

celebrate! women@workplace

Best Workplaces™
for Women
Great Place To Work.™
GREATER CHINA
2025

join us!

Best Workplaces for Women™
in Greater China 2025

digital brochure

letter from the CEO

There's something powerful about a moment of celebration. It has the potential to bring people closer, to make accomplishments visible and to transform the ordinary into something truly meaningful.

At Great Place To Work™ we believe that celebration is more than just an applause after a milestone – it's a leadership behavior. It's a sign of deep awareness, of intentional culture-building and of truly seeing each person for the value they bring. Especially women whose stories, perspectives and everyday contributions have been overlooked or taken for granted in the past.

This year as we present the **Best Workplaces for Women™ in Greater China 2025**, we place the spotlight on cultures that celebrate – not only during big wins but in the everyday rhythm of collaboration, effort, learning and growth. Because when women are genuinely recognized, supported and celebrated in the workplace, the results are undeniable: stronger trust, greater engagement and better business outcomes.

A culture of celebration is a culture of recognition. When people feel valued, they give their best – they go the extra mile, they support others, they innovate. This is how high-trust, high-performance cultures are built: not just through policy but through genuine appreciation.

In fact, the very reason we are gathered here today is to do just that – to celebrate you and the incredible cultures you are building. You celebrate women every day through your actions and we are proud to celebrate you for doing it.

Congratulations to this year's outstanding companies!
May we all be inspired by your example and may we continue to celebrate together.

My best wishes,

José Bezanilla
CEO, Great Place To Work™ Greater China

we celebrate you

featured speaker

Ms. Lilian Meng – VFS Global

Associate Vice President – HR Head,
Mainland China, Hong Kong & Mongolia

With almost 20 years of HR leadership experience, Lilian specializes in building strong organizations and developing talent across diverse sectors, including both state-owned enterprises (SOEs) and foreign companies in China and overseas. As the Head of HR for VFS Global in P.R. China and Mongolia, she has led HR strategies that centralize key functions and strengthen client relationships, boosting organizational performance and competitive advantage.

Lilian brings extensive experience in workforce planning, talent development, compensation, employee engagement, and international M&A projects. Her expertise also encompasses leadership development, psychological assessments, and leveraging data to address people-related challenges and enhance business outcomes.

She holds a Postgraduate Diploma from the University of Hong Kong and a Leadership Certificate from the University of Cambridge. Lilian is a Certified International Psychological Consultant, a Senior Professional in Human Resources – International (SPHRI), and an International Certified Trainer (ICT).

Lilian 拥有近20年的HR领导经验，专注于在多个行业中建立强大的组织并培养人才，涵盖了中国和海外的国有企业（SOE）和外资企业。在担任VFS Global中国及蒙古地区HR负责人期间，她领导了能够集中核心职能并强化客户关系的HR战略，提升了组织的表现和竞争优势。

Lilian 拥有丰富的工作经验，涵盖了人力资源规划、人才发展、薪酬管理、员工参与度及国际并购项目。她的专长还包括领导力发展、心理评估，并利用数据解决与人才相关的挑战，提升业务成果。

她拥有香港大学的研究生文凭和剑桥大学的领导力证书。Lilian 还是国际认证心理咨询师、国际人力资源高级专业人士（SPHRI）以及国际认证培训师（ICT）。

findings & data

from the
Best Workplaces for Women™
in Greater China 2025

Research by **Anna Yau**
Business Analyst, Great Place To Work™ Greater China

Great Place To Work™ lead the industry with the most rigorous, data-based model for quantifying employee experience: The Great Place To Work Trust Model™. Our mission is to help every organization to become a great place to work For ALL. Since 1992, we have surveyed more than 100 million employees around the world and continue to use these deep insights to define what makes a great workplace: TRUST.

