have you experienced any of the following positive treatment in the workplace because of your sexual orientation / gender identity?

	Frequency	Percentage of responses (Base=285)	Percentage of sample (Base=101)
Built closer, more authentic relationships with colleagues because I am open about being lesbian, gay or bisexual / transgender	62	21.8%	61.4%
Supported by other LGBT colleagues at work generally	47	16.5%	46.5%
Higher efficiency at work because I do not need to hide the fact that I am lesbian, gay or bisexual / transgender	45	15.8%	44.6%
Encouraged and supported to be open about my sexual orientation / gender identity at work	43	15.1%	42.6%
Given opportunities to run or participate in LGBT-related workplace initiatives	23	8.1%	22.8%
Supported by colleagues when I have experienced negative treatment because I am lesbian, gay or bisexual / transgender	20	7.0%	19.8%
Asked to be a role model and share my experiences	20	7.0%	19.8%
Offered a job because I am lesbian, gay or bisexual / transgender	10	3.5%	9.9%
Given additional training and development opportunities	5	1.8%	5.0%
None of the above	9	3.2%	8.9%
Other (See below)	1	0.4%	1.0%
Total	285	100.0%	
Missing	3		
Other responses that cannot be grouped			
Was given a job despite boss knowing I was gay	1	0.4%	1.0%
Sub-total	1	0.4%	1.0%

Table 65 [Q9] Have you ever experienced any negative treatment at the workplace because of your sexual orientation / gender identity?

	Frequency	Percentage (Base=626)
Yes (Go to question 10)	82	13.1%
No (Go to question 11)	333	53.2%
Don't know / hard to say (Go to question 11)	211	33.7%
Total	626	100.0%

Table 66 [Q10] [Only ask those answered "yes" in Q9, Base=82] Specifically, have you experienced any of the following negative treatment in the workplace because of your sexual orientation / gender identity?

	Frequency	Percentage of responses (Base=275)	Percentage of sample (Base=82)
Treated with less respect	63	22.9%	76.8%
Verbal insult or mockery	48	17.5%	58.5%
Had things deliberately made difficult for you	33	12.0%	40.2%
Given less favourable training and development opportunities	23	8.4%	28.0%
Denied a promotion that you were qualified for	20	7.3%	24.4%
Excluded from workplace and social activities	17	6.2%	20.7%
Overlooked or mistreated in the assignment of work projects	16	5.8%	19.5%
Fired or asked to leave a job	12	4.4%	14.6%
Excluded from meetings and discussions	11	4.0%	13.4%
Denied a job offer	11	4.0%	13.4%
Sexual harassment	9	3.3%	11.0%
Bullying or physical violence	4	1.5%	4.9%
None of the above	1	0.4%	1.2%
Other (See below)	7	2.5%	8.5%
Total	275	100.0%	
Other responses that cannot be grouped			
Colleagues gossiped about my gender identity	1	0.4%	1.2%
Ex-colleagues made jokes about my gender identity	1	0.4%	1.2%
Hard to tell; but I know that our global head is not very happy with me	1	0.4%	1.2%

being involved in LGBT activities and does not show any appreciation at all. She claimed she's supportive, but I know she talked badly about me getting involved.			
Healthcare policy does not apply to my partner of 12yrs	1	0.4%	1.2%
Not sure if sexual orientation is the mere factor	1	0.4%	1.2%
Senior gave me pressure to disclose sexual orientation to management	1	0.4%	1.2%
Threatening to disclose to family members	1	0.4%	1.2%
Sub-total	7	2.5%	8.5%

Table 67 [Q11] [Only ask those who were currently employed, Base=502] How frequently have the following happened to you as a result of working in an environment that is not always accepting of LGBT people?

	1		2		3		4	
	Freq	% (Base= 488)	Freq	% (Base= 487)	Freq	% (Base= 487)	Freq	% (Base= 480)
Frequently	118	24.2%	58	11.9%	67	13.8%	47	9.8%
Sometimes	112	23.0%	105	21.6%	76	15.6%	89	18.5%
Occasionally	116	23.8%	100	20.5%	116	23.8%	108	22.5%
Never	110	22.5%	168	34.5%	191	39.2%	198	41.3%
Don't know / hard to say	32	6.6%	56	11.5%	37	7.6%	38	7.9%
Total	488	100.0%	487	100.0%	487	100.0%	480	100.0%
Missing	14		15		15		22	

1 I had to lie about my personal life

2 I find it difficult to build authentic relationships with colleagues

3 I felt exhausted / depressed / stressed having to pretend I am someone I am not

4 I wasted energy worrying about what will happen when people find out about the fact that I am LGBT

Table 67 (cont')

	5		6		7		8	
	Freq	% (Base= 483)	Freq	% (Base= 477)	Freq	% (Base= 483)	Freq	% (Base= 477)
Frequently	53	11.0%	24	5.0%	31	6.4%	32	6.7%
Sometimes	72	14.9%	61	12.8%	64	13.3%	69	14.5%
Occasionally	101	20.9%	108	22.6%	89	18.4%	81	17.0%
Never	214	44.3%	247	51.8%	248	51.3%	251	52.6%
Don't know / hard to say	43	8.9%	37	7.8%	51	10.6%	44	9.2%
Total	483	100.0%	477	100.0%	483	100.0%	477	100.0%
Missing	19		25		19		25	

5 I could not express my views openly
6 I felt unhappy at work
7 I felt I was less of a team player
8 I avoided certain people at work

	9		10		11		12	
	Freq	% (Base= 476)	Freq	% (Base= 477)	Freq	% (Base= 472)	Freq	% (Base= 483)
Frequently	33	6.9%	32	6.7%	9	1.9%	13	2.7%
Sometimes	70	14.7%	52	10.9%	42	8.9%	41	8.5%
Occasionally	77	16.2%	92	19.3%	100	21.2%	88	18.2%
Never	249	52.3%	262	54.9%	286	60.6%	295	61.1%
Don't know / hard to say	47	9.9%	39	8.2%	35	7.4%	46	9.5%
Total	476	100.0%	477	100.0%	472	100.0%	483	100.0%
Missing	26		25		30		19	

9 I avoided certain situations or workplace opportunities
10 I avoided a social event at work such as lunch, happy hour or a holiday party
11 I felt distracted from work
12 I have not been able to be fully committed to my work

Table 67 (cont')

	13		14		15		16	
	Freq	% (Base= 469)	Freq	% (Base= 473)	Freq	% (Base= 482)	Freq	% (Base= 471)
Frequently	13	2.8%	21	4.4%	18	3.7%	20	4.2%
Sometimes	41	8.7%	41	8.7%	47	9.8%	24	5.1%
Occasionally	64	13.6%	59	12.5%	43	8.9%	60	12.7%
Never	301	64.2%	319	67.4%	329	68.3%	325	69.0%
Don't know / hard to say	50	10.7%	33	7.0%	45	9.3%	42	8.9%
Total	469	100.0%	473	100.0%	482	100.0%	471	100.0%
Missing	33		29		20		31	
13 I avoided working on a certain project, team or client								
14 I have stayed home from work								
15 I have not been able to be fully committed to my employer								
16 I have left a job or considered leaving a job								

Table 68 [Q11_17] How frequently have the following happened to you as a result of working in an environment that is not always accepting of LGBT people? - Others, please specify: _____

	Frequency	Percentage (Base=9)
My boss don't let me work on certain tasks (Frequently)	1	11.1%
Suspect I don't get more opportunities because of my sexual orientation/appearance (Frequently)	1	11.1%
The firm gives unequal benefits to straight or married colleagues (Frequently)	1	11.1%
There are not many people in my working environment, I'm at the top rank, other bosses work at other places (Frequently)	1	11.1%
DON'T ASK DON'T TELL (Sometimes)	1	11.1%
I have felt frustrated that through lack of equal benefits I am discriminated against (Sometimes)	1	11.1%
I will avoid conversations and events that would be related to my sexual orientation (Sometimes)	1	11.1%
When other colleagues make jokes on LGBT, I pretend to laugh (Sometimes)	1	11.1%
Ignore religious comment from boss (Occasionally)	1	11.1%
Total	9	100.0%

Table 69 [Q12] [Only ask those who were currently employed, Base=502] To what extent do you feel your employer has taken steps to create an environment that is accepting of LGBT people? Please provide a score on a scale of 0 to 10.

	Frequency	Percentage (Base=501)
0	173	34.5%
1	35	7.0%
2	41	8.2%
3	31	6.2%
4	23	4.6%
5	32	6.4%
6	17	3.4%
7	19	3.8%
8	17	3.4%
9	11	2.2%
10	19	3.8%
Don't know / hard to say	83	16.6%
Total	501	100.0%
Missing	1	
Mean	2.7	
Median	2.0	
Standard error	0.15	
Base	418	

Table 70 [Q13] Which of the following steps do you think are the most important to creating an environment that is accepting of LGBT employees? Please select top 3.

	Frequency	Percentage of responses (Base=1,743)	Percentage of sample (Base=617)
Extend employee benefits to same-sex partners of employees	401	23.0%	65.0%
Put in place an equal opportunity or non-discrimination policy that covers sexual orientation and gender identity	281	16.1%	45.5%
Provide diversity training and communication that address sexual orientation and gender identity	260	14.9%	42.1%
Use terms such as 'partner' or 'significant other' instead of 'spouse' in corporate policies and communications	217	12.4%	35.2%

Setting up a committee for dealing with matters relating to equal opportunities, etc	135	7.7%	21.9%
Publicise in company website the steps taken by the company in relation to sexual orientation and gender identity	116	6.7%	18.8%
Setting up an Employee Network for LGBT employees	114	6.5%	18.5%
Assistance/support in visa application of same-sex partners	102	5.9%	16.5%
Designate Contact Officer/Grievance Officer to address any LGBT concerns	83	4.8%	13.5%
Other (See below)	9	0.5%	1.5%
Don't know / hard to say	25	1.4%	4.1%
Total	1,743	100.0%	
<i>Missing</i>	9		
Other responses that cannot be grouped			
Be open	1	0.1%	0.2%
Individual washroom	1	0.1%	0.2%
Instigate a culture where the embrace of the LGBT cause is top-down and genuine, rather than an HR-initiated project or a must do since every other firm is doing it	1	0.1%	0.2%
It's not about policies, it's about the culture and values in people's heart. Having policies won't help.	1	0.1%	0.2%
List more gender categories on application form	1	0.1%	0.2%
Need real equal opportunities employers	1	0.1%	0.2%
No need to do anything, just to make sure equal opportunities for people with different sexual orientation and gender identity	1	0.1%	0.2%
No special treatment	1	0.1%	0.2%
Should hire LGBT people first	1	0.1%	0.2%
Sub-total	9	0.5%	1.5%

Table 71 [Q14] Please use this space to provide any additional comments on how workplaces in Hong Kong can be improved for LGBT employees:

	Frequency	Percentage (Base=626)
Additional comments	90	14.4%
No additional comments	536	85.6%
Total	626	100.0%

Table 72 [Q14] Please use this space to provide any additional comments on how workplaces in Hong Kong can be improved for LGBT employees: [Unedited submissions]

- Immigration law must apply to both hetro and same sex couples - currently no legal mechanism exists in Hong Kong.
(1) Anti-discriminatory laws, please, anywhere and everywhere.
(1) Regularly update Diversity and Inclusive policy through corporate communication channels, such as intranet, emails.
1.無需要特別強調對 LGBT 的照顧，因為這樣做亦是一種自我矮化，只要平等待遇就好
1) The law MUST protect LGBT employees against discrimination
actually 將僱員福利延伸至同志僱員的同性伴侶 and 在企業政策和傳訊文件之中，採用「伴侶」、「同居者」等詞彙，取代「配偶」are also important, but it is difficult for corporations to define 同性伴侶
All companies should provide a LGBT support network through their HR department however, whether you choose to disclose your sexual orientation should be your personal choice.
Both the HK government and employers are not doing enough to protect the LGBT rights.
by extending benefits to one\'s same-sex partner would be the company\'s gesture of an inclusive environment.
Chamber of commerce need to get behind the issue
Companies need to set acceptable standards of behaviour which reflect company values and inclusive behaviours, while recognizing personal bias and helping individuals deal with those issues. In a country like Hong Kong where specific anti-discrimination legislation on the grounds of sexual orientation does not exist, companies have a duty to introduce a higher standard than what is actually required by legislation and work through the chambers of commerce and its business connections with government to improve the attractiveness of Hong Kong as an international city with global standards for workplace inclusion. Companies that fail to do so will see a gradual decline in the diversity of their own talent pool and the willingness of individuals to work in Hong Kong.
Companies should solicit the HK Government for more protective laws for LGBT employees at companies as these employers have a vested interest in their employees wellbeing both at home and at work.
create policy to protect homo staff
educate the other employees that some of employees are gay, and to be more sensitive in daily conversation, basically a more liberal civil education that\'s all.
Employers overtly stating that they support LGBT workplaces even in the absence of local Hong Kong legislation on the issue.
Enact the anti-discrimination law

Encourage people to talk about their partner or experience as LGBT

ensure equally promotion opportunities

Flexible dress code for lesbian & gay.

