



October 9, 2019

Mrs Carrie Lam Yuet-Ngor, GBM, GBS, JP
Chief Executive
Office of the Chief Executive
Hong Kong Special Administrative Region
People's Republic of China
Tamar, Hong Kong

Dear Mrs Lam,

RE: The Women's Foundation 2019 Policy Address Submission

The Women's Foundation (TWF) is a non-profit organisation dedicated to improving the lives of women and girls in Hong Kong. We focus on challenging gender stereotypes, increasing the number of women in decision-making positions, and empowering women in poverty.

For the last two years, we have been encouraged by the Chief Executive's policy addresses and the public recognition of the valuable role that women play in the formal economy. It should thus be a matter of deep disappointment and concern to the Hong Kong Government and to the community generally that Hong Kong lags behind our regional and international neighbours in relation to gender equality. It is of utmost importance that Hong Kong actively addresses the inequalities faced by more than half our population and commits to international best practice befitting Hong Kong's status as a global financial centre.

Gender equality aims to ensure that half the population has access to half the opportunities whether they be economic, social or leadership. On a macro-economic level, by closing the gender gap, McKinsey & Company has found that China would receive a 13% increase over business-as-usual GDP. Gender equality is therefore an imperative that benefits, not only women, but our entire community. It is good for society, business and thus good for Hong Kong.

Gender Equality – Hong Kong Lags Behind

Gender equality is globally recognised as a priority but many economies struggle to put this recognition into practice. Hong Kong's gender gap manifests itself in several areas:

- **Low numbers of women in the workforce:** Despite Hong Kong women graduating from universities in record numbers (54%) and the fact that women are entering the workforce in near equal numbers to men, only 29% of women are in management positions compared to 38% in Malaysia and 37% in Mainland China. Hong Kong's female workforce participation rate is only 55% compared to 70% in Japan and nearly 60% in Singapore and Australia.
- **Burden of care:** 30% of Hong Kong working women drop out of the workforce due to caring responsibilities.
- **"Motherhood penalty" at work:** According to a study released by the Equal Opportunities Commission in 2018, more than 50% of employers surveyed in Hong Kong stated they would not hire women with children. Due to caring responsibilities, lack of flexible work and gender biases, we see a significant drop off in women as they move through the workforce pipeline.

- **Gender Pay Gap:** Hong Kong's gender pay gap is 22% and wider than ten years ago and higher than Singapore and Malaysia.
- **Women in Poverty:** 1 in 6 women live below the poverty line, with numbers higher for certain populations like single mothers and ethnic minority women.
- **Low numbers of Women on Boards:** Women comprise only 13.5% of directors on Hang Seng Index company boards. This is not only lower than global competitors like Australia and the UK, it's lower than our regional neighbors Singapore, Thailand, and Malaysia at 15%, 20% and 23% respectively.
- **Pervasive sexual violence:** 1 in 7 women will experience sexual violence in her lifetime but 90% do not report.
- **Low numbers of women in STEM careers:** Boys are four times more likely to enter into STEM-related degrees and careers than girls.

With increased focus and expectations by the community, investors and stakeholders on gender equality, these statistics highlight a significant risk to the Hong Kong economy and social structure.

Urgent Action Needed to Address Gender Inequality in Hong Kong

Our summary above highlights the very serious inequality issues faced by women and girls in Hong Kong. We hope these facts spur Government, business and civil society into urgent action to address our serious gender inequality challenges and maintain Hong Kong's status as a world class city.

Along with business and civil society, the Government has a critical role to play and can take immediate action to address these imbalances. There is an urgent need for gender equality to be included in the Executive Council agenda and considered in all Government initiatives – as an equality issue but also because tackling some of these issues will help build happier families, a more stable society and a thriving economy.

We are pleased to submit a range of recommendations to the Government and believe that our proposals represent a comprehensive set of recommendations for the Government to address gender inequality for the long term. We believe that many of our proposals can be actioned at minimal cost for immediate benefit to the women and girls of Hong Kong and our city overall.