This year, we award in total 53 organizations on the Best Workplaces for Women™ in Greater China 2025 with an average Trust Index score of 92.08%

Awarded Companies: 53
Response collected: **75,643**

Average Trust Index: **92.08**
Average Inclusion Index: **89.96**

100+ million
employees surveyed
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trust
is what
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Best Workplaces for Women™
in Greater China 2025

OUR MISSION
is to BUILD A BETTER
WORLD
BY HELPING ORGANIZATIONS BECOME
GREAT PLACES TO WORK
for all!

women@workplace

Industry Distribution

Awarded organizations comes from 10+ different industries with Manufacturing & Production and Information Technology accounting for the greatest proportion.

Since the introduction of the Best Workplaces™ for Women list, we have emphasized that the five core elements of a great workplace – Credibility, Respect, Fairness, Pride, and Camaraderie – should be universal for all individuals, fostering a trusting workplace **For ALL**.

However, gender inequality, continues to be a significant challenge for employers. The mission of Best Workplaces™ for Women is, therefore, to establish a standard that recognizes outstanding organizations which provide a great workplace **For ALL**, while creating a positive and supportive workplaces specifically for women. These organizations develop and promote practices ensuring that women have a fair and positive work experience, with opportunities to contribute to the business's success while advancing their personal and professional talents.

Specifically in evaluating the Best Workplaces for Women, **12 statements** are extracted from Trust Index® as Inclusion Index to evaluate how well organizations are in creating an inclusive, positive and supportive workplace experience for all employees no matter who they are or what they do.

Trust Index® by Dimensions

Dimension	Best Workplaces for Women™ 2025	Other Companies in Greater China 2024
Credibility	91.9	71.7
Respect	91.7	72.0
Fairness	91.6	73.4
Pride	92.6	71.6
Camaraderie	93.2	73.7
Average	92.1	72.3

inclusion index

Category	Score
Best Workplaces for Women™ 2025	90
Best Workplaces™ in Asia 2024	86.8
Other Companies in Greater China 2024	72.6

Trust Index® by Perspectives

Perspective	Best Workplaces for Women™ 2025	Other Companies in Greater China 2024
Trust	91.6	69.0
Driving organizational goals	92.5	74.2
Encouraging personal best	92.9	73.6
Cultivating team spirit	91.4	70.8

let's build a better
workplace FOR ALL, together.

celebrate!

Best Workplaces for Women™
in Greater China 2025

Awardees of the
Best Workplaces for Women™
outperform other companies

This is a psychologically and emotionally healthy place to work. 65.4 90.0

Management does a good job of assigning and coordinating people. 65.4 90.1

I feel I receive a fair share of the profits made by this organization. 57.9 85.0

I would strongly endorse my company to friends and family as a great place to work. 60.7 92.4

We have special and unique benefits here. 57.9 86.7

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Special Recognition to SC Johnson

Great Place To Work.™ 5 YEARS LEGENDS

sc Johnson
A family company
at work for a better world

for five continuous years of being awarded as one of the Best Workplaces for Women™ in Greater China

We celebrate you as an outstanding organization. Your commitment is our inspiration to us all.

congratulations!

maximize your recognition:

Extending Your Great Place To Work™
Certifications Across Greater China and Beyond!

Congratulations on being one of the Best Workplaces for Women in Greater China™!

Your commitment to creating a positive work environment and ensuring employee satisfaction is truly commendable.

Now that you've earned this prestigious **Certification**™ and made it all the way to the Best Workplaces for Women™ in Greater China list, you may consider taking your workplace to the next level and gaining even more recognition. We encourage you to earn certification in other regions and join the lists of **Best Workplaces™ in Hong Kong 2025, Best Workplaces™ in Taiwan 2025, Best Workplaces™ in Greater China 2025**

Contact us for more information about list deadlines as they are fast approaching!

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Earning certifications in all these regions will not only add further credibility to your organisation's exceptional efforts in creating an outstanding workplace culture and experience for your employees, but will also solidify your position as a great workplace in the region.