



For Immediate Release

**Hong Kong Computer Society Announces Results of
“Hong Kong ICT Industry Women Career Survey”**

Majority of respondents believe there is no gender differentiation and
long working hours is the biggest challenge but
females have better interpersonal, communication skills and eye for detail

HKCS organizes ‘Outstanding ICT Women Awards 2020’

Three categories for female professionals, entrepreneurs and rising stars
Open for nominations from now to end of February 2020

16 January 2020, Hong Kong— The Hong Kong Computer Society, announced the results of their “Hong Kong ICT Industry Women Career Survey” today. It was found that most female respondents believe they are on par with their male counterparts in terms of salary level, workload and promotion opportunities, and have a harmonious working relationship with their male colleagues. More than half felt that long working hours and a male dominated workplace are their biggest challenges, while the advantages for females in the industry include interpersonal skills, communication skills, and a better eye for detail.

As an initiative to give recognition and encouragement to female practitioners in the Information and Communication Technology (ICT) sector who have made significant achievements and contributed to the industry in Hong Kong and the community at large, HKCS has organised the Outstanding ICT Women Awards 2020 (OICTWA 2020). This annual award consists of three categories, including the ‘Outstanding ICT Women Professional Award’, ‘Outstanding ICT Women Entrepreneur Award’ and ‘Outstanding ICT Rising Star Award’, which are open for entries from now to 28 February 2020.

Majority of respondents: No gender differentiation in the ICT industry

In December 2019, HKCS’ FACE Club, the first IT women club in Hong Kong, administered a “Hong Kong ICT Industry Women Career Survey” and collected 200 completed questionnaires from its members, corporate members’ and other industry practitioners. According to the results, over half of the respondents believe there is no gender differentiation in entry point salary, workload and promotion opportunities in Hong Kong’s ICT industry.

For entry point salary, while nearly three-quarters of respondents claim there is no gender differentiation, 24% still perceive their salary as being lower than their male counterparts.

Q: What is your view regarding the fairness of entry point salary in Hong Kong ICT industry?

Options	Survey Results	
	No. of respondents	Percentage
Salary of female is far higher than male	2	1.00%
Salary of female is higher than male	2	1.00%
Same	148	74.00%
Salary of female is lower than male	45	22.50%
Salary of female is far lower than male	3	1.50%
TOTAL	200.00	100.00%

For workload, 77% of respondents say the workload is the same, meaning that there is no gender differentiation in either workload or salary level in the ICT industry.

Q: What is your view regarding the fairness of workload in Hong Kong ICT industry?

Options	Survey Results	
	No. of respondents	Percentage
Workload for female is far higher than male	3	1.50%
Workload for female is higher than male	11	5.50%
Same	154	77.00%
Workload for female is lower than male	31	15.50%
Workload for female is far lower than male	1	0.50%
TOTAL	200.00	100.00%

In terms of promotion opportunities, while 53.5% of respondents feel they have the same opportunity for promotion as male practitioners, nearly 40% believe they have less opportunity than males. In addition, over half of the respondents claim have never given up a promotion due to family commitments, while nearly 20% indicate that they have.

Q: What is your view regarding the fairness of promotion opportunities in Hong Kong ICT industry?

Options	Survey Results	
	No. of respondents	Percentage
Promotion opportunities for female is far higher than male	3	1.50%
Promotion opportunities for female is higher than male	11	5.50%
Same	107	53.50%
Promotion opportunities for female is lower than male	74	37.00%
Promotion opportunities for female is far lower than male	5	2.50%
TOTAL	200.00	100.00%

Q: Have you ever given up a promotion due to family commitment?

Options	Survey Results	
	No. of respondents	Percentage
Yes	39	19.50%
No	106	53.00%
Single / No Comment	55	27.50%
TOTAL	200.00	100.00%

Harmonious working relationship between female and male colleagues

When asked about their working relationship, over three-quarters of female ICT practitioners replied they enjoy a harmonious working relationship with their male colleagues.

Q: What is your view regarding the working relationship with male colleagues in Hong Kong ICT industry?