Here are some of our specific recommendations:

Holistic approach needed to boost female workforce participation and to increase the number of women in leadership positions: Women's workforce participation rate is well below regional averages, exacerbated by overt discrimination against working mothers and limited childcare / flexi-work options.

Actions to close Gender Pay Gap: Hong Kong's gender pay gap is worse than ten years ago. There is insufficient disclosure and organisational commitment to close our gender pay gap which also reflects the low level of female workforce participation and women's stalled progress as they progress through their careers.

Greater support for women in poverty and address female inequality: Women are still disproportionately employed in lower status jobs and earn lower incomes compared to men. There is a lack of specific consideration of women in Government welfare policies, including the MPF scheme.

Wholesale change around the government mechanism to support women and girls' advancement in Hong Kong: The Women's Commission is inadequately staffed, resourced and positioned to drive the integration of gender in legislation, public policies and programmes.

Greater protections and preventative measures around sexual harassment and sexual assault: Laws provide insufficient protection, sexual education curricula are outdated and there are many inhibiting factors for women to utilise existing services.

Stronger, targeted protections for vulnerable groups of women and girls: Ethnic minorities, Foreign Domestic Workers, and LGBT+ communities

Increase the availability and accessibility of gender disaggregated data: Gender-segregated data maintained by government departments and bureaus are not comprehensive, consistent or always accessible.

While we applaud the efforts of the Women's Commission and other Government bodies to safeguard the interests of women and girls in Hong Kong, much remains to be done before Hong Kong can be said to be pursuing a comprehensive policy of eliminating all forms of discrimination against women and actively advancing the interests of women and girls in our city.

We look forward to working together with the Government and other relevant actors to help close these gaps. We would be happy to arrange a meeting to discuss our recommendations further and offer our guidance where appropriate.

Hong Kong is actively looking for signals that it still has a capacity for greatness and can maintain a central position on the world stage. Gender equality is one area where we can fulfil that potential, and the momentum from actions towards that goal will allow us to harness the innovation, creativity, cooperation and compassion needed to ensure our city and all its residents can flourish.

Sincerely,

Signed.

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KEY ISSUES AND RECOMMENDATIONS

HOLISTIC APPROACH NEEDED TO BOOST FEMALE WORKFORCE PARTICIPATION

Gender equality is globally recognised as a priority, but Hong Kong lags behind when it comes to gender equality in the workforce. Hong Kong's female workforce participation rate is only 55%¹ compared to 70%² in Japan and nearly 60%³ in Singapore and Australia⁴. Of those that are in the workforce, only 29% of women are in management positions compared to 38% in Malaysia and 37% in Mainland China⁵. At board of director level, TWF is alarmed that Hong Kong continues to be outperformed not only by other global financial centres, but also our regional neighbours with women on listed boards at 15%⁶ in Singapore, 20%⁷ in Thailand and at 23%⁸ in Malaysia yet only 13.5% on Hang Seng Index (HSI) company boards.

A wholesale approach is needed to address female workforce attrition rates and to support their return to work. This include reviewing childcare and eldercare options (mentioned above), flexwork options, return to work programmes, gender biases and gender based discrimination in the workplace, among other solutions.

Improved provisions for working caregivers

Flexible Work Options

Hong Kong has some of the longest working hours in the world and working parents and carers struggle between their professional goals and the need to spend time with their families. The persistent culture of presenteeism and face-time means that the majority of companies lack the flexible working structures that would enable employees with care responsibilities to thrive. The Government should more strongly encourage employers to adopt flex-work options to better accommodate working parents and caregivers, and consider incentives to companies that adopt these practices.

Childcare

We are encouraged by the Government taking important steps to provide more robust services for childcare including supplying additional childcare centres, as we know the demand for affordable options with hours that match a typical working day are limited.