Government policies protecting LGBT citizens rights across the entire workforce population should be in force. The fact that some employers can fire LGBT staff for their orientation is not only disgusting, it is discriminatory and disrespectful towards our basic human rights.

Have to make LGBT marriage legalised

HK is a power- and money-worshipping society. Where someone in power adopts an open attitude, people think it alright. I think it's most effective to start from the top, e.g. the board discusses and sets out policies, encouraging those in the top to open

Hong Kong could use a professional network for the lgbt workforce.

i think the mass media and the society should encourage a more normal relationship of gay couples. more couples should come out naturally. and we should have a normal atmosphere and social environment and network to know people and develop our relationship.

I think what the employer can actually do to create a friendly working environment for gay employees is pretty limited. Although I don't think discrimination against LGBT group is particularly serious in HK, but from my experience in my office

I'm NOT working in Hong Kong, I work at mu university in the US!

I've been working in HK for 1 year (in banking sector) and i have been very surprised to see there is a LGBT banking networking in HK with at least 10 banks.

If you are going to have surveys like this, and have an option for "other" ie straight, respondents, then surely you could make it a little easier for us to respond to the questions... and not assume that everyone who would like to take such a survey, or support the LGBT community, is LGBT. eg, if I am not employed, there's a checkbox, but if I am just not gay, no option. And I cannot move to the next question without choosing *something*, so I must choose "Prefer not to answer". Frustratingly narrow-minded.

It is important for the government to invest in public awareness and education about the stereotypes of LGBT individuals. Ignorance is most of the time the main factor of discrimination. The public should also stress other aspects of our lives

it's pretty hard to fight for gay rights under present working environment, especially in education field. To me, i guess it is not a matter to let my boss know if i m gay or not, it's a matter for him to value my ability of work. i guess i m luckier than some of my friends who work as regular teachers in school, they can't be out or even have to wear some outfit that they don't want to wear to work. it is nonsense. i guess it is really hard to change the thinking of conservative school principals or some other teachers.

LGBT networks within organizations, intra-employer groups and events, external demonstration of how lgbt employees can succeed and attracting new clients

Nothing is worse than the employer turning a blind eye on the LGBT employees, especially in the public sector. Iif the public sector is discriminatory towards its own staff, how can we expect them to deliver their services to the general public

Opinion from ykk83@yahoo.com

Our company is generally open minded and diverse I believe. Sexual orientation has not effected professional or social interaction that I am aware of. Aside from ensuring non-discrimination policies are in place, for all human rights

People in Hong Kong are lack of information about LGBT. That's why some of them scare about us. We should provide more information for them.

People try to understand how LGBT suffer from own difficulites in the life. HKSAR government should establish any good law to protect LGBT people in the work place as well as in the social community.

Personally I do not find it necessary to create a pro bias towards LGBT staff, merely the recognition and acceptance is fine.

place a statement in hiring ads that shows that the company is an equal opportunity employer including towards sexual orientation.

Please just treat LGBT people as normal individuals, we don't need special rights or treatment.

Provide catalogs or other medium in the workplace to promote the openness to the LGBT group

public education, law protection

Q21 的動作只會更加被標籤, 要討厭的人可能會更加討厭, 豪無幫助, 為了不被投訴可能會更排斥同志們在公司內的社交生活

The Hong Kong government should recognize same sex relationships under dependent visa applications

There is nothing a company can do about it ... You can change the regulation at work to protect the gays but you can not change the ppl around you especially the mentality of chinese .. unless gay marriage become legal... Or same sex partner can share the pension like the legal couples do. If the government leads the society treat us differently.. so will everyone.

There's nothing they can do. We just have to wait for the older generation to pass away, in the younger generation, the acceptance is much higher.

They should provide more training to make more employees aware of LGBT rights.

This is a dummy reply from an HKU POP staff.

Tip top stuff. I'll expect more now.

To launch more networks for LGBT community. To educate both LGBT or non-LGBT people to understand the different possibilities and perspectives in defining gender. Training of gender-neutrality language for all kinds of employees as well as employers.

VERY DIFFICULT FOR THEM TO DO IT...

不要以基督教/宗教的理由而歧視同性戀。

不需特定專為同志僱員設有什麼服務,這反而是一種標籤。只要教育,宣揚理念才能改變公司,甚至社會

不應自我發放一些歧視同志僱員資訊或訊息, 以身作則

公司應該要從不問不說的氣氛中擺脫出來,所以我想應該要從公司本身表明支持同志的立場和教育同事間著手-事實上不問不說的氣氛不只在公司裏,本身就在香港人身上了..... 咁太難了。因為連上司本身也不接納異性戀以外的性取向, 同事亦如。實在沒想像空間去答這條問題。若他們說話好聽一點已經很好了。

可以開放 d 去講同性的問題

可望多些公民教育 同性戀 同性愛 是少數民族 醫學界好像已在數年前 已証實是基因問題

只要不歧視已是最大的改善

只要和其他人一樣就可以,不需特別優待,但不要用有色眼光對待

在福利政策上一視同仁, 包括: 伴侶可享的醫療保險等, 同樣可引伸至不分性別的伴侶。可以參考國泰航空公司的家屬及親友特惠機票優惠, 以人數來限定福利配額而不是關係。這樣可以避免法律上對伴侶的定義, 但當然, 正面交鋒, 則可爭取公眾正視, 而不是暗渡陳倉地處理。

好難講, 要整個社會都有性/別及性向平等的意識和風氣才成事.

如有被歧視而失業, 應該可以告上法庭

作出公平&合適的對待

作為同志(跨性別)的我,明白僱主未必能一時間理解跨性別朋友的處境&需要.就我的個案

來說,雙方用了 3-4 個月時間去互相溝通,才能創造出今日一個對雙方都能接受的舒適工作環境.所以我覺得,僱主應多與同志員工溝通,多些了解同志員工的訴求,並制定出適合的政策.令不同性傾向的員工都有平等的工作環境.

希望不要以性取向去衡量個人工作能力,道德和操守,公平和公正.

希望可以多點人明白理解同性戀其實也是一個普通人

我希望我的伴侶都可以列入為公司福利在內

我希望香港的顧主可以對同志顧員一視同仁,為才是用,當他們 come out 了,不要再標籤他們

我並沒有在公司公開自己是同志,因為我覺得不關其他人的事。但卻有另一位同事公開自己是同志。看到公司老闆和其他同事都抱接納態度,很正面,而且從不歧視,亦不覺得同志員工有什麼問題。

我認為在社福介及教育介工作的同工,在性傾向的議題上最感壓力,然而,她們本身是 **Helping Professions**, 我希望這類機構,能樹立榜樣為社會起帶頭作用,所以,在機構內制定政策/措施/守則,或者,有幫助的,我相信至少起能教育機構內無論上上下下的員工的作用。

我認為某些會供應雜誌比客人睇既店舖應該放 1-2 本有關同志既書本比客人睇,等多 D 人去了解同志並不是變態,同性戀者亦唔等於有病,我地應該比多 D 人知道,同性戀者同異性戀者既思想,生活方式,工作能力等等都沒有什麼分別,唯一分別只是伴侶的性別而已.

我覺得同性戀同現在一些年級大的員工沒有分別,只要會捉老鼠就是好貓,唯材是用。只要不用有色眼鏡去看,已經好足夠。講到底都只是人一個。

我覺得香港對於同性戀字眼還是十分敏感,某一程度覺得香港好似韓國一樣未開放,唔敢談論 **BL.HOMO** 之類的。

其實我現在在美國留學,還有在做兼職,可能美國的文化跟香港不一樣,所以的工作的環境比較開放!!!

制訂涵蓋性傾向及性別認同範疇的平等機會或反歧視政策

性傾向及性別認同政策固然重要,但更重要的是員工及管理層有否按照政策行事,正視 **planning** 與 **implementation** 之間的距離

香港公司老闆應該支持香港政府制定反歧視的法律

香港社會在現階段只是空談或避談有關同志平權問題。在整體的大氣候下都沒有或嘗試去幫助同志社群,只有小數同志社群或組織仍爭取有關同志的平權及反歧視等工作,可是多年來都無法有更進一步的進展/發展...最大原因,相信是政府沒有或沒打算帶頭去做這方面的工作,亦沒有打算在這方面落實任何政策。這當然與保守的政策和商家及大多數人的利益有關,無視小數同志社群的權益...。若政府不帶頭去推動、立法保障...等,大多數香港僱主都無意亦無心去重視同志的平權!漫漫長路.....

能夠當一般人看待.....只看他/她的工作能力....而不是性向....因為性向與工作無關

除了男女廁,應提供私人洗手間

基本上中小企是沒有這方面的措施,我上一份工的老闆是基督徒,公司大部份同事都是基督徒.

現階段,先不把同志群體看作是需要處理的「問題」就已經有很大的進步了!

設置無分性別□所及更衣室。(雖然對我沒有影響,但對其他同志好有幫助)

就反對性傾向歧視制定政策,不僅對僱員有所保障,更是機構的一次宣傳。減少性傾向歧視,可以改善彼此之間的瞭解,促進僱員心理健康,增進整體僱員的工作表現。

開放讓性別認同障礙人士生存

禁止工作間的性傾向歧視,包括言語攻擊,保障同志僱員不會因其性取向而被解僱及影響

昇遷. 惟最根本需以教育入手, 從小教育市民世上不只有異性戀. 培育多元共融及有素質的市民才是治本之法. 當然, 現時立法也可治標.

僱主如可主動提及有關性取向及性別認同的資訊. 表明有關接納之立場. 我想對於在公司內工作之員工. 會慢慢自然的採取寬容接受態度. 對同志來說. 亦會減輕了在職場中怕因自己性取向而影響工作之憂慮. 當然. 要僱主表明態度. 又是另一番教育. 但至於有沒有必要在公司全然地 **COME OUT**. 我又覺得沒這完全的必要. 畢竟. 我相信工作表現是主要因素. 並沒必要帶太多私生活或私人因素到公司內. 即使異性戀也是. 對吧?..

對性小眾來說, 一些專?性質的工作, 如教師、社工等, 發展都很局限, 有些(大部份)這些機構有濃厚基督天主教的氣氛, 抹殺性小眾工作發展空間。

增加培訓, 可以多鼓勵員工向專為同志青少年服務的社福機構做義工

懂得尊重及接受, 對同志同事已經有很大的幫助

Appendix 3

Demographics of the Respondents

Demographics

1. Telephone Representative Survey of General Working Population

Table 73 [DM1] Gender

	Frequency	Percentage (Base=1,002)
Male	459	45.8%
Female	543	54.2%
Total	1,002	100.0%

Table 74 [DM2] Age Group

	Frequency	Percentage (Base=994)
18-25	152	15.3%
26-35	169	17.0%
36-45	194	19.5%
46-55	314	31.6%
56-60	100	10.1%
61 or above	65	6.5%
Total	994	100.0%
Missing	8	

Table 75 [DM3] What is your ethnicity?

	Frequency	Percentage (Base=1,002)
Chinese	998	99.6%
Asian (non-Chinese)	2	0.2%
Caucasian	2	0.2%
Total	1,002	100.0%

Table 76 [DM4] Which of these best describes your current employer?

