

## Lingnan University SDG Report



### 1. Related policies

The University is committed to equal opportunity in academic pursuit and employment and, hence, to eliminating any form of discrimination /harassment by members of the University community. A non-discriminatory admissions policy is entirely in place, and Lingnan University takes positive actions to recruit students, staff, and faculty from underrepresented groups. For ethnic minority applicants who have studied the Chinese Language for less than six years while receiving primary and secondary education or those who have studied the Chinese Language for six or more years in local schools which adopt an adapted and simpler Chinese Language curriculum, the University will accept an alternative to the HKDSE Chinese Language. Lingnan University has participated in the recruitment programmes for the Elderly and Middle-aged, organised by the HKSAR Labour Department, to deliver updates on job opportunities to this underrepresented group. Besides special financial assistance and learning support, assistive software, equipment, and special career advice are available for all SEN students. Lingnan University also provides barrier-free access to university facilities, including student hostels, for people with disabilities. Lingnan University offers counselling, advising, mentoring, and job search assistance to all students with special education needs, including learning disabilities, attention-deficit/hyperactivity disorder, physical/mobility and medical disabilities and vision and hearing impairments, via close collaboration with the Lingnan University Counselling Service and the Equal Opportunities Committee (LUEOC), respectively. Every summer, students are nominated to the Internship Scheme for Students with Disabilities and the Internship Programme for Non-ethnic Chinese Students in the HKSAR Government.

### 2. Findings from the Lingnan University Equal Pay Analysis

The University is an equal opportunities employer, and prohibits discrimination and harassment of any kind. All employment decisions are based on operational needs, job requirements, individual qualifications and work performance, without regard to race, colour, religion, sex, sexual orientation, gender identity, national origin, age, marital status, disability or other non-merit factor.

The University follows the principles of Equal Pay for Equal Work (EPEW) and Equal Pay for Work of Equal Value (EPEV).

Under EPEW, a female employee is entitled to equal pay when she is doing the “same work” or “like work” as that of a male employee, even though the job titles or contractual obligations are different. “Like work” means work which is of a broadly similar nature and where the differences in task performed are indiscernible and not of practical importance as far as the demands on the worker are concerned.

Under EPEV, there should be a consistent criteria to be used in determining the terms and conditions of employment for the treatment of men and women performing work of equal value for the same employer.

The University conducted an Equal Pay analysis in 2021 to review the pay gaps between female and male employees in the University as a whole. The findings showed that the overall average salary gap between female and male employees was 3%. Similar analysis was conducted in 2023, and the findings showed that the overall average salary gap between female and male employees was insignificant (below 1%).

<https://www.ln.edu.hk/hr/social-responsibilities>

### **3. Tracking of applications and admissions of underrepresented groups**

Lingnan University is tracking and carefully monitoring the student application and admissions of students from potentially underrepresented groups. In 2021/22, 70% of our students were the first-generation starting a full-time degree. More than 60 per cent of our undergraduate students were female over the 2021/22 to 2022/23 period. The numbers of students from ethnic minorities and non-local non-Chinese backgrounds have been stable at around 1.5-2.0 per cent, respectively. In contrast, the number of undergraduate students with disabilities has steadily increased from 1.2% in 2021/22 to 1.7% in 2022/23.

### **4. Research projects and Publications**

In the past five years, 70 Lingnan University researchers across various Faculties and Research Units published 153 research outputs that directly address SDG10. The Lingnan University library has signed agreements with major publishers and 30 per cent of those research outputs are available open access. Lingnan University researchers have been involved in 44 funded projects, including on the digital divide and social inclusion of older adults, family care of people with disabilities in rural China, homosexuality in early China, ethnic minority workers and migrant domestic helpers, and digitalised working-class culture. Relevant knowledge transfer projects included collaborative research with female migrant workers on creative practices as affective archive, cross-ethnic evaluation of job security and satisfaction among food delivery workers and attempts to establish affordable solutions to the water challenge in developing countries. In collaboration with Oxfam Hong Kong, Lingnan University

researchers analysed the existing public policies for new citizens in the Greater Bay Area and employment services for South Asians in Hong Kong.

