

Lingnan University SDG Report



Lingnan University has taken an active role in supporting the attainment of gender equality goals and policies, not only within the region of Hong Kong but also beyond. Our focused efforts have been directed towards conducting extensive research to advance gender equality, promoting education on equality and diversity, supporting female leadership and entrepreneurship, creating an inclusive and family-friendly and safe campus environment, and extending support towards the implementation of government policies aimed at fostering gender equality. Lingnan has undertaken several substantive initiatives in this regard, which are briefly summarized below:

1) Research and Knowledge Transfer

During the period from 2020 to 2023, our researchers have undertaken 36 research projects related to gender equality, producing over 100 research outputs encompassing peer-reviewed journal articles, monographs, conference papers, book chapters, and research reports. This cross-disciplinary body of research delves into the structural factors that contribute to discrimination and marginalization based on gender across various sectors and offers constructive recommendations to advance gender equality. The research covers diverse themes that are central to the understanding of gender, including but not limited to, family, employment, sexual violence, housing, identities, sexual minorities, sexual and reproductive health, well-being, migration, social policy, and public governance.

Research Highlight: Research on Gender-based Sexual Violence in Hong Kong

Research team from the Department of Sociology and Social Policy conducted two research projects on gender-based sexual violence in Hong Kong within the period spanning from 2019 to 2023, exploring both the victims and perpetrators of sexual violence.

The first project, "Contextualizing Discourses of Sexual Violence: Perpetrator's Perspectives," aimed to understand how socio-cultural factors contribute to perpetrators' experiences and worldviews. The study also examined the role of sexual culture and gender systems in the emergence of the phenomenon of upskirting.

The second project, "Women's Experiences of Violence in Hong Kong," aimed to examine the lifetime prevalence and characteristics of different types of intimate partner violence and sexual violence experiences among Hong Kong women. A total of 1,044 responses were received for the survey, and 30 individuals were interviewed individually or in focus groups. The project also provided relevant recommendations for policymakers and the general public.

The research team produced two widely circulated research reports from these projects. The first report, "Upskirting: A Study from the Perspective of Sexual Culture and Gender," revealed how stereotypical and hegemonic gender ideologies and sexual culture underscore the prevalence of upskirting - a form of gender-based sexual violence. The study calls for the strengthening of the delivery of comprehensive sexuality education that emphasizes consent and respect and supporting the development of rehabilitation programs for perpetrators.

The second report, "Hong Kong Women's Experiences of Violence 2021,"¹ showed that 37.54% and 26.37% of respondents had experienced sexual violence and intimate partner violence, respectively. The study also revealed that less than half of respondents were willing to seek help, and only about 10% were willing to seek help from professionals. The findings yielded important implications for anti-sexual violence policies and social services.

Other Featured Research Projects Related to Gender Equality 2020-2023²

- Being Trans and Masculine: A Comparative Ethnography of Trans Men in Bangkok and Hong Kong
<https://scholars.ln.edu.hk/en/projects/being-trans-and-masculine-a-comparative-ethnography-of-trans-men->
- Digital Intimacy, Young Women, and Social Transformation in Asia
<https://scholars.ln.edu.hk/en/projects/digital-intimacy-young-women-and-social-transformation-in-asia-%E4%BA%9E%E6%B4%B2>
- Gendering Informal Housing: Intersectional Inequalities and the Resilience of Families Living in Subdivided Units in Hong Kong

¹ <https://womencentre.org.hk/En/Newsroom/publication/Upload/article/47/Download/62ad6dc538055.pdf>

² Supported by Research Grant Council, Lingnan University and/or other funding agencies.

<https://scholars.ln.edu.hk/en/projects/gendering-informal-housing-intersectional-inequalities-and-the-re>

- Not Just Another Guy: Transgender Men in the Workplace
<https://scholars.ln.edu.hk/en/projects/not-just-another-guy-transgender-men-in-the-workplace>
- The Effect of Work-Family Reconciliation Policies on Gender Inequality in the Labour Market: A Cross-Regional Analysis
<https://scholars.ln.edu.hk/en/projects/the-effect-of-work-family-reconciliation-policies-on-gender-inequ>
- Creative practices as affective archive: A collaboration with female migrant workers
<https://scholars.ln.edu.hk/en/projects/creative-practices-as-affective-archive-a-collaboration-with-fema>
- Building Inclusive Workplaces for Lesbian and Bisexual Women in Hong Kong's Financial Services Industry
<https://scholars.ln.edu.hk/en/publications/building-inclusive-workplaces-for-lesbians-and-bisexual-women-in->

2) Education and Learning

Lingnan University offers more than 50 undergraduate courses across various disciplines, including social sciences, arts, and humanities, that cover topics related to gender, diversity, and equality. These courses aim to equip students with the conceptual and analytical tools needed to understand the complex intersection of gender and its application in understanding social processes at the individual, interactional, organizational, national, and global levels. The courses are designed to instill a gender perspective in students, enabling them to critically analyze and understand the social world around them.

In addition to classroom teaching, students participate in service-learning programs that aim to advance gender equality and inclusivity. These programs include collecting oral histories of caregivers and low-income migrant mothers living in substandard housing, planning barrier-free community routes for female caregivers and their disabled family members, and designing educational materials for promoting sexuality education. These service-learning projects provide students with first-hand experience in conducting research and designing community-based initiatives to promote gender equality in real-life settings.

Service-learning activities



Project: Planning barrier-free travel route for caretakers and their families.



