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

Low numbers of women in the workforce\(^1\) (%)
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 government\(^2\) (%)
Only 15.9% of Hong Kong Legislative Council members are female.

Women are missing in the boardroom\(^3\) (%)
As women move up the corporate ladder, their representation reduces dramatically.

Women earn less than men\(^4\) (%)
Hong Kong has an average gender pay gap of 22%.

Only one third of management is female\(^5\)
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 of management roles in Hong Kong are held by women. This is well behind Malaysia (38%) and Mainland China (37%).

Caring responsibilities are still a barrier\(^7\)
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.

Maternity leave is often inadequate\(^8\) (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.

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