Maternity & Paternity Leave

The Government's commitment to extend maternity leave to the international standard of 14 weeks and paternity leave from 3 to 5 days is a welcome change, and we encourage the Government to enforce these changes as soon as possible. As a next step, the Government should aim to extend maternity leave to 16 weeks in line with Singapore, and extend paternity leave to 7 days.

¹ Hong Kong Census & Statistics Department, 2019

² Nakazato, H. Nishimura, J. and Takezawa, J. (2018) 'Japan country note' in Blum, S, Koslowski, A., Macht, A. and Moss, P (eds) International Review of Leave Policies and Research 2018.

³ Department of Statistics Singapore, 2018.

⁴ Australia Bureau of Statistics, 2018.

⁵ Hays Salary Guide 2018.

⁶ Singapore Council for Board Diversity December 2018 (SGX 100)

⁷ "[Asian companies with more women on boards deliver better results](#)" Economic Times, June 2019

⁸ Minerva Analytics, Bursa Malaysia Update 2018 (Bursa 100)

Parental Leave

Longer term, we believe Hong Kong would do well to follow the approach being adopted in more progressive countries which have embraced the concept of gender neutral parental leave, allowing parents to choose which of them assumes the greater share of childcare responsibilities.

Eldercare

TWF recognises the great attention and resources that have gone into planning and caring for Hong Kong's rapidly ageing population, which have been noted in the past few policy addresses.

In addition to the robust measures being implemented to provide adequate services and quality of life for the elderly, we would urge the Government to consider strengthened policies and measures to provide support for informal caregivers, particularly those still in the workforce. TWF, in partnership with the Sau Po Centre on Ageing at The University of Hong Kong and HSBC Life, recently conducted a study to understand and quantify the need and cost of eldercare in Hong Kong today and in 40 years' time. The results are significant, among them:

- With the population of eldercare recipients set to more than double from 5% to 11% by 2060, **the cost to society will increase by 6 times from HK\$39 billion to HK\$222 billion.**
- The cost of eldercare to employers is **anticipated to grow approximately five times** from 2018 to 2060.
- **The overall cost of eldercare to individuals will quadruple from HK\$1.8 billion to HK\$7.2 billion**, with women bearing a disproportionate share of this burgeoning cost as 62% of caregivers are expected to be women in 2060.

Alongside employers, we recommend urgent action by the Government to implement policies and practices to alleviate the financial and human resources burden on companies, and to support employees with eldercare responsibilities.

A full list of recommendations for the Government is provided in Appendix A. The full report can be accessed here ([English](#) and [Chinese](#)).

Board diversity

Hong Kong is not only lagging behind in terms of board gender diversity with 13.5%⁹ of directors on HSI-listed boards being women, but it's also behind in workforce diversity. Companies must take a wholesale approach to promoting and committing to diversity and inclusion across their businesses at all levels, and foster an understanding of how D&I contributes to business success. Not only do we need to build a strong pipeline of female talent and provide women with the enabling workplace environment to reach the top, but also create the demand for such talent in senior levels of management, including at the board level. Unless both the supply and demand sides are addressed, efforts to achieve greater gender diversity will be undermined.

The Government should take up a greater role in actively encouraging that companies: 1) Set measurable objectives for achieving gender diversity in the composition of its board, management, senior management, and workforce generally, 2) Be transparent and disclose gender disaggregated data that includes gender pay gap, flexible work practices, gender diversity targets, turnover and

⁹ Community Business Women on Boards Update for HSI-listed companies 2019

attrition rates, percentage of promotions, and caring responsibilities, and 3) We encourage the Government to role model best practice on gender diversity within its own departments, bureaux and Advisory & Statutory Bodies, and encourage private sector to match Government gender diversity goals.

Motherhood Penalty

Women do not stay in the workforce for many reasons – child care and elder care (mentioned above), but also because there is a concerning level of discrimination against working mothers. Research by the Equal Opportunities Commission (EOC) in 2018 found that over 50% of surveyed employers said they would not hire women with young children¹⁰. The study also discovered that of the employees who said they had been discriminated against, only 12% tried to report it to their employers or the EOC¹¹. This lack of reporting is largely due to ignorance: some women think such discrimination is routine, while others don't know how to report it or don't think it is important to make a complaint. Another result of this stigma is that, disturbingly, some working mothers are not in favour of family leave policies as they reinforce the stereotype that mothers can't focus on career development.