## **5. Ongoing investments in social impact and community support**

### **a. Social and Cultural Inclusion of Ethnic Minorities**

It has been the persistent efforts of our scholars for years to promote public understanding of ethnic minorities and to address social issues faced by them in Hong Kong. Ethnic minority groups have an important role in shaping Hong Kong's history and experience. However, their contributions and needs may be overlooked. To raise public awareness of the struggles of ethnic minority communities and a sense of cultural inclusion in Hong Kong, Prof Lisa LEUNG of our Department of Cultural Studies has conducted the Innovation & Impact Fund (IIF) project "Celebrating stories of ethnic minority women in garment making in Hong Kong" to present their stories, histories and contributions in Hong Kong. Their art of sewing, crocheting and knitting demonstrates evidence of their talent, and how they make use of it as a way to contribute to their family, and to express their own identity and passion for the art. In partnership with Nan Fung Group and Art Women Collective, an exhibition was held in January 2022 at Nanfung MILLS in Tsuen Wan which had received very supportive feedback from NGO attendants and members of the public. The ethnic minority women thanked the project team for providing them with a chance and a platform to showcase their products and to enable a wider community to appreciate their work.

[www.ln.edu.hk/f/upload/79150/Annual\\_Report\\_for\\_Knowledge\\_Transfer\\_2021\\_22.pdf](http://www.ln.edu.hk/f/upload/79150/Annual_Report_for_Knowledge_Transfer_2021_22.pdf) (page 8)

### **b. Social Enterprises for grassroots households and ethnic minorities**

In response to the adverse economy and rising unemployment rate, LEI is to introduce new programmes to provide immediate support and career development aid to 2020 and 2021 LU graduates. Some social enterprise spin-offs from this programme have supported the community even during the pandemic, such as Rehome, founded by Jackie Ng (Political Science) and Toby To (China and Asia Pacific Studies), which offers home renovations, repairs and pest control services to grassroots households and the elderly in Tin Shui Wai to improve their quality of life and wellbeing. The company also hires retired workers to train young people who have received a limited education, as well as rehabilitated offenders who need skills and experience to find work. Here4youevents was founded by two ethnic minority Lingnan students, and their target market is ethnic minority, such as Pakistanis, Indians, Nepalese, Filipinos, and Bangladeshis, event organisers to experience and preserve their traditional cultures while celebrating their special holidays.

### **c. Productive Ageing and Inclusive Environment for the Elderly**

Lingnan's research into productive ageing and a welcome and inclusive environment for the elderly has led them to launch two major projects, "Age Friendly City" and "Intergenerational Communication". The three-year "Age Friendly City" programme, which promoted a friendly attitude towards older people, developed action plans for local districts, and training for residents and NGOs. Around 3,000 individuals benefitted directly from the research, and 4,800 indirectly. The related action research project on "Intergenerational Communication" focused on advocating healthy ageing and solidarity between generations. Ambassadors from different generations participated in community-based service and health promotion activities through a variety of cross-sector partnerships. Over 200 ambassadors were trained in community service, and 24 NGOs participated actively in the programme.

[https://commons.ln.edu.hk/apias\\_icafc\\_pub/](https://commons.ln.edu.hk/apias_icafc_pub/)

d. User-centric Gerontech makes a difference

In recent years Lingnan University has been actively initiating community projects such as LU Jockey Club Gerontechnology and Smart Ageing, contributing to society through research and knowledge transfer. While gerontechnology improves the quality of life of the elderly as well as their caregivers, NGOs are also key users of the technology. Together with the Hong Kong Science & Technology Parks Corporation (HKSTP), the project team from LU Jockey Club Gerontechnology and Smart Ageing hosted a Gerontech Users x Tech Companies Focus Group Meeting on 26 February 2021 to encourage the exchange of ideas between three elderly service organisations and three technology companies. Focus group discussions aim to promote the development of user-centric gerontech, and to take the opinions and needs of the elderly and users into consideration during research and development.

Our Institute of Policy Studies and the Asia-Pacific Institute of Ageing Studies bring together a group of scholars who share a commitment to local, regional and international research, and provide venues for KT among academia, policy-makers and the community. In 2021/22, new and on-going projects (as below) were conducted to promote smart ageing, gerontechnology P.9 and socialpreneurship at a total contract value of \$52 million, reaching out to 17,000+ community members including secondary school students and teachers, youth and elderly groups, carers, NGOs and partners.