Project: Using elicitation method to collect oral history of female tenants living in subdivided units



Project: Collect oral history of caretakers for exhibition

Featured Courses	
Gender and Society	Transnational Feminist and Women's Writing
Family and Society	Media, Gender, and Sexuality
Sexuality and Society	Gender and Cultural Politics
Gender and Politics	Gender, Language and Translation
Managing Diversity in Organization	Women, Art and Society in China

3) Gender-inclusive Policies and Practices in the University

Lingnan University is committed to promoting gender equality and inclusivity through its gender-inclusive policies and practices. The University strives to provide an environment that is free from discrimination and supports the diverse needs of all members of its community, including staff and students through the following initiatives:

3.1 Centralizing the effort of promoting equality and diversity

The establishment of the Lingnan University Equal Opportunities Committee (LUEOC) in 2014 marked a significant milestone in the institution's commitment to creating a fair and inclusive environment for all members of its community. LUEOC has been able to collaborate with various units of the University to implement policies and practices that promote gender equality and diversity. Over the past eight years, LUEOC has organized activities and awareness campaigns to raise awareness of equal opportunities. These initiatives have been

instrumental in creating a more inclusive culture at Lingnan University, with students and staff alike being encouraged to respect and embrace diversity.

3.2 Promoting Women's Leadership

The University upholds the principle of equal opportunities and evaluates talent based on professionalism and work performance. It also recognizes the importance in maintaining gender equity in managerial position to eliminate vertical gender segregation in organizational level. In the previous three years, the proportion of women in managerial positions increased from 41.3% in 2020/21 to 43.5% in 2022/23.

3.3 Maintaining Pay Scale Equity

Lingnan University adheres to the principles of Equal Pay for Equal Work and Equal Pay for Work of Equal Value. In 2021, the University conducted an Equal Pay analysis to review potential pay gaps between female and male employees across the institution. The analysis revealed that there was an overall average salary gap of 3% between female and male employees. In 2022, the University conducted a similar analysis and found that the overall average salary gap between female and male employees was insignificant, measuring below 1%. These findings demonstrate the University's commitment to ensuring that all employees receive equal pay for equal work or work of equal value, regardless of their gender.

3.4 Gender-inclusive facilities

Lingnan University recognizes the importance of promoting gender inclusivity and creating a friendly environment for all members of its community. To this end, the University has established a lactation room and all-gender lavatories³ to ensure the comfort and dignity of staff, faculty, and students.

The lactation room, which was set up in 2016, provides a private and comfortable space for nursing mothers to breastfeed or express milk. This initiative supports nursing mothers who need to balance their work or study responsibilities with their parental duties.



Introduced in 2022, the all-gender lavatory is a facility that accommodates people of all genders, including those who identify as transgender, non-binary, and gender-nonconforming. It provides a safe and welcoming space for people who may not feel comfortable using traditional binary-gender designated restrooms. This initiative reflects the University's commitment to inclusivity and diversity, creating a safe and comfortable environment for all members of the community.

4) Combating Sexual Harassment and Sexual Violence

Lingnan University is committed to providing equal opportunity for academic pursuit and employment to all members of its community, including staff and students, and to the elimination of any form of discrimination, including sexual harassment, through the following efforts:

4.1 Online reporting system

Lingnan University provides conciliation and complaint investigation processes to staff and students through the Sexual Harassment Investigation Panel. Any member of staff or student who has a complaint or report can contact the President directly or through the Office of the President. In response to staff and students' demand for a more convenient reporting procedure, the University established an online reporting system in 2020 to facilitate the reporting of sexual harassment. This new system provides a more accessible and streamlined process for reporting incidents of sexual harassment.⁴

⁴ <https://www.ln.edu.hk/eoc/sexual-harassment/online-reporting-system/complaint>

4.2 Work on Anti-Sexual Harassment Awareness

4.2.1 Staff training

As part of the University's commitment to providing a safe and respectful environment, all staff members are required to complete an anti-sexual harassment online training module, and all full-time staff members are requested to complete the training every year. This training ensures that staff members have a basic understanding of what constitutes sexual harassment and the University's policy on this matter. Additionally, the University organizes publicity and education programs for staff through seminars and talks. These programs aim to consolidate participants' knowledge of sexual violence and harassment and foster awareness of its impact on individuals and the community.

4.2.2 Students training

4.2.2.1 Anti-sexual harassment online training modules

Provided by the Equal Opportunity Commission, the Anti-sexual harassment online training modules aim to help students learn about sexual harassment and provide them with practical steps to respond and intervene. All first-year students are required to take part in the compulsory online training modules in 2023/24.

4.2.3 Equal Opportunities Awareness Campaigns 2021-2022:

4.2.3.1 Anti480 Forum Theatre "Protected Bully" cum Screening: "Are you watching me?"

The image-based sexual violence prevention program deepened students' understanding of image-based sexual violence and advised them on how to avoid and respond to it.⁵

4.2.3.2 Prevention of Sexual Harassment on Campus/In Hostel:

The talks educated students the definition of sexual harassment, unlawful acts that are seen as sexual harassment, sexual harassment liabilities and defense, as well as the latest research findings of sexual harassment among university students in Hong Kong. Over 120 students attended the workshop.

5) Young Women Empowerment and Personal development

⁵ <https://gallery.ln.edu.hk/lueoc/Equal-Opportunities-Awareness-Campaign-2022-23-/Anti480-Forum-Theatre-2022/>

The University places great importance on empowering young women and fostering their personal growth. The Lingnan Entrepreneurship Initiative (LEI) has played a significant role in this effort, having sponsored over 50 projects in the past 5 years that aim to cultivate impactful entrepreneurial leadership. Notably, more than 60% of these sponsored projects were led by female students and alumni, showing the University's commitment to empowering young women to create solutions that address global challenges. By providing opportunities for young women to lead and innovate, the University is helping to shape a more equitable and just society.