	Frequency	Percentage (Base=997)
Hong Kong / Chinese company	399	40.0%
International company	171	17.2%
Government / Public sector	139	13.9%
Self-employed	102	10.2%
Charitable organization / non-governmental organization	68	6.8%
Not currently employed / seeking job (Go to DM6)	118	11.8%
Total	997	100.0%
<i>Missing</i>	5	

Table 77 [DM5] Industry

	Frequency	Percentage (Base=861)
Banks and Finance Sector	66	7.7%
Commercial services	78	9.1%
Construction Industry	73	8.5%
Education	93	10.8%
Film / Entertainment Industry	7	0.8%
Government / Public Sector	83	9.6%
Import / Export Trade	59	6.9%
Information Technology (IT)	25	2.9%
Insurance	6	0.7%
Law, Accountancy, Professional Information Services	21	2.4%
Manufacturing Industry	54	6.3%
Media	16	1.9%
Medical, Hygiene and Social service	57	6.6%
Oil, Energy, Resources and Utilities	3	0.3%
Other Personal Services	46	5.3%
Real Estate	14	1.6%
Restaurants / Hotels	39	4.5%
Telecommunication	5	0.6%
Transportation Industry	51	5.9%
Warehouse Duties	5	0.6%
Wholesale / Retail	58	6.7%
Other (See below)	2	0.2%

Total	861	100.0%
<i>Missing</i>	18	
Other responses that cannot be grouped		
Freelance, no stable job	1	0.1%
Technician	1	0.1%
Sub-total	2	0.2%

Table 78 [DM6] Education Attainment

	Frequency	Percentage (Base=995)
Primary school or below	67	6.7%
Secondary school	505	50.8%
Tertiary or above	423	42.5%
Total	995	100.0%
<i>Missing</i>	7	

Table 79 [DM7] Position

	Frequency	Percentage (Base=996)
Catholic	47	4.7%
Protestant	180	18.1%
Buddhist	99	9.9%
Taoist	6	0.6%
No religion	661	66.4%
Other (See below)	3	0.3%
Total	996	100.0%
<i>Missing</i>	6	
Other responses that cannot be grouped		
A religion in Australian	1	0.1%
Cheondoism	1	0.1%
Communism	1	0.1%
Sub-total	3	0.3%

Table 80 [DM8] Are you a parent?

	Frequency	Percentage (Base=998)
Yes	567	56.8%
No	431	43.2%
Total	998	100.0%
<i>Missing</i>	4	

Table 81 [DM9] What is your sexual orientation? Are you:

	Frequency	Percentage (Base=971)
Homosexual or gay/lesbian	3	0.3%
Bisexual	20	2.1%
Heterosexual or straight	937	96.5%
Not sure	10	1.0%
Other (See below)	1	0.1%
Total	971	100.0%
<i>Missing</i>	31	
Other responses that cannot be grouped		
Not interest in both gender	1	0.1%
Sub-total	1	0.1%

Table 82 [DM10] Are you a transgender individual? [If needed, interviewers can read out the definition of "transgender".]

	Frequency	Percentage (Base=991)
Yes	3	0.3%
No	980	98.9%
Not Sure	8	0.8%
Total	991	100.0%
<i>Missing</i>	11	

2. Online Focus Survey

2a) Lesbian, Gay and Bisexual Individuals

Table 83 [DM1] Are you a transgender individual?

	Frequency	Percentage (Base=548)
No	548	100.0%
Total	548	100.0%

Table 84 [DM2] What is your gender?

	Frequency	Percentage (Base=547)
Male	239	43.7%
Female	307	56.1%
Other (See below)	1	0.2%
Total	547	100.0%
<i>Missing</i>	<i>1</i>	
Other responses that cannot be grouped		
Bi	1	0.2%
Sub-total	1	0.2%

Table 85 [DM3] What is your sexual orientation? Are you:

	Frequency	Percentage (Base=538)
Gay / lesbian	385	72.5%
Bisexual	142	26.7%
Other (See below)	4	0.8%
Total	531	100.0%
<i>Missing</i>	<i>17</i>	
Other responses that cannot be grouped		
None	1	0.2%
Not sure	3	0.5%
Sub-total	4	0.7%

Table 86 [DM4] Age Group

	Frequency	Percentage (Base=536)
18-25	202	37.7%
26-35	206	38.4%
36-45	94	17.5%
46-55	23	4.3%
56-60	7	1.3%
Over 60	4	0.7%
Total	548	100.0%
<i>Missing</i>	12	

Table 87 [DM5] What is your ethnicity?

	Frequency	Percentage (Base=544)
Chinese	466	85.7%
Asian (non-Chinese)	6	1.1%
Caucasian	67	12.3%
Other (See below)	5	0.9%
Total	544	100.0%
<i>Missing</i>	4	
Other responses that cannot be grouped		
Mixed race	2	0.4%
Eurasian (mixed ethnicity)	1	0.2%
Filipino-Caucasian mix	1	0.2%
Native American Indian	1	0.2%
Sub-total	5	0.9%

Table 88 [DM6] Which of these best describes your current employer?

	Frequency	Percentage (Base=541)
Hong Kong / Chinese company	145	26.8%
International company	143	26.4%
Government / Public sector	64	11.8%
Self-employed	28	5.2%
Charitable rganisation / non-governmental organisation	58	10.7%
Not applicable: not currently employed / seeking job	102	18.9%
Other (See below)	1	0.2%
Total	541	100.0%
<i>Missing</i>	7	
Other responses that cannot be grouped		
Japanese company	1	0.2%
Sub-total	1	0.2%

Table 89 [DM7] How much is your current monthly income?

	Frequency	Percentage (Base=539)
Less than \$6,000	33	6.1%
HK\$6,000 – <HK\$10,000	69	12.8%
HK \$10,000 – <HK \$30,000	203	37.7%
HK \$30,000 – <HK \$50,000	54	10.0%
HK \$50,000 – <HK \$100,000	40	7.4%
HK \$100,000 or more	38	7.1%
Not applicable: not currently employed / seeking job	102	18.9%
Total	539	100.0%
<i>Missing</i>	9	

2b) Transgender Individuals

Table 90 [DM1] Are you a transgender individual?

	Frequency	Percentage (Base=78)
Yes	78	100.0%
Total	78	100.0%

Table 91 [DM2] What is your gender identity? Are you:

	Frequency	Percentage (Base=73)
Female to male (FTM)	37	50.7%
Male to female (MTF)	33	45.2%
Other (See below)	3	4.1%
Total	73	100.0%
<i>Missing</i>	5	
Other responses that cannot be grouped		
INTERSEX	1	1.3%
The sex I preferred	1	1.3%
Unisex	1	1.3%
Sub-total	3	4.1%

Table 92 [DM3] What is your sexual orientation? Are you:

	Frequency	Percentage (Base=74)
Gay / lesbian	33	44.6%
Bisexual	25	33.8%
Straight / heterosexual	14	18.9%
Other (See below)	2	2.7%
Total	74	100.0%
<i>Missing</i>	4	
Other responses that cannot be grouped		
Cisgendered	1	1.3%
no particular preference	1	1.3%
Sub-total	2	2.7%

Table 93 [DM4] Age Group

	Frequency	Percentage (Base=77)
18-25	30	39.0%
26-35	28	36.4%
36-45	14	18.2%
46-55	4	5.2%
56-60	1	1.3%
Total	77	100.0%
<i>Missing</i>	<i>1</i>	

Table 94 [DM5] What is your ethnicity?

	Frequency	Percentage (Base=77)
Chinese	73	94.8%
Caucasian	3	3.9%
Other (See below)	1	1.3%
Total	77	100.0%
<i>Missing</i>	<i>1</i>	
Other responses that cannot be grouped		
Mixed-race	1	1.3%
Sub-total	1	1.3%

Table 95 [DM6] Which of these best describes your current employer?

	Frequency	Percentage (Base=78)
Hong Kong / Chinese company	20	25.6%
International company	9	11.5%
Government / Public sector	8	10.3%
Self-employed	13	16.7%
Charitable rganisation / non- governmental organisation	6	7.7%
Not applicable: not currently employed / seeking job	22	28.2%
Total	78	100.0%

Table 96 [DM7] How much is your current monthly income?

	Frequency	Percentage (Base=77)
Less than \$6,000	5	6.5%
HK\$6,000 – <HK\$10,000	20	26.0%
HK\$10,000 – <HK\$30,000	27	35.1%
HK\$30,000 – <HK\$50,000	2	2.6%
HK\$100,000 or more	1	1.3%
Not applicable: not currently employed / seeking job	22	28.6%
Total	77	100.0%
<i>Missing</i>	1	

2c) Aggregated figures of Lesbian, Gay, Bisexual and Transgender Individuals

Table 97 [DM1] Are you a transgender individual?

	Frequency	Percentage (Base=626)
Yes (Trans)	78	12.5%
No (LGB)	548	87.5%
Total	626	100.0%

Table 98 [DM2_LGB] [Lesbian, gay and bisexual individuals only, Base=548] What is your gender?

	Frequency	Percentage (Base=547)
Male	239	43.7%
Female	307	56.1%
Other (See below)	1	0.2%
Total	547	100.0%
<i>Missing</i>	<i>1</i>	
Other responses that cannot be grouped		
Bi	1	0.2%
Sub-total	1	0.2%

Table 99 [DM3_LGB] [Lesbian, gay and bisexual individuals only, Base=548] What is your sexual orientation? Are you:

	Frequency	Percentage (Base=531)
Gay / lesbian	385	72.5%
Bisexual	142	26.7%
Other (See below)	4	0.8%
Total	531	100.0%
<i>Missing</i>	<i>17</i>	
Other responses that cannot be grouped		
Not sure	3	0.5%
None	1	0.2%
Sub-total	4	0.7%

Table 100 [DM2DM3_LGB] [Lesbian, gay and bisexual individuals only, Base=548] Gay / Lesbian?

	Frequency	Percentage (Base=385)
Gay	206	53.5%
Lesbian	179	46.5%
Total	385	100.0%
<i>Missing</i>	163	

Table 101 [DM2_T] [Transgender individuals only, Base=78] What is your gender identity? Are you:

	Frequency	Percentage (Base=73)
Female to male (FTM)	37	50.7%
Male to female (MTF)	33	45.2%
Other (See below)	3	4.1%
Total	73	100.0%
<i>Missing</i>	5	
Other responses that cannot be grouped		
INTERSEX	1	1.3%
The sex I preferred	1	1.3%
Unisex	1	1.3%
Sub-total	3	4.1%

Table 102 [DM3_T] [Transgender individuals only, Base=78] What is your sexual orientation? Are you:

	Frequency	Percentage (Base=74)
Gay / lesbian	33	44.6%
Bisexual	25	33.8%
Straight / heterosexual	14	18.9%
Other (See below)	2	2.7%
Total	74	100.0%
<i>Missing</i>	4	
Other responses that cannot be grouped		
Cisgendered no particular preference	1	1.3%
	1	1.3%
Sub-total	2	2.7%

Table 103 [DM4] Age Group

	Frequency	Percentage (Base=613)
18-25	232	37.8%
26-35	234	38.2%
36-45	108	17.6%
46-55	27	4.4%
56-60	8	1.3%
Over 60	4	0.7%
Total	613	100.0%
<i>Missing</i>	13	

Table 104 [DM5] What is your ethnicity?

	Frequency	Percentage (Base=621)
Chinese	539	86.8%
Asian (non-Chinese)	6	1.0%
Caucasian	70	11.3%
Other (See below)	6	1.0%
Total	621	100.0%
<i>Missing</i>	5	
Other responses that cannot be grouped		
Mixed race	3	0.5%
Eurasian (mixed ethnicity)	1	0.2%
Filipino-Caucasian mix	1	0.2%
Native American Indian	1	0.2%
Sub-total	6	1.0%

Table 105 [DM6] Which of these best describes your current employer?

	Frequency	Percentage (Base=541)
Hong Kong / Chinese company	165	26.7%
International company	152	24.6%
Government / Public sector	72	11.6%
Self-employed	41	6.6%
Charitable organisation / non-governmental organisation	64	10.3%
Not applicable: not currently employed / seeking job	124	20.0%
Other (See below)	1	0.2%
Total	619	100.0%
<i>Missing</i>	7	
Other responses that cannot be grouped		
Japanese company	1	0.2%
Sub-total	1	0.2%

Table 106 [DM7] How much is your current monthly income?