Options	Survey Results	
	No. of respondents	Percentage
The working relationship with male colleagues is highly harmonious	22	11.00%
The working relationship with male colleagues is harmonious.	131	65.50%
No comment	35	17.50%
The working relationship with male colleagues is not harmonious.	12	6.00%
The working relationship with male colleagues is highly not harmonious.	0	0.00%
TOTAL	200.00	100.00%

Long working hours as the ICT industry's biggest challenge

When asked about the challenges they face in the ICT industry, most respondents claim that long working hours is a problem, while the other half have to adapt to a male dominated workplace. Also, nearly 40% of female respondents said that work may be affected by their maternity leave.

Q: What do you think are the challenges for females working in Hong Kong ICT industry? (can select more than one)

Options	Survey Results	
	No. of respondents	Percentage
Male dominated workplace	103	51.50%
Long working hours	123	61.50%
Maternity Leave	81	40.50%
Menstruation / Period	41	20.50%
Lower Physical Fitness	28	14.00%
Threat of Sexual Harassment	29	14.50%
TOTAL		200

Advantages of Females: Interpersonal skills, communication skills and eye for detail

Over 70% of respondents believe that advantages for females in the ICT industry are better interpersonal skills, better communication skills, and a better eye for detail. At the same time, nearly 40% of respondents claim that females have a slight edge in team spirit and endurance.

Q: What do you think are the advantages of female working in Hong Kong ICT industry? (can select more than one)

Options	Survey Results	
	No. of respondents	Percentage
Eye on details	145	72.50%
Interpersonal Skills	154	77.00%
Endurance	74	37.00%
Creativity	41	20.50%
Communication Skills	147	73.50%
Team Spirit	78	39.00%
TOTAL		200

Ms Cally Chan, Chairperson of HKCS FACE Club said, “The results of this survey show that although the ICT industry has traditionally been dominated by more men and fewer women, both female and male IT practitioners have equal development opportunities and pay, there is no gender differentiation in workload and salary level. Furthermore, female and male practitioners enjoy a harmonious working relationship, though a number of female respondents claim they have to adapt to a male dominated workplace. As females have advantages in interpersonal skills, communication skills and eye for detail, they can improve work efficiency by finding more synergies within the team.”

She continued, “In Hong Kong, females traditionally place more emphasis on the family, which explains why nearly 70% of respondents perceive long working hours to be the biggest challenge, and nearly 20% claim that they have even given up promotion opportunities due to family commitment. As the rapid development of the ICT industry and talent shortage draws more female practitioners into the industry, it can help improve the work efficiency by finding more synergies from all practitioners, and make a vital contribution to Hong Kong’s future economic development.”

HKCS President Mr Ted Suen believes that with Hong Kong set to become a financial, transportation, and innovation and technology centre in the Greater Bay Area, many sectors have been stepping up their ICT capacity to boost productivity and competitiveness, and the advent of 5G and smart living technologies are also heating up the demand for ICT talent. Hong Kong has always lacked an abundant ICT talent pool, which may lead to short supply for certain jobs. In view of the rising demand, HKCS places strong emphasis on talent cultivation, he hopes that gender equality in the industry, as shown by this survey, can encourage more young people in Hong Kong to join this growing industry together, so we can create a better world with technology.

Recognizing the contribution of female practitioners: HKCS Outstanding ICT Women Awards 2020

As an initiative to honour female practitioners in the ICT sector who have made significant achievements and contributed to the industry in Hong Kong and the community at large, HKCS FACE Club is organizing the Outstanding ICT Women Awards (OICTWA) again in 2020, after the first OICTWA held in 2015.

Mrs Agnes Mak MH, JP, Chairperson of the OICTWA 2020 Committee, said that the awards this year consists of three categories: ‘Outstanding ICT Women Professional Award’, ‘Outstanding ICT Women Entrepreneur Award’ and ‘Outstanding ICT Rising Star Award’.

Mrs. Agnes Mak added, “While candidates of the three OICTWA 2020 awards are subject to panel assessments and interviews, it is not meant to be a competition. Instead, the awards are designed to

recognise female practitioners for their contributions to the ICT industry. Members of the public are encouraged to apply or send us their nominations, and each candidate is eligible to win one of the three awards.”

