

Dear Sir/ Madam

Responding to Consultation Question 15

As a group of gender studies scholars from Social Science, Humanities, Medicine, Law, Business Administration, and other interdisciplinary fields, we are in full support of open access to research data for systematic and in-depth study in different aspects of public life. We are much encouraged by and agreed to the proposal of HKEx to incorporate gender disclosure at all levels of a company in Subject Area B under the sub-heading "Employment and Labour Standards".

We believe that gender diversity is conducive to business performance and critical to Hong Kong's competitive advantage. Not only is it clearly stated in the UN Beijing Platform for Action that, "without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved" (<http://www.un.org/womenwatch/daw/beijing/platform/decision.htm>), but also for the edge needed for global competition that Hong Kong employers must access the widest possible talent pool without gender limitations

Based on the principle of gender equality, we are concerned that the percentage of women on boards of Hong Kong's listed companies has been consistently low (9.4%) (Community Business Ltd, 2013), a rate that is lagging far behind the public sector. Something must be done to increase the pace of change.

[REDACTED] welcomes the chance to engage in research in relation to improving gender equality and diversity in Hong Kong society and any further exchange with you in future. Please do not hesitate to let us know.

Thank you very much.

Reference:

Community Business Limited, (2013). Standard Chartered Bank Women on Boards: Hang Seng Index 2013. Hong Kong: Community Business Limited.

Yours sincerely,

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