	Frequency	Percentage (Base=616)
Less than \$6,000	38	6.2%
HK\$6,000 – <HK\$10,000	89	14.4%
HK \$10,000 – <HK \$30,000	230	37.3%
HK \$30,000 – <HK \$50,000	56	9.1%
HK \$50,000 – <HK \$100,000	40	6.5%
HK \$100,000 or more	39	6.3%
Not applicable: not currently employed / seeking job	124	20.1%
Total	616	100.0%
<i>Missing</i>	10	

Appendix 4
Bilingual Questionnaires
For Telephone Representative Survey

HK LGBT CLIMATE STUDY 2011-12
General Attitudes to LGBT (Phone) Survey
2011-12 年度香港同/雙性戀及跨性別狀況研究
對同/雙性戀及跨性別態度(電話)意見調查

Questionnaire (final)
問卷 (定稿)

November 24, 2011

2011 年 11 月 24 日

Part 1 Introduction

第一部分 自我介紹

Good evening, sir/madam, this is Mr/Ms X, an interviewer from the Public Opinion Programme of the University of Hong Kong. We are conducting a survey on people's general attitudes on different sexual orientation and gender identity which would only take you a few minutes. Please rest assured that your phone number is randomly selected by our computer and your information provided will be kept strictly confidential and used for aggregate analysis only. If you have any questions about the research, you can call xxxx-xxxx to talk to our supervisor Mr Kwok. If you want to know more about the rights as a participant, please contact the Human Research Ethics Committee for Non-Clinical Faculties of the University of Hong Kong at 2241-5267 during office hours. Is it okay for us to start this survey?

-喂，先生/小姐/太太你好，我姓X，我係香港大學民意研究計劃既訪問員黎既，我地進行緊一項市民對有關不同性傾向同埋性別認同既普遍態度既意見調查，我地只會阻你幾分鐘時間。請你放心，你既電話號碼係經由我地既電腦隨機抽樣抽中既，而你提供既資料係會絕對保密，並只會用作綜合分析。如果你對今次既調查有任何疑問，你可以打 xxxx-xxxx 同我地既督導員郭先生聯絡。如果你想知多 D 關於參與研究既權利，你可以喺辦公時間致電 2241-5267 向香港大學非臨床研究操守委員會查詢。請問可唔可以開始訪問呢？

你好，我姓 X，我係香港大學民意研究計劃既訪問員，我地宜家做緊一項意見調查，想訪問你一 D 有關性傾向同埋性別認同既問題，我地只會阻你幾分鐘時間，請你放心，你既電話號碼係經由我地既電腦隨機抽樣抽中既，而你提供既資料係會絕對保密，請問可唔可以呢？

[R1] Verification of telephone number

[R2] Living district

[R3] Household size

[R1] 核實電話號碼

[R2] 居住地區

[R3] 住戶人數

The target of this interview is **Hong Kong citizens of age 18 or above who speak Cantonese or English, who are currently working full-time, part time or seeking jobs.**

呢個調查既訪問對象係 18 歲或以上操粵語或英語既香港居民，現在全職/兼職工作或正尋求工作。

Part 2 Selection of Respondents

第二部分 選出被訪者

[S1] Is there anyone who is a full-time / part-time worker of age 18 or above in your household? Current job seekers are also included. Since we need to conduct random sampling, if there is more than one available, I would like to speak to the one who will have his / her birthday next. (If the target is not available at the moment, make an appointment to recall.)

[S1] 請問你屋企有冇 18 歲或以上既全職 / 兼職工作人士係度? 而家搵緊工既都可以。因為我地要隨機抽樣，如果多過一位，請你叫即將生日果位黎聽電話。(如被訪者暫時未能接受訪問，訪問員另約時間再致電。)

Yes

No

Refuse to answer



Interview ends, thank you, bye-bye!

有

冇

拒答



結束訪問，多謝合作，拜拜!

Part 3 Opinion Questions

第三部分 意見部分

1. Awareness 認知程度

[Q1] Do you know what the following terms mean?

[Q1] 你知唔知道以下既詞彙係點解？

	Yes	No	Not sure	Refuse to answer
Lesbian				
Gay				
Bisexual				
Transgender				

	知道	唔知道	唔肯定	拒答
女同性戀				
男同性戀				
雙性戀				
跨性別				

Interviewer provides brief explanation – if necessary:

- **Lesbian:** A woman who is emotionally and physically attracted to other women.
- **Gay:** A man who is emotionally and physically attracted to other men.
- **Bisexual:** An individual who is emotionally and physically attracted to both men and women
- **Transgender:** An individual who identifies in a gender different to their gender at birth. (Some will have a male birth certificate but identify and live as female. Some have a female birth certificate but identify and live as male. Some may choose to alter their bodies hormonally and/or surgically. But some may not.)

如有需要，訪問員提供簡介：

- **女同性戀 (Lesbian)：**係情感上同肉體上，覺得同性吸引/會愛上同性既女人。
- **男同性戀 (Gay)：**係情感上和肉體上，覺得同性吸引/會愛上同性既男人。
- **雙性戀 (Bisexual)：**係情感和肉體上，覺得同性同異性吸引/會愛上男性同女性既人士。
- **跨性別 (Transgender)：**其性別認同有別於其出生時既性別既人士（有啲跨性別人士既

出生證明書上指明係男性，但自身認同及係日常生活中係女性。或出生證明書上指明係女性，但自身認同及係日常生活中是男性。跨性別人士可以荷爾蒙及/或手術改變他們既身體，但唔一定會。）

[Interviewer reads out: in this interview, lesbian, gay, bisexual and transgender individuals are collectively called LGBT individuals.]

[訪員讀出：係本訪問中，同性戀、雙性戀及跨性別人士會被統稱為“同志”。]

[Q2] Just your best guess, what percentage of people living in Hong Kong today would you say are lesbian, gay, bisexual and/or transgender?

[Q2] 請你嘗試估計一下，係香港居住既人口之中，有百分之幾係同性戀、雙性戀及 / 或跨性別人士？

_____ % [Input exact figure]

Don't know / hard to say

Refuse to answer

_____ % [入實數]

唔知 / 難講

拒答

[Q3] Why do you think people are lesbian, gay or bisexual? [Do not read out answers, multiple answers allowed]

[Q3] 你認為點解有啲人會係同性戀或雙性戀呢？[不讀答案，可選多項]

They are born that way

It is due to factors such as upbringing or environment

It is a combination of nature and nurture

It is their personal choice

It is due to peer pressure

Don't know / hard to say

Others, please specify: _____

Refuse to answer

與生俱來

由於成長或環境因素所導致

同時受到先天同後天環境因素影響

純粹個人選擇

受朋輩影響 / 壓力

唔知 / 難講

其他，請註明：_____

拒答

[Q4] Why do you think people are transgender? [Do not read out answers, multiple answers allowed] [If needed, interviewers can read out the definition of “transgender”.]

[Q4] 咁你認為點解有啲人係跨性別人士呢？[不讀答案，可選多項] [如有需要，訪問員可提供“跨性別人士”的定義]

They are born that way

It is due to factors such as upbringing or environment

It is a combination of nature and nurture

It is their personal choice

It is due to peer pressure

Don't know / hard to say

Others, please specify: _____

Refuse to answer

與生俱來

由於成長或環境因素所導致

同時受到先天同後天環境因素影響

純粹個人選擇

受朋輩影響 / 壓力

唔知 / 難講

其他，請註明：_____

拒答

2. Attitudes towards LGBT 對同志的態度

[Q5] How would you describe your personal attitude towards lesbian, gay, and bisexual individuals? That is to say, how accepting are you? [Interviewer to probe intensity]

[Q5] 你會點樣形容自己對同性戀及雙性戀人士既態度?即係有幾接納佢地?[訪員追問程度]

Very accepting

Generally accepting

Half half

Not really accepting

Not accepting at all

Don't know / hard to say

Refuse to answer

非常接納

一般接納

一半半

唔太接納

完全唔接納

唔知 / 難講

拒答

[Q6] How would you describe your personal attitude towards transgender individuals? That is to say, how accepting are you? [Interviewer to probe intensity]

[Q6] 你會點樣形容自己對待跨性別人士既態度?即係有幾接納佢地?[訪員追問程度]

Very accepting

Generally accepting

Half half

Not really accepting

Not accepting at all

Don't know / hard to say

Refuse to answer

非常接納

一般接納

一半半

唔太接納

完全唔接納

唔知 / 難講

拒答

[Q7] Which of the following statement do you agree with more? [Choose one only]

- c) “Lesbian, gay and bisexual individuals in Hong Kong should feel able to be open about their sexual orientation.”
- d) “Lesbian, gay and bisexual individuals in Hong Kong should keep their sexual orientation to themselves.”

[Q7] 你較認同以下邊一句? [只可以揀一句]

- a) 香港既同性戀及雙性戀人士應該覺得可以公開佢地既性傾向
- b) 香港既同性戀及雙性戀人士不應該公開佢地既性傾向

Agree with (a) more

Agree with (b) more

Don't know / hard to say

Refuse to answer

較認同(a)

較認同(b)

唔知 / 難講

拒答

[Q8] How would you feel if someone close to you (family or friend) told you they were lesbian, gay, bisexual or transgender? [Do not read out answers, multiple answers allowed]

[Q8] 如果你身邊熟悉既人（家人或朋友）話俾你知佢地係同性戀、雙性戀或跨性別人士，你會有啲乜嘢感覺？[不讀答案，可選多項]

I would be angry

I would be hurt and upset

I would feel uncomfortable

I would think it is a joke

I would be shocked

I would feel disgusted

I would want to make them straight

I would not want to talk about it

I would rather not know

I would be sad / concerned for them

I would be worried about them contracting HIV/AIDS

I would want to provide as much support as I could

I would be happy for them

I would have no special feeling

I would not mind

I would not know what to do

Others, please specify: _____

Don't know / hard to say

Refuse to answer

我會很憤怒

我會感到受傷害和煩惱

我會覺得不安

我會以為是講笑

我會覺得震驚

我會覺得厭惡

我想令他 / 她們變成異性戀

我會不想談論此事

我寧願不知道

我會不開心 / 擔心他們

我會擔心他 / 她們染上愛滋病或成為帶菌者

我會盡力給予支持

我會替他們高興

我不會有特別感覺

我不會介意

我會不知所措

其他，請註明：_____

唔知 / 難講

拒答

[Q9] How would you feel if you were introduced to a transgender person? [Do not read out answers, multiple answers allowed]

[Q9] 如果有人介紹一位跨性別人士俾你認識，您會有啲乜嘢感覺？[不讀答案，可選多項]

Nothing in particular / I would not mind

I would not know how to react

I would be curious

I would feel uncomfortable

I would think it is a joke

I would be shocked

I would feel disgusted

Others, please specify: _____

Don't know / hard to say

Refuse to answer

我不會有特別感覺 / 我不會介意

我會不知如何反應

我會覺得好奇

我會覺得不安

我會以為是講笑

我會覺得震驚

我會覺得厭惡

其他，請註明：_____

唔知 / 難講

拒答

[Q10] Do you personally know anyone in Hong Kong who is lesbian, gay, bisexual and/or transgender?

[Q10] 你係香港認唔認識任何既同性戀、雙性戀及/或跨性別人士？

Yes

No (Go to 11)

Don't know / hard to say

Refuse to answer

認識

唔認識 (跳到 11)

唔知 / 難講

拒答

[Q10a] If yes, are they:

[Q10a] 如果認識，佢地係你既：

Family

Friends

Colleagues at work

Classmates

Others, please specify: _____

Don't know / hard to say

Refuse to answer

屋企人

朋友

同事

同學

其他，請註明：_____

唔知 / 難講

拒答

[Q10b] If yes, have you or do you talk openly with them about their sexual orientation and/or gender identity?

