

## Individual Action Plan (2019)

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 <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<ul style="list-style-type: none"> <li>- Percentage of female employed persons working as managers and administrators (2017): 35.2%</li> <li>- Percentage of female directorate officers in civil service (2017): 35.7%</li> <li>- Percentage of female elected members of the Legislative Council (2019): 15.9%</li> <li>- Percentage of female Government-appointed non-official members serving on public sector advisory and statutory bodies (ASBs) (Dec, 2018): 33.2%</li> </ul>
<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"> <li>- Gender benchmark for appointing women to ASBs (with effect from April 2015): 35%</li> </ul>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<ul style="list-style-type: none"> <li>- Government staff members are well aware of this requirement and they will strive to meet this requirement.</li> <li>- 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.</li> </ul>

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