

Annex 1
[This annex was provided by City University of Hong Kong]

香港城市大學 (城大)
City University of Hong Kong (CityU)

- (一) 現時城大學術人員的正常退休年齡為 65 歲。1990 年前入職並按公積金條款受聘的教職員可選擇是否保留 60 歲為退休年齡。大學嚴格執行教職員須在 65 歲退休的政策。在少數例外情況下，基於大學人才需要，才會邀請個別高級教職員，一般為傑出和具有國際地位的講座教授，在正常退休年齡後繼續留任。

The prevailing normal retirement age for academic staff is 65. Those who joined the University on superannuable terms before year 1990 were given an option to retain their retirement age at 60. The existing policy for all staff members to retire at the age of 65 is strictly enforced. Appointment of serving senior faculty members, normally Chair Professors of eminent and international status, beyond the retirement age will be rare exceptions by invitation only subject to staffing needs.

- (二) 城大的學術人員的最高退休年齡、退休年齡中位數、最低退休年齡於 2013/14 學年至 2017/18 學年分別為：

From 2013/14 to 2017/18 academic years, the highest/median/lowest retirement age and gender are tabulated below.

學年 Academic year	最高退休年齡 Highest retirement age	退休年齡中位數 Median age at retirement	最低退休年齡 Lowest retirement age
2017/18	男 Male: 71 女 Female: 65	男 Male: 62.5 女 Female: 62.5	男 Male: 56 女 Female: 55
2016/17	男 Male: 66 女 Female: 65	男 Male: 65 女 Female: 58	男 Male: 57 女 Female: 57
2015/16	男 Male: 65 女 Female: 65	男 Male: 65 女 Female: 60.5	男 Male: 59 女 Female: 60
2014/15	男 Male: 70 女 Female: 65	男 Male: 65 女 Female: 65	男 Male: 63 女 Female: 65
2013/14	男 Male: 66 女 Female: 65	男 Male: 65 女 Female: 65	男 Male: 60 女 Female: 65

註 Note:

按學院劃分的數據未能提供。

Figures by faculty/school are not readily available.

- (三) 城大的實任制學術人員按性別劃分的離職數字和佔實任制學術人員總數的百分比由 2013/14 學年至 2017/18 學年分別為：

From 2013/14 to 2017/18 academic years, the outflow number of substantive academic staff and the percentage to the total number of substantive academic staff and gender are tabulated below.

學年 Academic year	
2017/18	男 Male: 22 (5.9%); 女 Female: 7 (7.7%)
2016/17	男 Male: 22 (5.9%); 女 Female: 3 (3.8%)
2015/16	男 Male: 27 (7.2%); 女 Female: 4 (5.0%)
2014/15	男 Male: 15 (4.1%); 女 Female: 3 (3.7%)
2013/14	男 Male: 12 (3.3%); 女 Female: 1 (1.4%)

註 Notes:

1. 括號內的數字是按其性別所屬組別的離職率。

% in the bracket refers to the outflow rate in the specific sex group.

2. 實任制學術人員離職原因為離職、退休及在職期間離世。

Outflow reasons for substantive academic staff include resignation, retirement and death in service.

- (四) 城大的新聘用的高級學術人員(副教授或以上)的數字和按性別劃分佔學術人員總數的百分比由 2013/14 學年至 2017/18 學年分別為：

From 2013/14 to 2017/18 academic years, the intake number of senior academic staff (associate professor or above) and the percentage to the total number of academic staff and gender are tabulated below.

學年 Academic year	
2017/18	男 Male: 17 (2.8%); 女 Female: 2 (1.1%)
2016/17	男 Male: 10 (1.7%); 女 Female: 2 (1.1%)
2015/16	男 Male: 12 (1.9%); 女 Female: 2 (1.1%)
2014/15	男 Male: 11 (1.8%); 女 Female: 0 (0%)
2013/14	男 Male: 14 (2.3%); 女 Female: 0 (0%)

註 Note:

括號內的數字是按其性別所屬組別的人職率。

% in the bracket refers to the intake rate in the specific sex group.

- (五) 按照城大平等機會政策，城大秉持並實踐平等機會的原則。所有的人事決定均會以客觀及按照工作所需的準則評定，包括資格、知識、技能、經驗及個人特性。大學有一套完整和堅實的教職員人事政策和機制處理聘任、升遷等事宜，當中涵蓋校外學術評論和設立上訴機制。

CityU is committed to the principle and practice of non-discrimination in accordance with its Policy Statement on Equal Opportunities. Personnel decisions are made on the basis of merits measured against criteria which are directly related to the work place; these criteria are objective and can be readily assessed, including qualifications, knowledge and skills, experience and personal qualities. We have a set of robust staffing procedures which include the solicitation of external review letters and an appeal mechanism.

註 Note:

學年以每年的 6 月 30 日為止。

Figures above are as at June 30 each year.