[Q10b] 如果認識，你有冇或會唔會同佢地公開談及佢地既性傾向及/或性別認同？

Yes

No

Don't know / hard to say

Refuse to answer

有/會

冇/唔會

唔知 / 難講

拒答

[Q11] Which of the following statements best describe how lesbian, gay and bisexual individuals are treated in Hong Kong? [Read out answers, order to be randomized by computer, multiple answers allowed]

[Q11] 以下邊種說法最能形容同性戀/雙性戀者係香港所受既對待？[讀出答案，次序由電腦隨機抽樣，可選多項]

They are treated like everybody else

They receive support and encouragement

They are accepted

They are ignored or disregarded

They are subject to discrimination or prejudice

They face social stigma or exclusion

They suffer verbal insult or mockery

They face bullying and violence

Others, please specify: _____

Don't know / hard to say

Refuse to answer

佢地同其他人無分別

佢地得到支持同鼓勵

佢地被接納

佢地被漠視或忽略

佢地被歧視或面對偏見

佢地被社會嫌棄或排斥

佢地受到言語上既侮辱或嘲笑

佢地受欺凌同暴力對待

其他，請註明：_____

唔知 / 難講

拒答

[Q12] Do you think lesbian, gay and bisexual individuals face any negative treatment in Hong Kong? If yes, where does this occur? [Do not read out answers, multiple answers allowed]

[Q12] 你認為香港既同性戀及雙性戀人士有冇受到負面既對待？如有，您認為係咩嘢地方發生？[不讀答案，可選多項]

Yes, in the home

Yes, in schools

Yes, in the workplace

Yes, in the community

Yes, in the church

Yes, in the mass media

Yes, others, please specify: _____

No, I do not think they face negative treatment in Hong Kong

Don't know / hard to say

Refuse to answer

有，屋企

有，學校

有，工作

有，社區

有，教會

有，傳媒

有，其他，請註明：_____

冇，我唔認為香港既同性戀及雙性戀人士有受到負面既對待

唔知 / 難講

拒答

[Q13] Which of the following statements best describe how transgender individuals are treated in Hong Kong? [Read out answers, order to be randomized by computer, multiple answers allowed]

[Q13] 以下邊種說法最能形容跨性別人士係香港所受既對待？[讀出答案，次序由電腦隨機抽樣，可選多項]

They are treated like everybody else

They receive support and encouragement

They are accepted

They are ignored or disregarded

They are subject to discrimination or prejudice

They face social stigma or exclusion

They suffer verbal insult or mockery

They face bullying and violence

Others, please specify: _____

Don't know / hard to say

Refuse to answer

佢地同其他人無分別

佢地得到支持同鼓勵

佢地被接納

佢地被漠視或忽略

佢地被歧視或面對偏見

佢地被社會嫌棄或排斥

佢地受到言語上既侮辱或嘲笑

佢地受欺凌同暴力對待

其他，請註明：_____

唔知 / 難講

拒答

[Q14] Do you think transgender individuals face any negative treatment in Hong Kong? If yes, where does this occur? [Do not read out answers, multiple answers allowed]

[Q14] 你認為香港既跨性別人士有冇受到負面既對待？如有，您認為係咩嘢地方發生？[不讀答案，可選多項]

Yes, in the home

Yes, in schools

Yes, in the workplace

Yes, in the community

Yes, in the church

Yes, in the mass media

Yes, others, please specify: _____

No, I do not think they face negative treatment in Hong Kong

Don't know / hard to say

Refuse to answer

有，屋企

有，學校

有，工作

有，社區

有，教會

有，傳媒

有，其他，請註明：_____

冇，我唔認為香港既跨性別人士有受到負面既對待

唔知 / 難講

拒答

3. LGBT in the Workplace 同志在工作間的狀況

[Q15] If you were asked to work alongside someone who is openly lesbian, gay, bisexual or transgender, how willing would you be? [Interviewer to probe intensity]

[Q15] 如公司要求你同一名公開咗既同性戀/雙性戀或跨性別人士一齊做嘢，你有幾願意或唔願意? [訪員追問程度]

Very much willing

Somewhat willing

Half-half

Somewhat not willing

Not willing at all

Depends on the person's work abilities or other factors

Don't know / hard to say

Refuse to answer

非常願意

幾願意

一半半

唔係幾願意

非常唔願意

視乎他 / 她的工作能力或其他因素

唔知 / 難講

拒答

[Q16] Below are some possible situations involving lesbian, gay, bisexual or transgender individuals in the workplace. How acceptable do you think each of the following situations is?

(In this question, gay, lesbian, bisexual or transgender individuals are abbreviated as "LGBT")

[Interviewer to probe intensity]

[Q16] 以下係一啲係工作環境內有機會發生與同性戀/雙性戀或跨性別人士有關既情況。你認為以下既情況可唔可以接受? (以下簡稱同性戀，雙性戀或跨性別人士做"同志") [訪員追問程度]

	Acceptable	Sometimes acceptable	Never acceptable	hard to say	know /	Don't	answer	Refuse to
--	------------	----------------------	------------------	-------------	--------	-------	--------	-----------

A prospective employee is not offered a job because they are (or appear to be) LGBT					
A qualified employee is not given a promotion because they are (or appear to be) LGBT					
An employee is not given a customer-facing role because they are (or appear to be) LGBT					
An employee is not invited to attend a work social event because they are (or they appear to be) LGBT					

	可以接受	有時可以接受	完全唔可以接受	唔知/難講	拒答
一名求職者因為係(或似乎係)同志而不獲取錄					
一名合資格僱員因為係(或似乎係)同志而不獲升職					
一名僱員因為係(或似乎係)同志而獲委派做唔使見客既職位					
一名僱員因為係(或似乎係)同志而不獲邀參加公司既社交活動					

[Q17] Do you think companies in Hong Kong should take proactive steps to ensure that lesbian, gay, bisexual or transgender employees are treated fairly (that is, protected from discrimination and given equal opportunities) in the workplace?

[Q17] 你認為本港既企業應唔應該採取積極措施去確保同性戀、雙性戀及/或跨性別人士係工作環境內受到公平既對待(即係免受歧視及騷擾同埋享有平等機會)?

Yes

No

Don't know / hard to say

Refuse to answer

應該

唔應該

唔知 / 難講

拒答

4. Summary Questions 總結問題

[Q18] Do you think there is a need for more inclusiveness of the subject of sexual orientation and gender identity in Hong Kong?

[Q18] 你認唔認同香港人對待性傾向同性別認同呢個議題，應抱更大既包容性？

Yes (Go to 18a, than go to demo)

No (Go to 18b)

Don't know / hard to say (Go to demo)

Refuse to answer (Go to demo)

認同 (答 18a，然後跳至 demo)

唔認同 (答 18b)

唔知 / 難講 (跳至 demo)

拒答 (跳至 demo)

[Q18a] If yes, who should be responsible for taking action to promote greater inclusiveness of this subject? [Do not read out answers, multiple answers allowed]

[Q18a] 如果你認同，咁你認為應該由邊個負責推動？[不讀答案，可選多項]

Lesbian, gay, bisexual or transgender individuals

Parents and family members of lesbian, gay, bisexual or transgender individuals

Schools

Companies

Government

Civil society

LGBT communities

Others, please specify: _____

Don't know / hard to say

Refuse to answer

同性戀，雙性戀及或跨性別人士

同性戀，雙性戀及或跨性別人士的父母及家人

學校

企業

政府

民間組織

同性戀、雙性戀及跨性別人士組織

其他，請註明：_____

唔知 / 難講

拒答

[Q18b] If no, why not? [Do not read out answers, multiple answers allowed]

[Q18b] 如果係唔認同，原因係乜嘢？[不讀答案，可選多項]

Traditional family values are strong in Hong Kong

This is a taboo subject

It's a private matter

It is against my religious belief

Same sex and/or transgender behaviour should not be promoted

This subject causes discomfort to some people

Hong Kong society is already sufficiently open

Others, please specify: _____

Don't know / hard to say

Refuse to answer

傳統家庭觀念係香港根深蒂固

呢項議題係社會忌諱

呢啲係私事

呢樣嘢違背咗我既宗教信仰

同性及/或跨性別行為唔應該受到推動

呢項議題會令一啲人感到不安

現時既香港社會已足夠開放

其他，請註明：_____

唔知 / 難講

拒答

Part 4 Demographics

第四部分 個人資料

I'd like to know some of your personal particulars in order to facilitate our analysis.

我想問你些少個人資料，方便分析。

[DM1] Gender

[DM1] 性別

Male

Female

Others, please specify: _____

男

女

其他，請註明：_____

[DM2a] Age

[DM2a] 年齡

_____ (Exact figure)

Refuse to answer

_____ (準確數字)

唔肯講

[DM2b]【Only ask those who preferred not to tell】Age (range) [Interviewer can read out the range]

[DM2b]【只問不肯透露準確年齡俾訪者】年齡(範圍)[訪問員可讀出範圍]

18-25

18-25 歲

26-35

26-35 歲

36-45

36-45 歲

46-55

46-55 歲

56-60

56-60 歲

61 or above

61 歲或以上

Refuse to answer

唔肯講

[DM3] What is your ethnicity?

[DM3] 您屬於咩嘢族裔？

Chinese

Asian (non-Chinese) Please specify: _____ (Filipino, Indonesian, Indian, Pakistani etc)

Caucasian

Others, please specify: _____

Refuse to answer

華裔

亞裔 (非華裔) 請註明: _____ (如菲律賓, 印尼, 印度, 巴基斯坦)

白種人

其他, 請註明: _____

拒答

[DM4] Which of these best describes your current employer?

[DM4] 以下邊一項最適合形容您目前僱主？

Hong Kong / Chinese company

香港 / 中國公司

International company

跨國公司

Government / Public sector

政府 / 公營機構

Self-employed

自僱

Charitable organization / non-governmental organization

非牟利機構 / 非政府組織

Other, please specify: _____

其他, 請註明: _____

Not currently employed/seeking job [Skip to DM6]

無業 / 待業 [Skip to DM6]

Refuse to answer

拒答

[DM5] Industry

[DM5] 行業

Banks and Finance Sector

銀行及金融

Commercial services

商業服務

Construction Industry

建造業

Education

教育

Film / Entertainment Industry

電影 / 娛樂事業

Government / Public Sector

政府 / 公共事務

Import / Export Trade

出入口貿易

Information Technology (IT)

資訊科技

Insurance

保險

Law, Accountancy, Professional Information Services

法律、會計、專業資訊服務

Manufacturing Industry	製造業
Media	傳媒
Medical, Hygiene and Social service	醫療、衛生及福利
Oil, Energy, Resources and Utilities	石油及能源
Other Personal Services	其他個人服務
Real Estate	房地產
Restaurants / Hotels	食肆／酒店
Telecommunication	通訊業
Transportation Industry	運輸
Warehouse Duties	倉務
Wholesale / Retail	批發／零售
Others, please specify : _____	其他(請註明)
Refuse to answer	拒答

[DM6] Education Attainment

[DM6] 教育程度

Primary school or below	小學或以下
Secondary school	中學
Matriculated	預科
Tertiary, non-degree course	專上非學位
Tertiary, degree course	專上學位
Master's degree	碩士學位
Doctor's degree	博士學位
Refuse to answer	拒答

[DM7] Religion

[DM7] 宗教

Catholic	天主教
Protestant	基督教
Buddhist	佛教
Taoist	道教
Muslim	回教
Others, please specify: _____	其他，請註明： _____
No religion	無宗教
Refuse to answer	拒答

[DM8] Are you a parent?

[DM8] 你有冇子女?

Yes

No

Refuse to answer

有

冇

拒答

[Interviewer to read out: the final 2 questions will touch on your sexual orientation and gender identity, if you feel uncomfortable or embarrassed to answer any questions, please let me know and we can skip them.]

[訪員讀出：最後兩條問題係有關你既性傾向同埋性別認同，如過你覺得不安或尷尬，你可以話俾我知，我地可以跳答。]

[DM9] What is your sexual orientation? Are you:

[DM9] 你既性傾向係咩嘢？

- | | |
|------------------------------|----------|
| Homosexual or gay/lesbian | 同性戀 |
| Bisexual | 雙性戀 |
| Heterosexual or straight | 異性戀 |
| Others, please specify:_____ | 其他(請註明) |
| Not sure | 唔知 / 唔肯定 |
| Refuse to answer | 拒答 |

[DM10] Are you a transgender individual? [If needed, interviewers can read out the definition of “transgender”.]

[DM10] 你係咪跨性別人士呢？[如有需要，訪問員可提供“跨性別人士”的定義]

Yes

No

Not sure

Refuse to answer

係

唔係

唔知 / 唔肯定

拒答

Thank you for your time. If you have any questions regarding this interview, you can call 3921-2703 to talk to our supervisor, or the Human Research Ethics Committee for Non-Clinical Faculties of the University of Hong Kong at 2241-5267 during office hours to verify this interview's authenticity and confirm my identity. And, if you are bothered by or have any problems on this topic, below are a number of hotlines that you can call to seek help, please write them down:

Amnesty International HK LGBT Group: 2300 1250

Good-bye!

問卷已經完成，多謝你接受訪問。如果你對呢個訪問有任何疑問，可以打熱線電話 xxxx-xxxx 同我地既督導員聯絡，或者係辦公時間打 xxxx-xxxx 向香港大學操守委員會查詢今次訪問既真確性同埋核對我既身分。如果你因為呢個題目而覺得困擾或有任何問題，以下既熱線電話可以幫到你，請你抄低：

國際特赦組織香港同志組: xxxx xxxx

拜拜！

***** **End of questionnaire** *****

***** 問卷完 *****

Appendix 5
Bilingual Questionnaires
For Online Focus Survey



PUBLIC OPINION PROGRAMME, THE UNIVERSITY OF HONG KONG AND COMMUNITY BUSINESS

COMMUNITY BUSINESS

Hong Kong LGBT Workplace Survey 香港同/雙性戀及跨性別僱員調查

中文 | English

Thank you for participating in this survey. Please rest assured that the information provided will be kept strictly confidential and used for aggregate analysis only. Some questions will touch on your sexual orientation, attitudes and behavior. If you feel uncomfortable or embarrassed to answer any of the questions, you can skip them. To eliminate repeated submissions, your IP address may be checked by our system but the record will be destroyed shortly after our quality control process is completed.

