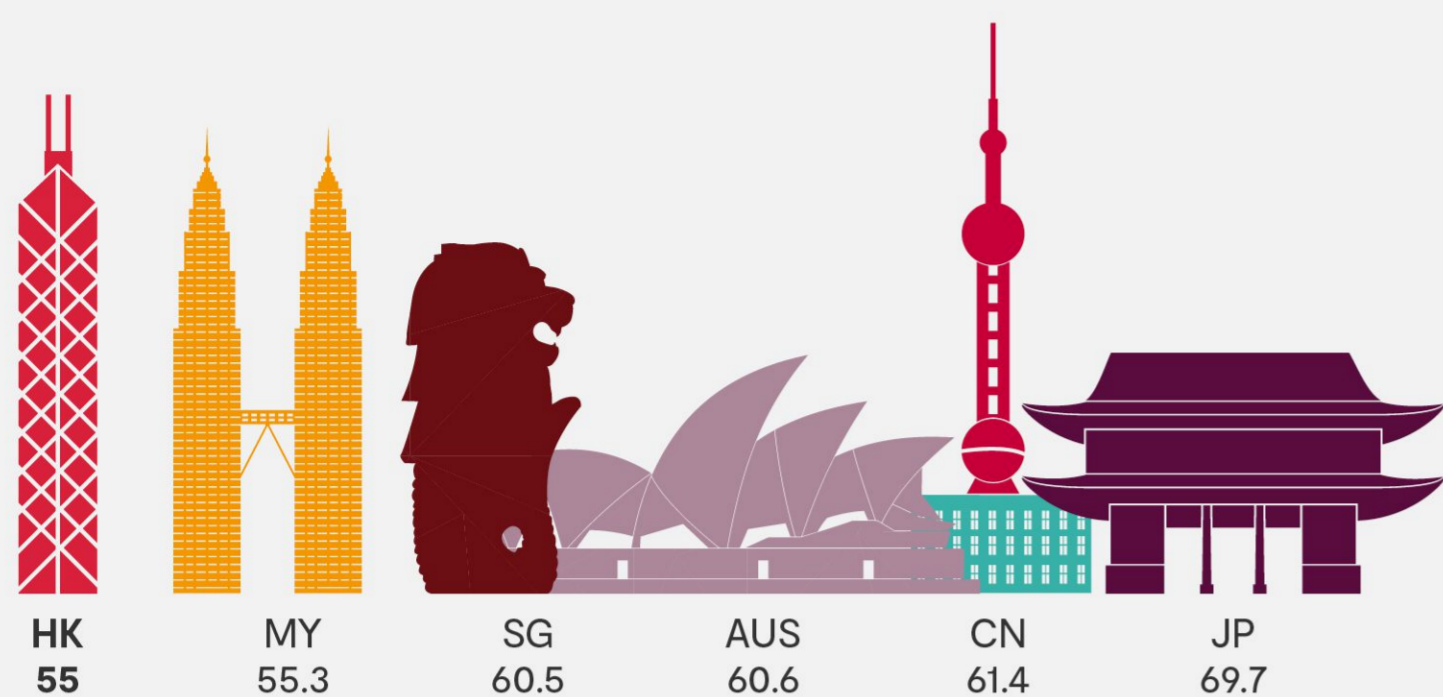


HONG KONG AND GENDER EQUALITY



How is Hong Kong progressing on workplace gender equality compared to Asia Pacific?



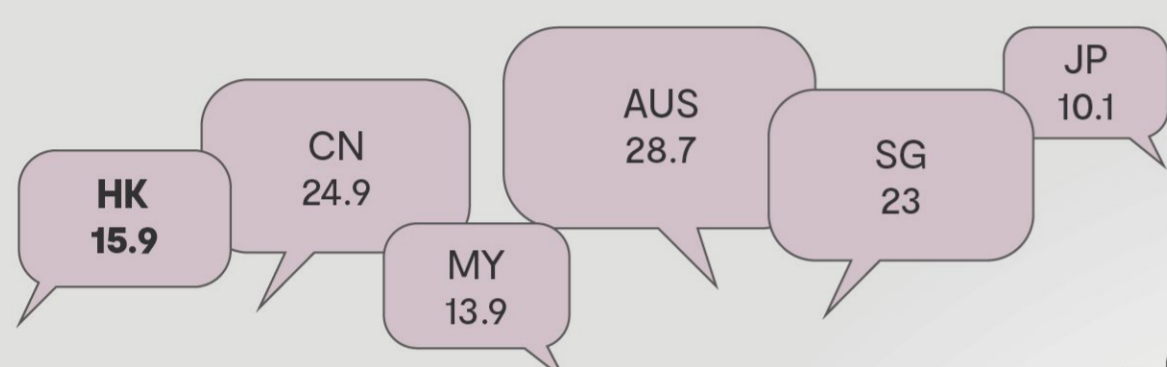
Low numbers of women in the workforce¹ (%)

Despite women comprising the majority of university graduates, only 55% of women are in the workforce in Hong Kong. This is lower than Australia, China, Japan and Singapore. The low participation rate is partially attributed to:

- entrenched gender biases
- the lack of work-life balance
- caring responsibilities

