

Individual Action Plan (2020)

Economy: **Hong Kong, China (HKC)**

<p>Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<ul style="list-style-type: none"> - Percentage of female employed persons working as managers and administrators (2018): 34.3% - Percentage of female directorate officers in civil service (2019): 39.5% - Percentage of female elected members of the Legislative Council (2020): 15.9% - Percentage of female Government-appointed non-official members serving on public sector advisory and statutory bodies (ASBs) (Dec, 2019): 33.8%
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<ul style="list-style-type: none"> - Gender benchmark for appointing women to ASBs (with effect from April 2015): 35%
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<ul style="list-style-type: none"> - Government staff members are well aware of this requirement and they will strive to meet this requirement. - In the meantime, the Government will continue to encourage professional bodies and institutions responsible for nominating or recommending candidates for participation in ASBs to nominate/recommend more women candidate to participate in ASBs.

✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*