We are deeply concerned by these findings – to change this penalty, the Government should promote better education among employers to raise awareness around this discrimination and best practice to curb this type of behaviour. The Government should actively support public campaigns and bolster the work of the EOC to more effectively tackle this issue.

Gender Pay Gap

The gender pay gap in Hong Kong is at 22%¹² and it is likely wider when looking at commensurate years of age and experience. Granular data on this and the method used to calculate wage disparities is not available. This lack of transparency in organisations' pay scales and the way an organisation defines the pay gap makes it difficult for that organisation to formulate initiatives and policies to rectify this gap, and they face no pressure to correct these imbalances.

TWF proposes that the Government should introduce measures for gender pay disclosure by Hong Kong companies of a certain size. This has been modelled in other jurisdictions, such as the UK where any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. This would require the following measures: organisations to be transparent around compensation and ensure benefits for each pay grade are complied with; transparent salary differences in comparable positions adjusted for age and years of experience; mandated reporting by listed companies of gender statistics at management, senior management and Board level; and companies should be encouraged to hire third parties to undertake and provide certification on pay disparity reviews and to validate the process and findings.

Related to, and intensifying the gender pay gap, is the fact that women in the workforce are coming into salary negotiations behind their male counterparts. Offers at successive companies are calculated largely based off of what that candidate is currently earning, placing women at a disadvantage. We recommend banning employers from both the public and private sectors from asking applicants about salaries from their previous jobs and the Government consider mechanisms to make general market salaries available.

¹⁰ Equal Opportunities Commission "A Study on Family Status Discrimination in the Workplace in Hong Kong". 2018: <http://www.eoc.org.hk/eoc/upload/ResearchReport/20188211629521937156.pdf>

¹¹ Ibid

¹² Hong Kong Census & Statistics Department, 2018

GREATER SUPPORT FOR WOMEN IN POVERTY

We have taken note of the Government's announcement last year that it is investing HK\$20 billion for welfare facilities that will include childcare and elderly activity centres, providing needed support to lower income women, for whom caregiving responsibilities are often an obstacle to achieving stable and full time employment. However, there have been criticisms about inadequately meeting the demand of the city's impoverished residents, with the number of eldercare recipients projected to double in the next 20 years¹³.

It is estimated that approximately one million women – homemakers, part-time workers and the elderly – are ineligible for pension protection. This is particularly concerning given women are outliving men by an average of nine years. Longer life spans coupled with forced retirement, gender gaps in pay, and midlife caring responsibilities, make women more vulnerable to poverty. The Government can develop methods for assessing the quantitative value of unremunerated work, provide public workshops, specifically targeting vulnerable populations, to educate them about available support services and subsidy schemes; provide support for retirement for people who have not worked or who do not otherwise qualify for MPF, particularly women who are more disadvantaged in retirement age; and encourage the private sector to introduce and expand the applicability of flexible working arrangements, expanding paid leave to include care days or a similar provision.

REVIEW OF OFFICIAL MECHANISM PROMOTING THE ADVANCEMENT OF WOMEN

While the Women's Commission (WoC) has conducted valuable research on several key topics since its inception in 2001, its visible advocacy work and public programmes, however, have been limited. Its very nature as an advisory body means that it does not operate as a central mechanism within the Government Secretariat, and this hinders the WoC's ability to mainstream gender within government policies and programmes.

At present, the Women's Commission is inadequately staffed, resourced and positioned to drive the integration of gender in legislation, public policies and programmes. TWF notes that many other national mechanisms for gender equality enjoy a higher status than the WoC in Hong Kong – for example, other countries have a Minister for Women's Affairs (or similar) who sits on the executive cabinet and presides over a staffed, full-time office dedicated to the advancement of their agenda. As a first step, we recommend allocating more funds to the Women's Commission so that they will be able to more effectively tackle some of the above mentioned issues.

