

## Research & Innovation

### Advocating Women's Career Advancement in Mainland China

The Department of Management and Marketing has released a white paper on women's career progression in Mainland China, potentially benefitting more than 10 million female employees in the country. Based on 30 in-depth interviews, the paper outlines the barriers faced by women in the Chinese workplace. The study found that, instead of gender, career advancement is primarily associated with the personal qualities required for a specific job position. The paper therefore offers practical suggestions for women such as how to alter their ways of thinking in order to help self-actualise their career breakthrough.

### Striking a Balance between Women Leader Role and Female Identity

Women leaders face a double bind in the workplace, which is rooted in the agentic leader role and the communal female identity. Building on Greenhaus and Powell's work (2006) – family enrichment theory as well as the literature on authenticity, scholars from the Department of Management and Marketing have developed a framework that explains the process through which women leaders' identity management strategies impact their family role relationship performance. By looking at how fulfilment of one's role is interrelated to the psycho-social dynamics within the family domain, PolyU researchers aim to help female employees adopt appropriate approaches that would improve their own family role relationship performance.

## Teaching & Learning

### Subject: Love, Intimacy and Identity

Hosted by the Department of Chinese and Bilingual Studies, this subject provides students with the basic knowledge and perspectives to enable them to examine the evolving meanings of love and intimacy and their importance in structuring the identities of an individual in relation to their personal and social life. Students adopt a cross-cultural approach to understand the historical developments and significant changes in the spheres of love and gender relationships and the associated politics in modern and contemporary times, in particular, their treatment by the media. With a special and critical focus on topical areas such as gender and consumerism, the aesthetics and politics of sexuality, and the impact of feminist and queer cultures on the understanding of oneself in relation to family and society, students are able to become more mature in dealing with love and intimacy and to achieve personal growth. Importantly, they can develop a more tolerant attitude in interacting with others who have different sexual or gender identities, positively contributing to the advocacy of gender equality.

### Subject: Gender, Social Policy and Social Development

With the object of engaging students in discussion of gender theories as a pathway to enhancing gender equality through policy process and outcomes, this subject, hosted by Department of Applied Social Sciences, teaches students to think critically about the notion of social development amidst globalisation and its impact on inequality. By acquiring an understanding of global interdependencies and their implications for policymaking and social development, students can translate concepts key to intersectional gender policy analysis for the purpose of scrutinising the gendered conceptual underpinnings of social policy and social development, identifying trends in gender inequality, and critiquing social policy formulation and public service delivery. In addition, through studying the connotations of gender and diversity implied by policy outcomes, students are able to address key social development issues confronting individuals, families, and communities in contemporary societies, and highlight the essential role of public institutions in promoting gender equality locally and beyond.

5 GENDER EQUALITY



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## Outreach & Engagement

### Physiotherapy Service for Women

The Rehabilitation Service Centre, operated by the Department of Rehabilitation Sciences, specialises in women's health physiotherapy and provides clients with assessment and treatment in relation to female-specific conditions. The trained physiotherapists may conduct internal vaginal examination in order to observe and identify any weakness, spasm, or change to the pelvic floor muscles that may be improved by individualised exercises, self-management strategies, and education. Additionally, post breast cancer surgery rehabilitation and physiotherapy management for women with pregnancy-related lumbopelvic pain are also offered.

## Governance & Operations

### Female-Friendly Facilities and Equal Opportunities

Responding to the growing number of female students, staff, and visitors on campus, the Campus Development Office has stepped up efforts to provide user-friendly facilities and create an inclusive and supportive environment that caters to their specific needs and preferences. For instance, more female washrooms in key buildings and locations have been made available, while dedicated lactation rooms have been set up to offer a discreet, comfortable, and well-equipped space for breastfeeding and pumping during lactation breaks. Additionally, the night-time lighting in frequented outdoor areas such as the University Square has been improved for the safety and security of all users, especially women, to enable them to feel more secure and confident on campus during evening hours. These targeted improvements are examples of PolyU's commitment to fostering a campus culture that empowers and enables women to thrive.

The University advocates equal opportunities in all aspects, including gender equality, and its principles and spirits in this regard are outlined in the University's Statement on Human Resource Policies, General Code of Ethics, and Statement on Equal Opportunities, among others. Moreover, the University has a Policy on Sexual Harassment that requires equal gender representation in the appointment of advisers or conciliators for resolving allegations concerning sexual harassment and violation of the Code of Ethics.