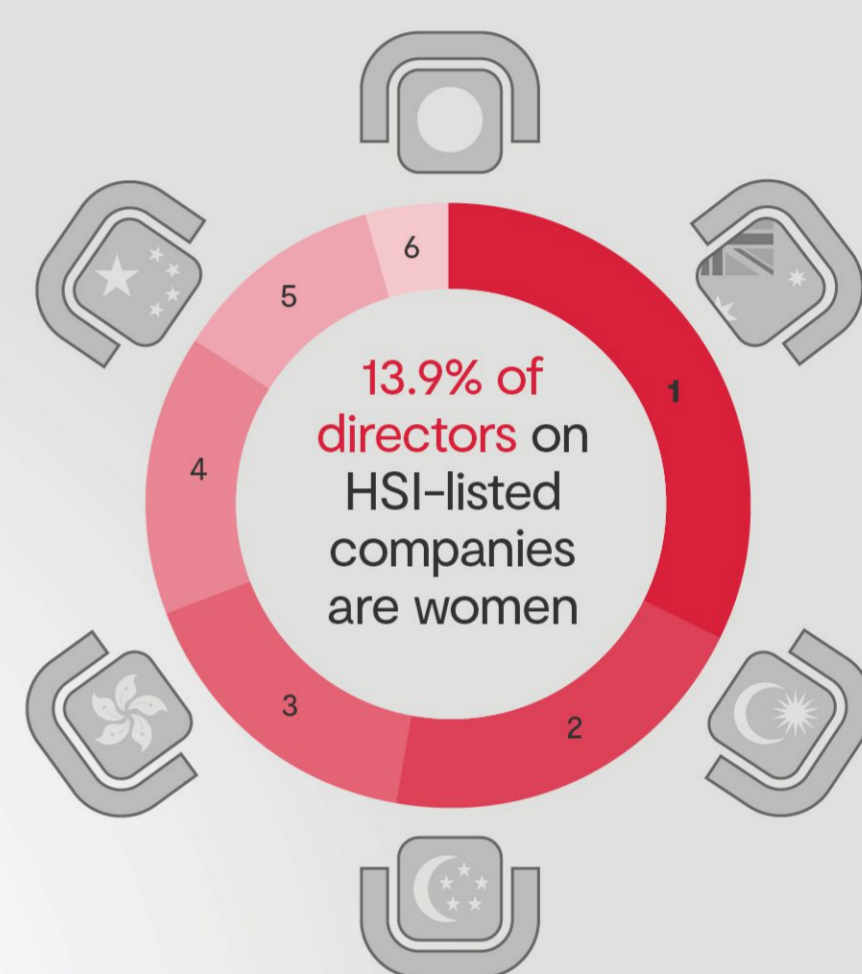
Women remain under-represented in government² (%)

Only 15.9% of Hong Kong Legislative Council members are female.



Women are missing in the boardroom³ (%)

As women move up the corporate ladder, their representation reduces dramatically.



Only **55%** of women in Hong Kong are in the workforce

Women earn less than men⁴ (%)



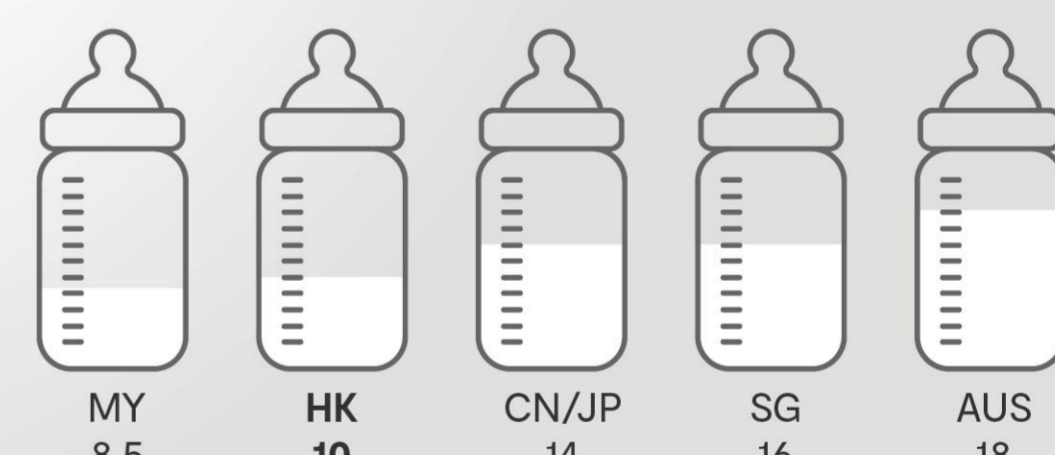
Hong Kong has an average gender pay gap of 22%

Only one third of management is female⁵

Japan has the lowest representation of women in management at 22%, while Hong Kong, Australia and Singapore are at 29%, 29.7% and 30% respectively.



3/10 management roles in Hong Kong are held by women. This is well behind Malaysia (38%) and Mainland China (37%).



Maternity leave is often inadequate⁶ (weeks)

Part of the challenge comes from inadequate support for working mothers.

New mothers in Hong Kong are currently given **10 weeks** of maternity leave.

The Government has recently proposed raising this to the international standard of 14 weeks.

Caring responsibilities are still a barrier⁷

Working mothers in Hong Kong confront biases at work and pressure to be the primary caregiver at home.

30% of women drop out of the workforce due to caring responsibilities.

>50% of employers said they would not hire women with children.



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