This survey consists of 22 questions. The target respondents are lesbian, gay, bisexual and/or transgender (LGBT) individuals who are currently working full-time/part-time or seeking a job in Hong Kong. It will take you around 8-10 minutes to complete the survey. If you have any questions concerning this survey, please contact Community Business at 2152 1889 or info@communitybusiness.org. This survey is part of Community Business' Hong Kong LGBT Climate Study 2011-12. For more information about this Study, please visit: www.communitybusiness.org/LGBT/ClimateStudy.html

1. I understand and agree to participate in this research.

- Yes

DEMOGRAPHIC QUESTIONS

2. Are you a transgender individual?

- Yes
 No

3. What is your gender identity? Are you:

- Female to male (FTM)
 Male to female (MTF)
 Others, please specify:
 Prefer not to answer

4. What is your sexual orientation? Are you:

- Gay / lesbian
 Bisexual
 Straight / heterosexual
 Others, please specify:
 Prefer not to answer

5. How old are you?

- 18-25
 26-35
 36-45
 46-55
 56-60
 Over 60
 Prefer not to answer

LGBT FOCUS QUESTIONS

YOUR OPENNESS

9. Please indicate to what extent you are open about the fact that you are transgender outside of work:

- With your parents
- With other family members
- With friends

10. If you are not "fully" open with your family about the fact that you are transgender, why is this so? (Select all that apply)

- My family may not accept that I am transgender
- My family may be ashamed of the fact that I am transgender
- Fear of being rejected or abandoned by my family
- Fear for my personal safety
- My family may not understand
- My family may be concerned that I will face negative treatment because I am transgender
- Others, please specify:
- None of the above
- Don't know / hard to say
- Prefer not to answer

11. If you are currently employed, please indicate to what extent you are open at work about the fact that you are transgender:

- With colleagues in general
- Only with close friends at work
- With your boss/supervisor
- With your subordinates
- With the Human Resources Department
- With clients
- With other external parties
- Not applicable: not currently employed/seeking job

12. If you have answered "not fully open" at work about the fact that you are transgender in question 3 above, why is this so? Select all that apply.

- Concern about what other people will think
- Possibility of being stereotyped (e.g. as mentally ill, as HIV positive or promiscuous etc)
- Possibility of losing connections or relationships with co-workers
- Co-workers or management will think it is inappropriate to talk about gender identity in the workplace
- Lack of policies to protect LGBT workers in the workplace
- I or someone I know has been humiliated at work for being transgender
- Possibly making people feel uncomfortable
- Fear for my personal safety
- May not be considered for advancement or development opportunities
- May be excluded from meetings and discussions
- Fear of getting fired
- Because it is nobody's business
- Fear of family members learning about the fact that I am transgender from contacts at work
- Others, please specify:
- None of the above
- Don't know / hard to say
- Not applicable: not currently employed/seeking job
- Prefer not to answer

YOUR WORKPLACE

13. If you are currently employed, how would you rate the overall attitude towards lesbian, gay, bisexual and/or transgender (LGBT) individuals in your working environment? Please provide a score on a scale of 0 to 10.

- 0(discriminatory and exclusive)
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10(open and inclusive)
- Don't know / hard to say
- Not applicable: not currently employed/seeking job
- Prefer not to answer

14. If you are currently employed, how often does the following happen at your workplace?

- People at work mention an LGBT person close to them, such as a friend or family member, in a positive way
- People speak up for LGBT colleagues at work
- People console or show support for LGBT colleagues at work when they face negative treatment
- People tell anti-LGBT jokes or make negative comments about LGBT people
- There are rumours about your own or someone else's sexual orientation and/or gender identity
- People send homophobic/ anti-LGBT messages via phone or email
- People openly bully, harass or discriminate against LGBT employees
- Not applicable: not currently employed/seeking job

YOUR EXPERIENCE IN THE WORKPLACE

15. Have you ever experienced any positive treatment at the workplace because of your gender identity?

- Yes (Go to question 16)
- No (Go to question 17)
- Don't know / hard to say(Go to question 17)

16. Specifically, have you experienced any of the following positive treatment in the workplace because of your gender identity? (Select all that apply)

- Offered a job because I am transgender
- Encouraged and supported to be open about my gender identity at work
- Built closer, more authentic relationships with colleagues because I am open about being transgender
- Higher efficiency at work because I do not need to hide the fact that I am transgender
- Supported by colleagues when I have experienced negative treatment because I am transgender
- Supported by other LGBT colleagues at work generally
- Given opportunities to run or participate in LGBT-related workplace initiatives
- Asked to be a role model and share my experiences
- Given additional training and development opportunities
- Others, please specify:
- None of the above
- Don't know / hard to say
- Prefer not to answer

17. Have you ever experienced any negative treatment at the workplace because of your gender identity?

- Yes (Go to question 18)
- No (Go to question 19)
- Don't know / hard to say (Go to question 19)

18. Specifically, have you experienced any of the following negative treatment in the workplace because of your gender identity?**(Select all that apply)**

- Treated with less respect
- Excluded from meetings and discussions
- Excluded from workplace and social activities
- Given less favourable training and development opportunities
- Overlooked or mistreated in the assignment of work projects i.e., given less desirable projects, removed from key projects
- Fired or asked to leave a job
- Denied a promotion that you were qualified for
- Had things deliberately made difficult for you
- Denied a job offer
- Verbal insult or mockery
- Sexual harassment
- Bullying or physical violence
- Others, please specify:
- None of the above
- Don't know / hard to say
- Prefer not to answer

IMPACT ON PRODUCTIVITY AND PERFORMANCE**(Please answer this question if you are not "fully" open about your transgender at work. If you are "fully open", please to go Q20 directly.)****19. Thinking about the past 12 months, how frequently have the following happened to you as a result of working in an environment that is not always accepting of transgender people?**

- I find it difficult to build authentic relationships with colleagues
- I have not been able to be fully committed to my work
- I have not been able to be fully committed to my employer
- I felt I was less of a team player
- I could not express my views openly
- I wasted energy worrying about what will happen when people find out about the fact that I am transgender
- I felt exhausted/depressed/stressed having to pretend I am someone I am not
- I avoided certain situations or workplace opportunities
- I felt unhappy at work
- I have stayed home from work
- I felt distracted from work
- I avoided working on a certain project, team or client
- I avoided a social event at work such as lunch, happy hour or a holiday party
- I had to lie about my personal life
- I avoided certain people at work
- I have left a job or considered leaving a job
- Others, please specify:
- Not applicable: not currently employed/seeking job

EFFORT BY EMPLOYER TO PROMOTE LGBT EQUALITY

20. To what extent do you feel your employer has taken steps to create an environment that is accepting of LGBT people? Please provide a score on a scale of 0 to 10.

- 0(no effort at all)
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10(lots of effort made)
- Don't know / hard to say
- Not applicable: not currently employed/seeking job
- Prefer not to answer

21. Which of the following steps do you think are the most important to creating an environment that is accepting of LGBT employees?

Please select top 3.

- Provide diversity training and communication that address sexual orientation and gender identity
- Extend employee benefits to same-sex partners of employees (e.g. extend special leave options including compassionate leave and bereavement leave; relocation expenses to cover same sex partners of expatriate employees, extending insurance policies to cover same sex partners)
- Setting up an Employee Network for LGBT employees
- Use terms such as "partner" or "significant other" instead of "spouse" in corporate policies and communications
- Put in place an equal opportunity or non-discrimination policy that covers sexual orientation and gender identity
- Publicise in company website the steps taken by the company in relation to sexual orientation and gender identity
- Designate Contact Officer/Grievance Officer to address any LGBT concerns
- Setting up a committee/council for dealing with matters relating to equal opportunities, anti-discrimination and anti-harrassment/bullying
- Assistance/support in visa application of same-sex partners
- Others, please specify:
- Don't know / hard to say
- Prefer not to answer

22. Please use this space to provide any additional comments on how workplaces in Hong Kong can be improved for LGBT employees:

Submit

HKU POP all rights reserved. This page is maintained by webmaster@hkupop.hku.hk.



香港大學民意研究計劃及 社商賢匯

COMMUNITY BUSINESS

香港同/雙性戀及跨性別僱員調查 Hong Kong LGBT Workplace Survey

中文 | English

謝謝閣下參與是次意見調查。請放心，閣下提供的資料會絕對保密，並只會用作綜合分析。由於部分題目會涉及比較敏感的問題如閣下的性傾向、態度及行為，假如閣下感到不安或尷尬，可以選擇跳答。為減少重複提交，系統或會抽查網上問卷的IP地址，而記錄會在質量控制程序完成後銷毀。

本調查共有22條問題，調查對象為現有全職/兼職工作或正在尋找工作的同/雙性戀及/或跨性別人士，調查大概需要8-10分鐘完成。如對本調查有任何問題，請致電2152 1889或發電郵到 info@communitybusiness.org 與社商賢匯聯絡。此調查為社商賢匯香港同/相性戀及跨性別狀況研究2011-12的一個部分，閣下可到 www.communitybusiness.org/LGBT/ClimateStudy.html 參閱更多的研究資料。

1. 本人明白及同意參與是次研究。

- 是

個人資料問題

2. 您是否跨性別人士？

- 是
 否

3. 您的性別認同是？

- 出生時的性別為女，認同的性別為男
 出生時的性別為男，認同的性別為女
 其他，請註明：
 拒答

4. 您的性傾向是甚麼？你是：

- 同性戀者
 雙性戀者
 異性戀者
 其他，請註明：
 拒答

5. 您的年齡？

- 18-25
 26-35
 36-45
 46-55
 56-60
 超過60
 拒答

6. 您屬於甚麼族裔？

- 華裔
- 亞裔 (非華裔) 請註明: (如菲律賓, 印尼, 印度, 巴基斯坦)
- 白種人
- 其他, 請註明:
- 拒答

7. 以下那一項最適合形容您目前的僱主？

- 香港/中國公司
- 跨國公司
- 政府/公營機構
- 自僱
- 非牟利機構/非政府組織
- 其他, 請註明:
- 不適用: 無業/待業
- 拒答

8. 你現時每月收入是？

- <\$6,000
- \$6,000 - <\$10,000
- \$10,000 - <\$30,000
- \$30,000 - <\$50,000
- \$50,000 - <\$100,000
- \$100,000或以上
- 不適用: 無業/待業
- 拒答

同志焦點問題 (在本問卷調查中,同性戀、雙性戀及跨性別人士會被統稱為"同志")

您的開放程度

9. 請指出您於工作環境以外, 對自己是跨性別人士的公開程度

- 對父母
- 對其他家人
- 對朋友

10. 若你沒有對家人完全公開自己是跨性別人士, 原因是什麼? (可選擇所有適用的答案。)

- 擔心家人不接受自己是跨性別人士
- 害怕家人對自己是跨性別人士感到羞愧
- 害怕被家人排斥或離棄
- 害怕人身安全受到威脅
- 家人可能不理解
- 家人可能會擔心自己會因性別認同而受到負面對待
- 其他, 請註明:
- 以上皆不是
- 不知道/不肯定
- 拒答

11. 如你現在有工作，請指出您於工作環境內，對自己是跨性別人士的公開程度：

- 對整體同事
- 對公司內的好朋友
- 對老闆/上司
- 對下屬
- 對人力資源部門
- 對客戶
- 對其他外界人士
- 不適用：無業/待業

12. 若你沒有對在工作上接觸的人完全公開自己是跨性別人士，原因是什麼？（可選擇所有適用的答案。）

- 擔心其他人會怎樣想
- 可能會被標籤（例如被視為有精神病、是HIV帶菌者、淫亂等）
- 可能會失去與同事的聯繫或關係
- 同事或管理層會認為，不應在公司談及自己的性別認同
- 我的公司缺乏保障同志僱員的政策
- 我自己或我認識的人，曾在工作間內因我是跨性別人士而被侮辱
- 可能會令別人感到不安
- 害怕人身安全受到威脅
- 可能不獲考慮晉升，或喪失發展機會
- 可能會被排斥而不能參與會議與討論
- 害怕被解僱
- 因為與他人無關
- 害怕家人會在同事身上得知我是跨性別人士
- 其他，請註明：
- 以上皆不是
- 不知道/不肯定
- 不適用：無業/待業
- 拒答