- Embracing Ageing - Health Management and Promotion Programme
- Gerontechnology 360o Education
- New Railway Projects: Youth Ambassadors Programme
- LU Jockey Club Gerontechnology and Smart Ageing Project
- LU Jockey Club Health and Financial Education Programme for Elderly
- Jockey Club Age-Friendly City Project

[www.ln.edu.hk/f/upload/79150/Annual\\_Report\\_for\\_Knowledge\\_Transfer\\_2021\\_2\\_2.pdf](http://www.ln.edu.hk/f/upload/79150/Annual_Report_for_Knowledge_Transfer_2021_2_2.pdf) (page 8-9)

## 6. Successful commercialisation and reaching out to business

### a. Transparent anti-COVID-19 face mask for people with hearing loss

Everyone has to wear a mask to curb the spread of Covid-19. However, this is an additional communication barrier for people with a hearing impairment as they cannot read lips or facial expressions behind a mask. Invited by The Hong Kong Society for the Deaf, the Lingnan Entrepreneurship Initiative of Lingnan University (LU) designed a transparent ASTM Level 3 face mask based on the needs of hearing-impaired people, and its fully transparent and antireflective design makes lip-reading easier. The mask, which has both ear hooks and headbands, can significantly reduce the burden on people who wear hearing aids for prolonged periods. It also addresses the specific needs of microtia patients and anyone who needs to wear a headscarf. In order to design the mask, the Lingnan Entrepreneurship Initiative research team organised a series of workshops in June and July 2020 to seek opinions from hearing-impaired individuals. After listening carefully to everyone's views, they designed this fully transparent, anti-reflective and comfortable anti-Covid-19 ASTM Level 3 face mask.

Further to LU signing its first licence agreement for our first spin-off company to produce the Transparent Anti-COVID-19 Mask (12° Mask) designed by Prof Albert Ko of LEI, this reporting year witnessed the production of 10,000 pieces of the Mask, of which more than 6,000 pieces were donated for charitable use by sign language interpreters, SEN schools, kindergartens, primary schools, secondary schools and community partners of LU's Service-Learning programme.

We are also proud to see that the Mask was worn by hosts and sign language interpreters at live TV broadcast of the Winter Olympic Games Beijing 2022 and press conferences of the HKSAR Government.

<https://www.ln.edu.hk/ht/projects/transparent-mask> (page 5-6)

### b. Air-Purifier for Sub-divided Households

In January 2018, students from the Service-Learning course PSY3103 Psychology of Human Performance and Technology visited families living in Sham Shui Po's sub-divided flats to experience the challenges they face each day. The students identified poor air quality as a pressing issue that ruins tenants' quality of life. They brainstormed, applying academic knowledge, simple technology and design thinking, and after careful consideration of what the households could afford and the tiny flats, came up with the idea of designing a low-cost air purifier. The prototypes have been tested and will be modified.

The Lingnan Entrepreneurship Initiative (LEI) of Lingnan University strives for driving the development of humanitarian technology for the betterment of humankind. Under its pilot project, a low-cost mini air purifier is developed to fit in sub-divided

flats. The LEI collaborated with Sham Shui Po District Office of Home Affairs Department and Sham Shui Po Residents Association Limited today (23 December 2022) to arrange volunteers to distribute 1,000 free air purifiers, spreading care to families living in sub-divided units before the Christmas.

Prof Albert Ko Wing-yin, Director of LEI said that the air purifier developed by the research team has undergone a series of field tests and is proven to be effective in reducing the indoor concentration of fine particulate matter (PM 2.5) by 80 per cent to less than 5 µg/m<sup>3</sup>. The result demonstrates an effective improvement of air quality of subdivided flats that meets the recommendation under the World Health Organization (WHO) Global Air Quality Guidelines revised in 2021. The most distinctive features of the air purifier are high efficiency, small size and low power consumption, which can address the needs of subdivided flat residents.

<https://www.ln.edu.hk/news/20221223/lingnan-university-develops-and-distributes-free-air-purifiers-to-over-1-000-families-of-subdivided-flats-in-sham-shui-po>

c. CREW Wheelchair for caregivers

The LEI of Lingnan University has received Gold award at the MUSE Design Award in the category Conceptual Design for their “CREW Wheelchair Control System”.

The CREW Wheelchair Control System is an intelligent force-sensitive control system that interprets carer’s intention into electric wheelchair motions. The System helps alleviate the load of the carer.

<https://www.ln.edu.hk/ht/projects/crew-wheelchair>  
<https://www.ln.edu.hk/news/20210914/lu-humanitarian-inventions-win-prestigious-international-design-awards/>