## Individual Action Plan (2019)

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

| 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/bw/home.aspx?viewtype=SC](https://careers.un.org/bw/home.aspx?viewtype=SC)) | - Percentage of female employed persons working as managers and administrators (2017): 35.2%
- Percentage of female directorate officers in civil service (2017): 35.7%
- Percentage of female elected members of the Legislative Council (2019): 15.9%
- Percentage of female Government-appointed non-official members serving on public sector advisory and statutory bodies (ASBs) (Dec, 2018): 33.2% |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>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)</td>
<td>- Gender benchmark for appointing women to ASBs (with effect from April 2015): 35%</td>
</tr>
</tbody>
</table>
| Include a brief plan of action of how your economy plans to achieve your voluntary goals. | - 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.