您的工作間

13. 如你現在有工作，您認為自己的工作環境對待同志的整體態度值多少分？

- 0(歧視排斥)
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10(開放共融)
- 不知道/不肯定
- 不適用：無業/待業
- 拒答

14. 如您現在有工作，以下的情況，有否在您的公司內發生？

- 工作上接觸的人以正面的態度談及身邊一位同志人士，例如朋友或家人
- 有人為同志同事抱不平
- 當有同志同事遇到負面對待，有人會安慰或支持他們
- 有人開冒犯同志的玩笑，或就同志作出負面評論
- 有傳聞圍繞您或他人的性別認同
- 有人向您的手提電話或電郵，發出討厭/貶低/反對同志的訊息
- 同志被公開欺負、騷擾或歧視
- 不適用：無業/待業

您在工作間內的經驗**15. 您曾否因自己的性別認同，而在工作間內受到正面的對待？**

- 有 (請回答Q16)
- 沒有 (請回答Q17)
- 不知道/不肯定 (請回答Q17)

16. 具體來說，您曾否因自己的性別認同，而在工作間內受到以下正面的對待？(可選擇所有適用的答案。)

- 因為我是跨性別人士而被委派工作
- 對於在公司內公開我是跨性別人士得到支持與鼓勵
- 因為我公開我是跨性別人士而與同事和上司的關係更密切
- 工作上效率更高因為我不用隱瞞自己是跨性別人士
- 在我因為性別認同而受到負面對待時得到同事的支持
- 得其他同志同事的支持
- 有機會參加與有關性傾向及/或性別認同的活動或措施
- 被邀為模範及被邀分享經驗
- 得到更多的培訓及發展機會
- 其他，請註明：
- 以上皆沒有
- 不知道/不肯定
- 拒答

17. 您曾否因自己的性別認同，而在工作間內受到負面的對待？

- 有 (請回答Q18)
- 沒有 (請回答Q19)
- 不知道/不肯定 (請回答Q19)

18. 具體來說，您曾否因自己的性別認同，而在工作間內受到以下負面對待？(可選擇所有適用的答案。)

- 相處時有欠尊重
- 不能參與會議及討論
- 不能參與工作或社交活動
- 較差的培訓與發展機會
- 指派工作項目時，受到忽視或惡劣對待，例如被指派從事較次要的項目，或被剔除於主要項目之外
- 被解僱或要求離職
- 雖然符合資格，但不獲晉升
- 工作時被為難
- 被拒絕聘用
- 言語侮辱或嘲笑
- 性騷擾
- 暴力，欺凌
- 其他，請註明：
- 以上皆沒有
- 不知道/不肯定
- 拒答

對生產力和工作表現的影響

(若您沒有在工作環境內完全公開自己是跨性別人士，請回答這條問題。若您完全公開自己是跨性別人士，請回答Q20。)

19. 回想過去十二個月，您有否因為工作環境不太接納同志人士，而發生以下情況？

- 我覺得很難與同事真誠交往
- 我不能全心全意投入工作
- 我不能我全心全意為僱主盡忠職守
- 我對團隊的歸屬感減少
- 我不能公開表達自己的意見
- 我浪費了精力去擔心他人發現我是跨性別人士後會出現甚麼狀況
- 要隱藏自我，去扮演另一個身份，使我感到精疲力竭、鬱悶、受壓
- 我避免出席工作上一些場合，或一些工作機會
- 我工作不開心
- 留在家中不想上班
- 無法專心工作
- 工作時避免涉及某一項目、團隊或客戶
- 避免出席工作中的社交場合，例如午飯聚會、歡樂時光聚會或節日派對
- 不得不就自己的私人生活說謊
- 工作時避免接觸某些人
- 離職/考慮離職
- 其他，請註明：
- 不適用：無業/待業

僱主推廣同志平等的努力

20. 您認為您的僱主有沒有採取措施創造一個令同志被接納的工作環境？

- 0(毫無努力)
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10(努力不懈)
- 不知道/不肯定
- 不適用：無業/待業
- 拒答

21. 您認為在以下措施之中，哪些對為同志僱員創造共融工作間最為重要？請選擇最重要的三項。

- 針對性傾向及性別認同，提供多元共融培訓和傳訊資料
- 將僱員福利延伸至同志僱員的同性伴侶(例如：將喪假等特別休假安排，搬遷開支福利，保險覆蓋延伸至同志僱員及其同性伴侶)
- 為同志僱員而設的僱員網絡
- 在企業政策和傳訊文件之中，採用「伴侶」、「同居者」等詞彙，取代「配偶」
- 制訂涵蓋性傾向及性別認同範疇的平等機會或反歧視政策
- 在企業網站之內，公開企業就性傾向和性別認同範疇所採取的措施
- 為同志僱員而設的諮詢專員/投訴專員
- 專責處理平等機會/反歧視/反欺凌事務的委員會/議會
- 對同性伴侶申請簽證時提供援助/協助
- 其他，請註明：
- 不知道/不肯定
- 拒答

21. 您認為在以下措施之中，哪些對為同志僱員創造共融工作間最為重要？請選擇最重要的三項。

- 針對性傾向及性別認同，提供多元共融培訓和傳訊資料
- 將僱員福利延伸至同志僱員的同性伴侶(例如，將喪假等特別休假安排，搬遷開支福利，保險覆蓋延伸至同志僱員及其同性伴侶)
- 為同志僱員而設的僱員網絡
- 在企業政策和傳訊文件之中，採用「伴侶」、「同居者」等詞彙，取代「配偶」
- 制訂涵蓋性傾向及性別認同範疇的平等機會或反歧視政策
- 在企業網站之內，公開企業就性傾向和性別認同範疇所採取的措施
- 為同志僱員而設的諮詢專員/投訴專員
- 專責處理平等機會/反歧視/反欺凌事務的委員會/議會
- 對同性伴侶申請簽證時提供援助/協助
- 其他，請註明：
- 不知道/不肯定
- 拒答

22. 請在此處的空位提供其他意見，闡述香港僱主可以怎樣為同志僱員改善工作環境：

遞交問卷

香港大學民意研究計劃版權所有。本網站由 webmaster@hkupop.hku.hk 製作。



PUBLIC OPINION PROGRAMME, THE UNIVERSITY OF HONG KONG AND COMMUNITY BUSINESS

COMMUNITY BUSINESS

Hong Kong LGBT Workplace Survey 香港同/雙性戀及跨性別僱員調查

中文 | English

Thank you for participating in this survey. Please rest assured that the information provided will be kept strictly confidential and used for aggregate analysis only. Some questions will touch on your sexual orientation, attitudes and behavior. If you feel uncomfortable or embarrassed to answer any of the questions, you can skip them. To eliminate repeated submissions, your IP address may be checked by our system but the record will be destroyed shortly after our quality control process is completed.

This survey consists of 22 questions. The target respondents are lesbian, gay, bisexual and/or transgender (LGBT) individuals who are currently working full-time/part-time or seeking a job in Hong Kong. It will take you around 8-10 minutes to complete the survey. If you have any questions concerning this survey, please contact Community Business at 2152 1889 or info@communitybusiness.org. This survey is part of Community Business' Hong Kong LGBT Climate Study 2011-12. For more information about this Study, please visit: www.communitybusiness.org/LGBT/ClimateStudy.html

1. I understand and agree to participate in this research.

Yes

DEMOGRAPHIC QUESTIONS

2. Are you a transgender individual?

Yes

No

3. What is your gender?

Male

Female

Others, please specify:

Prefer not to answer

4. What is your sexual orientation? Are you:

Gay / lesbian

Bisexual

Straight / heterosexual

Others, please specify:

Prefer not to answer

5. How old are you?

18-25

26-35

36-45

46-55

56-60

Over 60

6. What is your ethnicity?

- Chinese
- Asian (non-Chinese) Please specify: (E.g. Filipino, Indonesian, Indian, Pakistani etc)
- Caucasian
- Others, please specify:
- Prefer not to answer

7. Which of these best describes your current employer?

- Hong Kong/Chinese company
- International company
- Government/Public sector
- Self-employed
- Charitable organisation/non-governmental organisation
- Others, please specify:
- Not applicable: not currently employed/seeking job
- Prefer not to answer

8. How much is your current monthly income?

- Less than \$6,000
- HK\$6,000 - <HK\$10,000
- HK \$10,000 - <HK \$30,000
- HK \$30,000 - <HK \$50,000
- HK \$50,000 - <HK \$100,000
- HK \$100,000 or more
- Not applicable: not currently employed/seeking job
- Prefer not to answer

LGBT FOCUS QUESTIONS**YOUR OPENNESS****9. Please indicate to what extent you are open about your sexual orientation outside of work:**

- With your parents
- With other family members
- With friends

10. If you are not "fully" open with your family about your sexual orientation, why is this so? (Select all that apply)

- My family may not accept that I am lesbian, gay or bisexual
- My family may be ashamed of the fact that I am lesbian, gay or bisexual
- Fear of being rejected or abandoned by my family
- Fear for my personal safety
- My family may not understand
- My family may be concerned that I will face negative treatment because I am lesbian, gay or bisexual
- Others, please specify:
- None of the above
- Don't know / hard to say
- Prefer not to answer

11. If you are currently employed, please indicate to what extent you are open about your sexual orientation at work:

- With colleagues in general
- Only with close friends at work
- With your boss/supervisor
- With your subordinates
- With the Human Resources Department
- With clients
- With other external parties
- Not applicable: not currently employed/seeking job

12. If you are not "fully" open at work about your sexual orientation, why is this so? (Select all that apply)

- Concern about what other people will think
- Possibility of being stereotyped (e.g. as mentally ill, as HIV positive or promiscuous etc)
- Possibility of losing connections or relationships with co-workers
- Co-workers or management will think it is inappropriate to talk about sexual orientation in the workplace
- Lack of policies to protect LGBT workers in the workplace
- I or someone I know has been humiliated at work for being lesbian, gay or bisexual
- Possibly making people feel uncomfortable
- Fear for my personal safety
- May not be considered for advancement or development opportunities
- May be excluded from meetings and discussions
- Fear of getting fired
- Because it is nobody's business
- Fear of family members learning about my sexual orientation from contacts at work
- Others, please specify:
- None of the above
- Don't know / hard to say
- Not applicable: not currently employed/seeking job
- Prefer not to answer

YOUR WORKPLACE**13. If you are currently employed, how would you rate the overall attitude towards lesbian, gay, bisexual and/or transgender (LGBT) individuals in your working environment? Please provide a score on a scale of 0 to 10.**

- 0(discriminatory and exclusive)
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10(open and inclusive)
- Don't know / hard to say
- Not applicable: not currently employed/seeking job
- Prefer not to answer

14. If you are currently employed, how often does the following happen at your workplace?

- People at work mention an LGBT person close to them, such as a friend or family member, in a positive way
- People speak up for LGBT colleagues at work
- People console or show support for LGBT colleagues at work when they face negative treatment
- People tell anti-LGBT jokes or make negative comments about LGBT people
- There are rumours about your own or someone else's sexual orientation and/or gender identity
- People send homophobic/ anti-LGBT messages via phone or email
- People openly bully, harass or discriminate against LGBT employees
- Not applicable: not currently employed/seeking job

YOUR EXPERIENCE IN THE WORKPLACE**15. Have you ever experienced any positive treatment at the workplace because of your sexual orientation?**

- Yes (Go to question 16)
- No (Go to question 17)
- Don't know / hard to say (Go to question 17)

16. Specifically, have you experienced any of the following positive treatment in the workplace because of your sexual orientation?**(Select all that apply)**

- Offered a job because I am lesbian, gay or bisexual
- Encouraged and supported to be open about my sexual orientation at work
- Built closer, more authentic relationships with colleagues because I am open about being lesbian, gay or bisexual
- Higher efficiency at work because I do not need to hide the fact that I am lesbian, gay or bisexual
- Supported by colleagues when I have experienced negative treatment because I am lesbian, gay or bisexual
- Supported by other LGBT colleagues at work generally
- Given opportunities to run or participate in LGBT-related workplace initiatives
- Asked to be a role model and share my experiences
- Given additional training and development opportunities
- Others, please specify:
- None of the above
- Don't know / hard to say
- Prefer not to answer

17. Have you ever experienced any negative treatment at the workplace because of your sexual orientation?

- Yes (Go to question 18)
- No (Go to question 19)
- Don't know / hard to say (Go to question 19)

18. Specifically, have you experienced any of the following negative treatment in the workplace because of your sexual orientation?**(Select all that apply)**

- Treated with less respect
- Excluded from meetings and discussions
- Excluded from workplace and social activities
- Given less favourable training and development opportunities
- Overlooked or mistreated in the assignment of work projects i.e., given less desirable projects, removed from key projects
- Fired or asked to leave a job
- Denied a promotion that you were qualified for
- Had things deliberately made difficult for you
- Denied a job offer
- Verbal insult or mockery
- Sexual harassment
- Bullying or physical violence
- Others, please specify:
- None of the above
- Don't know / hard to say
- Prefer not to answer

IMPACT ON PRODUCTIVITY AND PERFORMANCE

(Please answer this question if you are not "fully" open about your sexual orientation at work. If you are "fully open", please go Q20 directly.)