Longer term, if the WoC were situated under a Women's Affairs Bureau within the Government Secretariat and headed by a Secretary or Minister for Gender Equality, this would potentially allow for a more coordinated policy response, thus enhancing the legitimacy of women's interests as a substantive policy concern.

¹³ 'Eldercare Hong Kong: The Projected Societal Cost of Eldercare in Hong Kong 2018 to 2060', HSBC, The University of Hong Kong Sau Po Centre on Ageing, and The Women's Foundation: 2019

Given the above mentioned issues, Hong Kong urgently requires a full time, dedicated unit that is a central mechanism within the Government, and we strongly recommend the Administration review overseas best practice and devise a more effective policy-making body that tackles the complex gender inequality in this city.

STRONGER PROTECTIONS FOR VICTIMS OF SEXUAL VIOLENCE

A missing element of policy addresses to date has been the commitment to stronger protections and preventative measures for victims of sexual violence. 1 out of 7 women in Hong Kong will be sexually assaulted in her lifetime and 9 out of 10 will not report the incident¹⁴.

The Hong Kong Law Reform Commission has conducted comprehensive reviews of existing legislation for victims of sexual violence in [2012](#), [2016](#) and [2018](#). All of these consultations have concluded and thus far, no action has been made for the Government to take the resulting recommendations under review. There are many critical recommendations in the review including updated definitions around consent and rape, gender neutrality, avoidance of distinctions based on sexual orientation, and the protective principle for particularly vulnerable groups, among others.

In addition to legislation reform, there are other areas regarding sexual assault and sexual harassment victims that need further attention. Victims face a number of hurdles when trying to report an incident: a lack of knowledge on where to seek help, fear of retribution by the assailant, entrenched stereotypes and a culture of victim-blaming and social stigma from the community. If the incident takes place at work, Non-Disclosure Agreements and confidentiality clauses are often used to deter people from speaking out.

Alleged Police Violence

We are concerned with the number of allegations made against the Hong Kong Police regarding sexual violence since June of 2019. We urge the Administration to ensure the Hong Kong Police are conducting thorough and independent investigations of all incidents and to take urgent remedial action to prevent any further allegations and ensure public trust. Such measures should include gender sensitivity and harassment training, and strengthening of Police General Orders to incorporate enhanced requirements around gender sensitivity and the prevention of sexual harassment.

To further support victims, we call for the introduction of a Code of Practice for the investigation of sexual violence crimes. With the aim of increasing the confidence of sexual violence victims and the public in the management of sexual violence crimes, the Code should include: measures to minimise trauma experienced by sexual violence victims during investigations; a coordinated approach to handling sexual violence cases by Hong Kong Police, medical services and other victim support services; and achievement of best practice through consistent, clear and accountable responses to, and investigations of, sexual violence crimes.

Online Violence

We are also concerned by the increased reports of online sexual harassment. According to [Hong Kong Free Press](#), women are impacted far worse by online harassers and targeted more frequently than their male counterparts. They are regularly subject to online rape threats, body-shaming, doctored

¹⁴ Hong Kong Women's Coalition on Equal Opportunities, 2013

photos and abusive gendered attacks. This is cause for deep concern - it is crucial for us to address the sexual violence that women and girls face in both realms. We urge the Government to monitor these developments more closely and discuss enhanced protections and solutions with social media platforms to curb sexist behaviour, abuse, harassment and hateful comments in cyberspace.

We are deeply concerned by these developments and recommend urgent action. A full set of our recommendations to the Government are found in Appendix B.

STRONGER, TARGETED PROTECTIONS FOR VULNERABLE GROUPS OF WOMEN & GIRLS

LGBT+ Communities

We are concerned with the lack of official protections for those who identify as sexual minorities. We are one of several organisations who believe a standalone discrimination ordinance to protect LGBT+ people is critical. Such an ordinance would ensure LGBT+ people are not discriminated against at work, at school or in public. It also allows for LGBT+ people who do face discrimination to seek legal redress.

