

Table 1: Comparison of Coverage of Anti-Discrimination Legislations in Common-law Jurisdictions

	Prohibited Attributes								
	Race	Disability	Family Status	Marital Status	* Sex (See Table 2)	Age	Politic Opinion	Employment Status	Religious / Ethical Beliefs
HK	RDO 2008	DDO 1995	FSDO 1997	SDO 1995, s 7	SDO 1995, ss 4, 5, 6	Nil	Nil	Nil	Nil
AUS	RDA 1975	DDA 1992	SDA 1984, s 7A	SDA 1984, s 6	SDA 1984, s 5, s 5C	ADA 2004	* AHRCA 1986 (only on Commonwealth bodies); Several state and territory laws	Nil	* AHRCA 1986 (only on Commonwealth bodies); Several state and territory laws
NZ	HRA 1993, ss 21(1)(e), (f) & (g)	HRA 1993, s 21(1)(h)	HRA 1993, s 21(1)(l)	HRA 1993, s 21(1)(b)	HRA 1993, s 21(1)(a)	HRA 1993, s 21(1)(i)	HRA 1993, s 21(1)(j)	HRA 1993, s 21(1)(k)	HRA 1993, s 21(1)(c) & (d)
UK	RRA 1976, EA 2010 s 9	DDA 1995, EA 2010 s 6	N/A	SDA 1975, s 3; EA 2010, s 8	SDA 1975, ss 1, 2; EA 2010 s 11	EA 2010, s 5	Nil	* Implementation of EU Directives -- FTE(PLFT)R 2002; PTW(PLFT)R 2000	EA 2010 s 10

Table 2: Comparison of Scope of Legislations Against Sex Discrimination in Common-law Jurisdictions

Legislations Regarding Treatments of Different Genders/Sexes (Man/Male; Woman/Female; Intersex; Transgender)												
		Gender Identity (Intersex)	Gender Identity (Transgender)	Same-Sex Marriage	Same-Sex Adoption	Civil Union	Sexual Orientation	Pregnancy / Maternity	Maternity Leave	Parental/ Paternity Leave and Adoption Leave	Breastfeeding	Equal Pay & Treatments
HK	SDO 1995, ss 4, 5, 6	Nil	[W v Registrar of Marriages by CFA]	[W v Registrar of Marriages by CFA]	Nil	Nil	Nil	SDO 1995, s 8	EO 1997, s 12A-15C	Nil	Nil	Nil
AUS	SDA 1984, s 5	SDA, s 5C	SDA, s 5B	[<i>Marriage Deregulation Amendment Bill 2014</i>]	* Only recognised in several State and Territory laws	Nil	SDA, s 5A	SDA, s 7	* MLCEA 1973 (only on Commonwealth Bodies) and respective State and Territory laws	PPLA 2010	SDA, s 7AA	WRA 1996; SDA, Part II
NZ	HRA 1993, s 21(1)(a)	Nil	* Controversial: HRA 1993, s 21(1)(a)	MDMAA 2013, s 5	MDMAA 2013, s 5	CUA 2004, s 4; HRA 1993, s 21(1)(b)	HRA 1993, s 21(1)(m)	HRA 1993, s 21(1)(a)	PLEPA 1987	PLEPA 1987	HRA 1993, s 42	EPA 1972
UK	SDA 1975, ss 1 and 2; EA 2010, s 11	Nil	SDA 1975, s 2A; GRA 2004; EA 2010 s 7	MSSCA 2013, s 1	Nil	CPA 2004, s 1; MSSCA 2013 s 15	EA 2010, s 12	SDA 1975, s 3A; EA 2010, ss 17 & 18	WFA 2006; MPLAR 2002	WFA 2006; MPLAR 2002	SDA 1975, s 3B	EPA 1970; SDA 1975 & 1986; EPAR 1983