

Lingnan University 2024/2025 SDG Report

SDG 8 – DECENT WORK AND ECONOMIC GROWTH



68th in the World in THE
Impact Rankings 2025



161
Undergraduate Courses



627
Research Outputs



129
Research Projects and
Grants

Lingnan University remains firmly committed to advancing Sustainable Development Goal 8 (SDG 8) — promoting inclusive and sustainable economic growth, productive employment, and decent work for all. Over the past year, the University has actively supported cross-disciplinary research and initiatives that address pressing work-related challenges. Our scholars have undertaken a wide range of projects aimed at enhancing work quality, promoting fair employment practices, and fostering inclusive economic development. These collective efforts align with Lingnan’s mission to shape policy agendas that advance decent work and equitable opportunities, reaffirming our dedication to building a more sustainable and prosperous future for all.

Raising Concerns about Racial Microaggression in the Workplace

Against the backdrop of social exclusion and discrimination, Professor Lisa Leung and Professor Tat Chor Au-Yeung conducted a study on the precarity and racial aggression experienced by ethnic minorities in the workplace. Following the completion of the study, they held a press conference to present their findings, revealing that racial microaggressions are commonly experienced by ethnic minority employees, significantly affecting their well-being and intention to stay in their jobs. Despite expanding employment opportunities, the well-being and job satisfaction of ethnic minorities are not guaranteed.

The study attracted substantial media attention, particularly regarding how the government, the Equal Opportunities Commission, and employers could improve employment policies and human resource management to foster interracial communication and inclusive work cultures. These policy recommendations and organisational practices have gradually been incorporated across the sector, with the researchers invited to share their insights at a seminar for local employers organised by the Hong Kong Council of Social Service. Together, these efforts have contributed to promoting greater cultural diversity and inclusivity in the workplace, supporting the objectives of SDG 8: Decent Work and Economic Growth.

Promoting the Protection of Older Low-Paid and Informal Workers

In line with the agenda of active ageing and extending working lives, Professor Tat Chor Au-Yeung has conducted a series of studies focusing on older cleaning workers, security guards, and waste pickers. These research projects, carried out in collaboration with trade unions and labour organisations, have called for improvements in the working environment and for the promotion of decent work for older informal workers.

The findings reveal that job quality declines substantially with age, due to both employment relations and labour regulations that disadvantage older workers. Furthermore, evidence indicates that some older workers are unable to access existing old-age benefits because of limitations in the design of Hong Kong's Old-age Living Allowance scheme.

Through continuous advocacy in the media and civil society, Professor Au-Yeung has urged reforms to the old-age benefit system to ensure older workers can remain economically active while receiving appropriate welfare support. These efforts have contributed to advancing working conditions and income protection for older workers in Hong Kong, aligning with the objectives of SDG 8: Decent Work and Economic Growth.

Improving Policy and NGO Responses to Youth Poverty through the Comprehensive Commoning Framework

The phenomenon of young people in Hong Kong being “*working but poor*”—particularly in the creative industries—represents a significant yet underexplored challenge to achieving sustainable economic growth and decent work. Since 2021, research led by Professor Pun Ngai from the Department of Cultural Studies has addressed this issue by developing evidence-based insights and pioneering the Commoning Framework, which supports young people facing precarious employment conditions. Conducted in collaboration with Oxfam Hong Kong, the research team carried out extensive surveys and interviews that illuminated the scale, causes, and lived experiences of youth poverty in post-industrial Hong Kong.

The findings were widely disseminated through high-profile reports, strong media coverage, and major public events, helping to bring the issue into mainstream public discussion. The Commoning Framework and its assessment tools have since enabled key NGOs—including Oxfam Hong Kong, Yan Oi Tong Youth Space, and The Good Lab—to implement tangible changes. By embedding commons-based and participatory strategies into programme design, resource-sharing, and evaluation, these organisations have strengthened the effectiveness, inclusiveness, and accountability of their youth development initiatives.

A major outcome of this research has been the establishment of i-COMMON HK, an independently run registered charity. Since 2023, it has engaged more than 770 young people and community members through local and international commons tours, collaborative projects, and practical training in social entrepreneurship and ethical consumption. These initiatives have enabled youth participants to develop market-relevant skills, initiate community projects, and build cross-sectoral networks both locally and globally.

Through these efforts, the research has fostered greater community participation, supported the growth of grassroots social enterprises, and strengthened advocacy for sustainable development. Collectively, these achievements highlight Lingnan University's leadership in promoting SDG 8: Decent Work and Economic Growth in Hong Kong and across the wider Asian region.