Foreign Domestic Workers

We were pleased to see the commitment of the Government to better protecting the rights of foreign domestic workers as they are a critical part of our workforce. Hong Kong provides FDWs with basic rights including rest days and statutory holidays. However, rights such as protection from verbal and physical abuse are far more difficult to enforce. Because of the insular nature of FDW work, abuse from employers takes place behind closed doors. This precarious position of FDWs is exacerbated by the requirement to live with their employers – a requirement implemented in 2003 and upheld by the courts in 2018¹⁵ – which puts helpers on an uneven footing with their employers and makes it more difficult to monitor abuse. Although long-term structural changes are needed to address the inequalities that migrant women in Hong Kong currently experience, short-term, policy reform is critical in addressing the discrimination faced by FDWs as well as facilitating their integration in Hong Kong society, and to tailor services to match their needs. We encourage the Government to carefully review their policies and ensure the full protection of FDWs from exploitation and abuse along with work conditions and access to information that are aligned with the International Labour Organisation's standards.

Ethnic Minority Women and Girls

Ethnic minority women and girls face several challenges that compound their vulnerability. 63% of ethnic minority household constitute the working poor (against the city wide average of 41%)¹⁶. Due to cultural and language constraints they may be less likely to seek medical care and emergency protection, particularly if female police officers and female doctors are not readily available¹⁷. They have lower workforce participation rates (49.6%) than the female city average (55%), and among several ethnic minority cultures, women are actively discouraged from entering into the workforce, opening them up to financial vulnerability. They have lower rates of education than their male counterparts and the Chinese majority population. In formulating policies and services that serve these populations, we encourage the Government to tailor their solutions in ways that meaningfully address some of these vulnerabilities.

¹⁵ SCMP: <https://www.scmp.com/news/hong-kong/community/article/2133377/why-hong-kong-wants-foreign-domestic-helpers-live-their>

¹⁶ The Status of Ethnic Minorities in Hong Kong 1997-2014. Centre for Comparative & Public Law, HKU. 2015: https://tbinternet.ohchr.org/Treaties/CERD/Shared%20Documents/HKG/INT_CERD_NGO_CHN_31912_E.pdf

¹⁷ Ibid

Age Discrimination

With longer lifespans and better health, we are concerned with financial security and mental well-being of populations aged over 50 (particularly women who live 9 years longer than men on average). These concerns are exacerbated by the inability to find work commensurate with education and experience past conventionally typical retirement age, which has not been adjusted with increasing lifespans. Currently, there is no law protecting employees against age discrimination – which includes being deliberately overlooked for promotions or forced into retirement.

INCREASE THE AVAILABILITY AND ACCESSIBILITY OF GENDER DISAGGREGATED DATA

Data maintained by Government divisions is not comprehensive, consistent or always accessible. This reduces the Government's (and other relevant organisations) ability to design and implement policies, programmes and budgets that promote gender equality. Requiring each Government department and bureaux to reformulate their questionnaires and data collection methods in a way that data can be disaggregated by gender, making measures consistent across all departments and pairing that with clear objectives, regular tracking and transparent, comprehensive reporting measures within all government departments, bureaux, and other relevant organisations would go a long way towards policies and initiatives that effectively target women and girls, and also accurately identify gaps where further services are needed.

APPENDIX A – ELDERCARE RECOMMENDATIONS¹⁸

Developing an independent public policy strategy: Hong Kong needs a comprehensive and independent public policy strategy for supporting caregivers. It should be based on a robust needs assessment, in consultation with all stakeholders, and eventually be integrated with the Government's eldercare policies.

Capacity building: Hong Kong can integrate caregiver support in its quality standards for all home care services and professional caregivers. It can build greater capacity for carer support service units, including providing regular training, learning opportunities and support for family and other caregivers including volunteers and domestic helpers; and share best practices on caregiver support innovations and services.