19. Thinking about the past 12 months, how frequently have the following happened to you as a result of working in an environment that is not always accepting of LGBT people?

- I find it difficult to build authentic relationships with colleagues
- I have not been able to be fully committed to my work
- I have not been able to be fully committed to my employer
- I felt I was less of a team player
- I could not express my views openly
- I wasted energy worrying about what will happen when people find out about my sexual orientation
- I felt exhausted/depressed/stressed having to pretend I am someone I am not
- I avoided certain situations or workplace opportunities
- I felt unhappy at work
- I have stayed home from work
- I felt distracted from work
- I avoided working on a certain project, team or client
- I avoided a social event at work such as lunch, happy hour or a holiday party
- I had to lie about my personal life
- I avoided certain people at work
- I have left a job or considered leaving a job
- Others, please specify:
- Not applicable: not currently employed/seeking job

EFFORT BY EMPLOYER TO PROMOTE LGBT EQUALITY

20. To what extent do you feel your employer has taken steps to create an environment that is accepting of LGBT people? Please provide a score on a scale of 0 to 10.

- 0(no effort at all)
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10(lots of effort made)
- Don't know / hard to say
- Not applicable: not currently employed/seeking job
- Prefer not to answer

21. Which of the following steps do you think are the most important to creating an environment that is accepting of LGBT employees?

Please select top 3.

- Provide diversity training and communication that address sexual orientation and gender identity
- Extend employee benefits to same-sex partners of employees (e.g. extend special leave options including compassionate leave and bereavement leave; relocation expenses to cover same sex partners of expatriate employees, extending insurance policies to cover same sex partners)
- Setting up an Employee Network for LGBT employees
- Use terms such as "partner" or "significant other" instead of "spouse" in corporate policies and communications
- Put in place an equal opportunity or non-discrimination policy that covers sexual orientation and gender identity
- Publicise in company website the steps taken by the company in relation to sexual orientation and gender identity
- Designate Contact Officer/Grievance Officer to address any LGBT concerns
- Setting up a committee/council for dealing with matters relating to equal opportunities, anti-discrimination and anti-harrassment/bullying
- Assistance/support in visa application of same-sex partners
- Others, please specify:
- Don't know / hard to say
- Prefer not to answer

22. Please use this space to provide any additional comments on how workplaces in Hong Kong can be improved for LGBT employees:

Submit

HKU POP all rights reserved. This page is maintained by webmaster@hkupop.hku.hk.



香港大學民意研究計劃及 社商賢匯

香港同/雙性戀及跨性別僱員調查 Hong Kong LGBT Workplace Survey

COMMUNITY BUSINESS

中文 | English

謝謝閣下參與是次意見調查。請放心，閣下提供的資料會絕對保密，並只會用作綜合分析。由於部分題目會涉及比較敏感的問題如閣下的性傾向、態度及行為，假如閣下感到不安或尷尬，可以選擇跳答。為減少重複提交，系統或會抽查網上問卷的IP地址，而記錄會在質量控制程序完成後銷毀。

本調查共有22條問題，調查對象為現有全職/兼職工作或正在尋找工作的同/雙性戀及/或跨性別人士，調查大概需要8-10分鐘完成。如對本調查有任何問題，請致電2152 1889或發電郵到 info@communitybusiness.org 與社商賢匯聯絡。此調查為社商賢匯香港同/相性戀及跨性別狀況研究2011-12的一個部分，閣下可到 www.communitybusiness.org/LGBT/ClimateStudy.html 參閱更多的研究資料。

1. 本人明白及同意參與是次研究。

- 是

個人資料問題

2. 您是否跨性別人士？

- 是
 否

3. 您的性別？

- 男
 女
 其他，請註明：
 拒答

4. 您的性傾向是甚麼？你是：

- 同性戀者
 雙性戀者
 異性戀者
 其他，請註明：
 拒答

5. 您的年齡？

- 18-25
 26-35
 36-45
 46-55
 56-60
 超過60
 拒答

6. 您屬於甚麼族裔？

- 華裔
- 亞裔 (非華裔) 請註明: (如菲律賓, 印尼, 印度, 巴基斯坦)
- 白種人
- 其他, 請註明:
- 拒答

7. 以下那一項最適合形容您目前的僱主？

- 香港/中國公司
- 跨國公司
- 政府/公營機構
- 自僱
- 非牟利機構/非政府組織
- 其他, 請註明:
- 不適用: 無業/待業
- 拒答

8. 你現時每月收入是？

- <\$6,000
- \$6,000 - <\$10,000
- \$10,000 - <\$30,000
- \$30,000 - <\$50,000
- \$50,000 - <\$100,000
- \$100,000或以上
- 不適用: 無業/待業
- 拒答

同志焦點問題 (在本問卷調查中,同性戀、雙性戀及跨性別人士會被統稱為"同志")

您的開放程度

9. 請指出您於工作環境以外, 對自己的性傾向的公開程度:

- 對父母
- 對其他家人
- 對異性戀朋友

10. 若你沒有對家人完全公開自己的性傾向, 原因是什麼? (可選擇所有適用的答案。)

- 擔心家人不接受
- 害怕家人對自己的性傾向感到羞愧
- 害怕被家人排斥或離棄
- 害怕人身安全受到威脅
- 家人可能不理解
- 家人可能會擔心自己會因性傾向而受到負面對待
- 其他, 請註明:
- 以上皆不是
- 不知道/不肯定
- 拒答

11. 如你現在有工作，請指出您於工作環境內，對自己的性傾向的公開程度：

- 對整體同事
- 對公司內的好朋友
- 對老闆/上司
- 對下屬
- 對人力資源部門
- 對客戶
- 對其他外界人士
- 不適用：無業/待業

12. 若你沒有對在工作上接觸的人完全公開自己的性傾向，原因是什麼？（可選擇所有適用的答案。）

- 擔心其他人會怎樣想
- 可能會被標籤（例如被視為有精神病，是HIV帶菌者，淫亂等）
- 可能會失去與同事的聯繫或關係
- 同事或管理層會認為，不應在公司談及自己的性傾向
- 我的公司缺乏保障同志僱員的政策
- 我自己或我認識的人，曾在工作間內因同志的身份而被侮辱
- 可能會令別人感到不安
- 害怕人身安全受到威脅
- 可能不獲考慮晉升，或喪失發展機會
- 可能會被排斥而不能參與會議與討論
- 害怕被解僱
- 因為與他人無關
- 害怕家人會在同事身上得知我的性傾向
- 其他，請註明：
- 以上皆不是
- 不知道/不肯定
- 不適用：無業/待業
- 拒答

您的工作間

13. 如你現在有工作，您認為自己的工作環境對待同志的整體態度值多少分？

- 0(歧視排斥)
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10(開放共融)
- 不知道/不肯定
- 不適用：無業/待業
- 拒答

14. 如你現在有工作，以下的情況，有否在您的公司內發生？

- 工作上接觸的人以正面的態度談及身邊一位同志人士，例如朋友或家人
- 有人為同志同事抱不平
- 當有同志同事遇到負面對待，有人會安慰或支持他們
- 有人開冒犯同志的玩笑，或就同志作出負面評論
- 有傳聞圍繞您或他人的性傾向
- 有人向您的手提電話或電郵，發出討厭/貶低/反對同志的訊息
- 同志被公開欺負、騷擾或歧視
- 不適用：無業/待業

您在工作間內的經驗

15. 您曾否因自己的性傾向，而在工作間內受到正面的對待？

- 有 (請回答Q16)
- 沒有 (請回答Q17)
- 不知道/不肯定(請回答Q17)

16. 具體來說，您曾否因自己的性傾向，而在工作間內受到以下正面的對待？（可選擇所有適用的答案。）

- 因為我的性傾向而被委派工作
- 對於在公司內公開我的性傾向得到支持與鼓勵
- 因為我公開我的性傾向而與同事和上司的關係更密切
- 工作上效率更高因為我不需隱瞞自己的性傾向
- 在我因為性傾向而受到負面對待時得到同事的支持
- 得其他同志同事的支持
- 有機會參加與有關性傾向及/或性別認同的活動或措施
- 被邀為模範及被邀分享經驗
- 得到更多的培訓及發展機會
- 其他，請註明：
- 以上皆沒有
- 不知道/不肯定
- 拒答

17. 您曾否因自己的性傾向，而在工作間內受到負面的對待？

- 有 (請回答Q18)
- 沒有 (請回答Q19)
- 不知道/不肯定(請回答Q19)

18. 具體來說，您曾否因自己的性傾向，而在工作間內受到以下負面對待？（可選擇所有適用的答案。）

- 相處時有欠尊重
- 不能參與會議及討論
- 不能參與工作或社交活動
- 較差的培訓與發展機會
- 指派工作項目時，受到忽視或惡劣對待，例如被指派從事較次要的項目，或被剔除於主要項目之外
- 被解僱或要求離職
- 雖然符合資格，但不獲晉升
- 工作時被為難
- 被拒絕聘用
- 言語侮辱或嘲笑
- 性騷擾
- 暴力, 欺凌
- 其他，請註明：
- 以上皆沒有
- 不知道/不肯定
- 拒答

對生產力和工作表現的影響

(若您沒有在工作環境內完全公開自己的性傾向，請回答這條問題。若您完全公開自己的性傾向，請回答Q20。)

19. 回想過去十二個月，您有否因為工作環境不太接納同志人士，而發生以下情況？

- 我覺得很難與同事真誠交往
- 我不能全心全意投入工作
- 我不能我全心全意為僱主盡忠職守
- 我對團隊的歸屬感減少
- 我不能公開表達自己的意見
- 我浪費了精力去擔心他人發現我的性傾向後會出現甚麼狀況
- 要隱藏自我，去扮演另一個身份，使我感到精疲力竭、鬱悶、受壓
- 我避免出席工作上一些場合，或一些工作機會
- 我工作不開心
- 留在家中不想上班
- 無法專心工作
- 工作時避免涉及某一項目、團隊或客戶
- 避免出席工作中的社交場合，例如午飯聚會、歡樂時光聚會或節日派對
- 不得不就自己的私人生活說謊
- 工作時避免接觸某些人
- 離職/考慮離職
- 其他，請註明：
- 不適用：無業/待業

僱主推廣同志平等的努力

20. 您認為您的僱主有沒有採取措施創造一個令同志能放心公開自己性傾向的環境？

- 0(毫無努力)
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10(努力不懈)
- 不知道/不肯定
- 不適用：無業/待業
- 拒答

21. 您認為在以下措施之中，哪些對為同志僱員創造共融工作間最為重要？請選擇最重要的三項。

- 針對性傾向及性別認同，提供多元共融培訓和傳訊資料
- 將僱員福利延伸至同志僱員的同性伴侶(例如：將喪假等特別休假安排，搬遷開支福利，保險覆蓋延伸至同志僱員及其同性伴侶)
- 為同志僱員而設的僱員網絡
- 在企業政策和傳訊文件之中，採用「伴侶」、「同居者」等詞彙，取代「配偶」
- 制訂涵蓋性傾向及性別認同範疇的平等機會或反歧視政策
- 在企業網站之內，公開企業就性傾向和性別認同範疇所採取的措施
- 為同志僱員而設的諮詢專員/投訴專員
- 專責處理平等機會/反歧視/反欺凌事務的委員會/議會
- 對同性伴侶申請簽證時提供援助/協助
- 其他，請註明：
- 不知道/不肯定
- 拒答

22. 請在此處的空位提供其他意見，闡述香港僱主可以怎樣為同志僱員改善工作環境：

 

遞交問卷

香港大學民意研究計劃版權所有。本網站由 webmaster@hkupop.hku.hk 製作。