More about Outstanding ICT Women Awards:

Award category	Eligibility	Assessment Criteria
Outstanding ICT Women Professional Award	<ul style="list-style-type: none"> ● Female ● Hong Kong resident ● Aged 25 or above 	<ul style="list-style-type: none"> ● Past ICT Achievements ● Professional Contribution to ICT Industry ● Leadership ● Community Contribution
Outstanding ICT Women Entrepreneur Award	<ul style="list-style-type: none"> ● Female ● Hong Kong resident 	<ul style="list-style-type: none"> ● Past ICT Achievements ● Personal Contribution to ICT Industry ● Leadership ● Impact to Community Betterment
Outstanding ICT Rising Star Award	<ul style="list-style-type: none"> ● Female ● Hong Kong resident ● Aged under 25 (as of 29 Feb 2020) 	<ul style="list-style-type: none"> ● ICT-related Achievements and Innovative Use of ICT ● Active Participation in ICT Industry Activities ● Personal Aspiration ● Community Contribution

Mr. Ted Suen pointed out that OICTWA 2020 is one of the major events celebrating HKCS’ 50th anniversary this year, so the public is strongly encouraged to nominate outstanding females who have made significant contributions to the local ICT industry for the awards. As a further step to honour local practitioners for their achievements, HKCS will also be organising the ‘Outstanding ICT Achiever Awards (OICTAA)’ this year, with details to be announced soon.

The three OICTWA 2020 awards are open for application and nominations from now until 28 February 2020. Please visit the HKCS website for more details.

About the Hong Kong Computer Society (HKCS)

Founded in 1970, the Hong Kong Computer Society (HKCS) is a recognised non-profit professional organisation focused on developing Hong Kong's Information Technology (IT) profession and industry. Their members come from a broad spectrum of Hong Kong's IT community, from corporations to like-minded individuals, all coming together to raise the profile and standards of the IT profession and industry. As a well-established IT professional body, the Society is committed to professional and industry development as well as community services to ensure the IT sector continues to make a positive impact on peoples' lives with three main goals, namely, 1) talent cultivation and professional development, 2) industry development and collaboration, and 3) the effective use of IT in our community. For more details, please visit <http://www.hkcs.org.hk>

About HKCS FACE Club

FACE Club was formed in 2015 by the Hong Kong Computer Society (HKCS) to engage more women in the ICT industry. The name FACE Club stands for "Female", "Attract", "Connect" and "Engage". It aims to provide a knowledge exchange platform for female IT professionals and more opportunities for them to become involved in the industry's development, thus encouraging more women to choose IT as a life-long career.

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Appendix 1: "Hong Kong ICT Industry Women Career Survey" Results

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(Total valid questionnaires – English (121), Chinese (79); Total: 200)

1. What is your view regarding the fairness of entry point salary in Hong Kong ICT industry?

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Total of Respondents	200	100.00%

3. What is your view regarding the fairness of workload in Hong Kong ICT industry?

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The working relationship with male colleagues is harmonious.	131	65.50%
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The working relationship with male colleagues is not harmonious.	12	6.00%
The working relationship with male colleagues is highly not harmonious.	0	0.00%
Total of Respondents	200	100.00%

5. Is there any difficulty for a female supervisor to manage male subordinate(s) in Hong Kong ICT industry?

.Options	Survey Results	
	No. of respondents	Percentage
Male subordinate(s) is highly easy to manage	10	5.00%
Male subordinate(s) is easy to manage	53	26.50%
No comment	97	48.50%
Male subordinate(s) is hard to manage	36	18.00%
Male subordinate(s) is really hard to manage	4	2.00%
Total of Respondents	200	100.00%

6. Have you ever give up a promotion due to family commitment?

.Options	Survey Results	
	No. of respondents	Percentage
Yes	39	19.50%
No	106	53.00%
Single / No Comment	55	27.50%
Total of Respondents	200	100.00%

7. What do you think about the challenges of female working in Hong Kong ICT industry? (can select more than one items)

.Options	Survey Results	
	No. of respondents	Percentage
Male dominated workplace	103	51.50%
Long working hours	123	61.50%
Pregnancy Leave	81	40.50%
Menstruation Period	41	20.50%
Lower Physical Fitness	28	14.00%
Potential for Sexual Harassment	29	14.50%
Total of Respondents	200	

8. What do you think about the privileges of female working in Hong Kong ICT industry? (can select more than one items)

.Options	Survey Results	
	No. of respondents	Percentage
Eyes on details	145	72.50%
Interpersonal Skills	154	77.00%
Endurance	74	37.00%
Creativity	41	20.50%
Communication Skills	147	73.50%
Team Spirit	78	39.00%
Total of Respondents	200	

~ End of the Questionnaire ~