Women’s Participation in the Fight Against Corruption in Hong Kong, China at Policy, Institutional and Community Levels

Submitted by: Canada
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Ms Sally Kwan
Secretary to Commission Against Corruption
Independent Commission Against Corruption
Hong Kong, China
Women are More Vulnerable to Corruption

- The plight women faced in Hong Kong in 1970s
- Women would stand up for themselves and report corruption

First ICAC Television Commercial (1975)
Enabling Legal Environment for Women’s Rights

Basic Law

Hong Kong Bill of Rights Ordinance

Sex Discrimination Ordinance

[1997]  
[1991]  
[1995]  

Hong Kong Bill of Rights Ordinance Cap. 383

Sex Discrimination Ordinance Cap. 480
Women in Leadership

- Working Population in Hong Kong: 49.6% (Female) vs. 50.4% (Male)
- Managerial Positions in Hong Kong: 34% (Female) vs. 66% (Male)
- Directorate government officers in Hong Kong: 38% (Female) vs. 62% (Male)

[Global mean: 39%]
Gender Mainstreaming Policies

Establishment of Women’s Commission

Implementation of gender mainstreaming in various policies

Mandatory to use Gender Mainstreaming Checklist

2001

2002

2015
Gender Mainstreaming in Advisory & Statutory Bodies

- Advisory and statutory bodies (ASBs)
  - offer advice to the government on public policies
  - take up executive functions/statutory duties
- ASBs comprise mostly citizens of diversified background
- About 500 ASBs comprising about 7,000 posts
Women’s Participation in Public Administration

2004 benchmark: 25%
Target met in 2005

2010 benchmark: 30%
Target met in 2011

2015 benchmark: 35%
Achievement as at Jun 2019: 33.5%

Proportion of female members in advisory and statutory bodies
ICAC’s Efforts in Engaging Women in Fighting Corruption

1. Policy formulation, consultation and oversight level

2. Execution and implementation at organisational level

3. Citizen engagement and participation at community level
Policy Formulation, Consultation & Oversight Level

Advisory Committee on Corruption
- Advises any aspects of the corruption problem
- Oversees the overall operational, staffing and administrative policies

Operations Review Committee
- Oversees all ICAC investigations

Corruption Prevention Advisory Committee
- Advises, steers, examines and monitors the corruption prevention work

Citizens Advisory Committee on Community Relations
- Monitors public attitudes towards corruption
- Advises on the strategy of preventive education

ICAC Complaints Committee
- Monitors the handling by the ICAC of non-criminal complaints against ICAC officers
Policy Formulation, Consultation & Oversight Level

Members of ICAC Advisory Committees

- 63% Male
- 37% Female

Background of female members

- 35% Academia and Civil society
- 22% Private sector e.g. CEO of corporate
- 26% Public sector e.g. lawmaker, retired government officer
- 17% Professional e.g. lawyer, accountant, engineer
Policy Execution at Organisational Level

Human Resources Management
• Merit-based
• Irrespective of gender

Staff Composition

<table>
<thead>
<tr>
<th>Group</th>
<th>Directorate Officers</th>
<th>Senior Officers</th>
<th>All Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>29%</td>
<td>43%</td>
<td>45%</td>
</tr>
<tr>
<td>Senior Officers</td>
<td>71%</td>
<td>57%</td>
<td>55%</td>
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</tbody>
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Directorate Officers: 29%
Senior Officers: 43%
All Staff: 45%
Citizen Participation at Community Level

Volunteer Group “ICAC Club”
- 2,000 members (66% male, 34% female)
- 3,800 service hours (68% male, 32% female)

Student Ambassadors
- 1,500 members (63% male, 37% female)
Effective Fight Against Corruption Ensures Fair Society For All

- Culture of Fairness
- Fair and Equal Society
- Women’s talent be fully developed
- Women’s right being protected
Effective Fight Against Corruption Ensures Fair Society For All

Hong Kong
4th among 191 places

Hong Kong
16th among 180 places

~ US$1,600

1970s

> US$49,000

2018

GDP per capita
Way Forward

“There’s a lot more in the works, but rest assured that [the Hong Kong Government] is committed to expediting opportunities for women in the private and public sectors, and in our community as a whole.”

*Chief Executive Mrs Carrie Lam, 2019*
Thank you!

Hong Kong - Our advantage is YOU and the ICAC