

# Women's group on a roll

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The Hong Kong Women's Foundation is on a roll. A big report it commissioned on the changing profile of Hong Kong women over the past 20 years was published recently.

It is launching the 30% Club in Hong Kong next week, an extension of the initiative aiming to end masculine boardroom control which was launched in London in 2010.

The club comprises a group of chairmen and senior business leaders who are committed to putting more women on Hong Kong's corporate boards. Yesterday the foundation announced that it had "facilitated" a "code of conduct for board searches" by a group of the bigger headhunters in the city.

"Historically, when a vacancy arises on Hong Kong boards, chairmen and nominating committees have tended to look at a familiar, small pool of candidates who are overwhelmingly male," the foundation said in its announcement.

But it added that the selection of candidates tends to be based on comfort levels and board credentials rather than competencies, and the pool of candidates is thus self-perpetuating.

This, it said, works against women, who have had fewer opportunities to shine at board level.