Subsidies: The Government can consider subsidies for entrepreneurs or business owners looking to establish / expand their eldercare service provisions; create best practice guidelines for the industry; and explore policies and incentivisation schemes to drive growth in this industry.

Tax incentives: The Government should offer tax incentives for eldercare / caregiving friendly initiatives and employers.

Strengthen services for frail older adults (unless reason these should be caps): The Government can consider a centralised and comprehensive solution to subsidised home or respite care, along with on-call advice and free support on any legal, emergency, or administrative challenges that caregivers may encounter.

Role model best practice: Among Government employers, implement best practice and evidence-based models, offer Flexible Working Arrangements, and provide extended care leave and compassionate care leave.

Protect caregivers: Legislation should consider recognising the needs of caregivers regarding access to information, income, employment, and training as well as respect and emotional support. For working caregivers, legislation should consider incorporating a comprehensive strategy that is able to cover care and income security needs, including Flexible Working Arrangements, social assistance, allowance or wage, tax relief, and ensure explicit protection (including income and MPF) for caregivers.

Combat stereotypes: Encourage men to take up an equal share of care responsibilities within the family through public campaigns and other measures.

¹⁸ The full report including recommendations for employers and individuals on "Eldercare Hong Kong: The Projected societal cost of eldercare in Hong Kong 2018 to 2060" can be found here: <https://retailbank.hsbc.com.hk/media/3421/the-cost-of-eldercare-report-english-8may-v5.pdf>

APPENDIX B – RECOMMENDATIONS FOR THE GOVERNMENT TO BETTER PROTECT VICTIMS OF SEXUAL VIOLENCE

LEGISLATION

Criminal Law: Take the Law Reform Commission’s recommendations from their papers on “Rape and other Non-consensual Sexual Offences” and “Sexual Offences involving Children and Person with Mental Impairment” under immediate review for implementation into law as soon as possible.

Sexual Discrimination Ordinance: Amend the Sex Discrimination Ordinance to provide legal protection from sexual harassment for people in the following situations:

- Volunteers, consignment workers or interns
- Tenants or sub-tenants harassed by other tenants or sub-tenants occupying the same premises
- Harassment by management of clubs of members or prospective members
- Employees being sexually harassed by third parties like customers

Mandatory Sexual Harassment Policy & Training: Introduce legislation mandating both public and private sector organisations to have a written sexual harassment prevention policy and that all employers provide sexual harassment training for their staff and provide further support to the Equal Opportunities Commission to assist companies with meeting these obligations.

Non-Disclosure Agreements: Introduce legislation making any contractual clause in a Non-disclosure Agreement which prevents disclosure of future acts of discrimination, harassment or victimisation void.

SUPPORT SERVICES

Hong Kong Police:

- Add a special unit to the Hong Kong Police Force to handle sexual assault cases that has special training and operates to a code of conduct
- Introduce a Code of Practice among police for the investigation of sexual violence crimes. With the aim of increasing the confidence of sexual violence victims and the public in the management of sexual violence crimes, the Code should include: measures to minimise trauma experienced by sexual violence victims during investigations; a coordinated approach to handling sexual violence cases by Hong Kong Police, medical services and other victim support services; and achievement of best practice through consistent, clear and accountable responses to, and investigations of, sexual violence crimes.
- Gender sensitivity and harassment training
- Strengthening of Police General Orders to incorporate enhanced requirements around gender sensitivity and the prevention of sexual harassment

One-Stop Service Unit: Establish a one-stop service unit for sexual assault survivors that includes medical care, psychological services, and legal services.



EDUCATION & AWARENESS RAISING

Education Curriculum: Update the Hong Kong sexual education curriculum to be in line with international standards including content around healthy relationships and consent.

Public Campaigns: Collaborate with NGOs and other relevant organisations to promote public campaigns that encourage victims to speak out and bystanders to support and help to overturn the social stigma placed on victims.