celebrate women@workplace





join us

Best Workplaces for Women[™] in Greater China 2025

digital brochure

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



featured speaker



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

letter from the CEO



Ms. Lilian Meng - VFS Global

Associate Vice President – HR Head, Mainland China, Hong Kong & Mongolia 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,涵盖了中国及海外的国有企业(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.

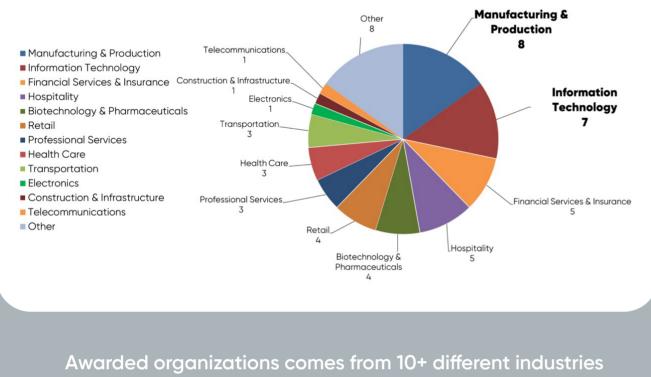
This year, we award in total 53 organizations on the Best Workplaces for Women[™] in Greater China 2025 with an average Trust Index score of 92.08%

Awarded Companies: 53 Response collected: 75,643

Average Trust Index: 92.08 Average Inclusion Index: 89.96



Industry Distribution





women@workplace

100+ million employees surveyed around the world



Great Place To Work[™]

leads the industry with the most rigurous, data-based model for quantifying employee experience

trust is what defines a great workplace



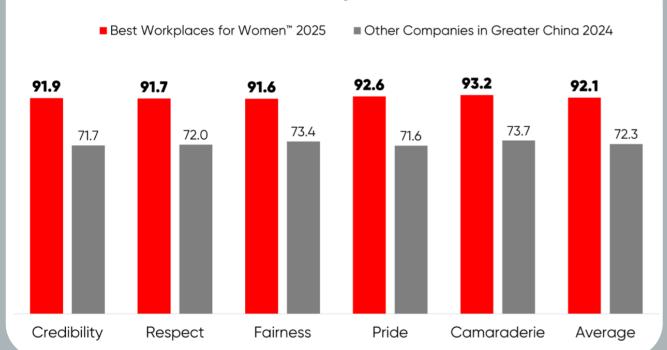
Best Workplaces for Women[™] in Greater China 2025

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.

with Manufacturing & Production and Information Technology accounting for the greatest proportion.

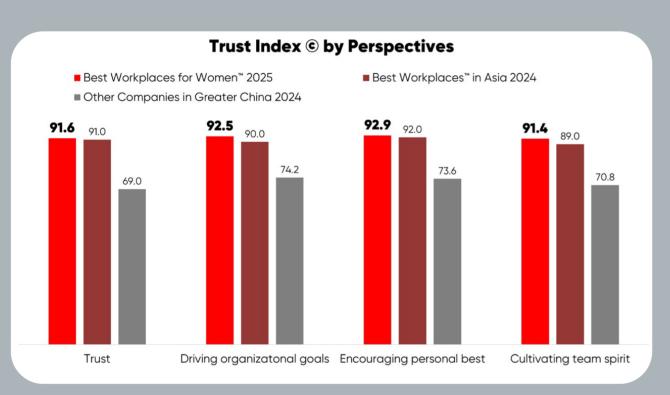


Trust Index © by Dimensions



Much like any other relationship, the employer-employee relationship needs a foundation of trust, and to thrive there must be a sincere sense of care and support.

Once employees have a consistently positive experience across key areas that contribute to employee well-being, namely, mental and emotional support, sense of purpose, and meaningful connections, they can flourish inside and outside of work.



When comparing the awardees of the Best Workplaces for Women[™] with other companies in Greater China region, we notice in several areas that the awardees excel and outperform other organizations in the market.

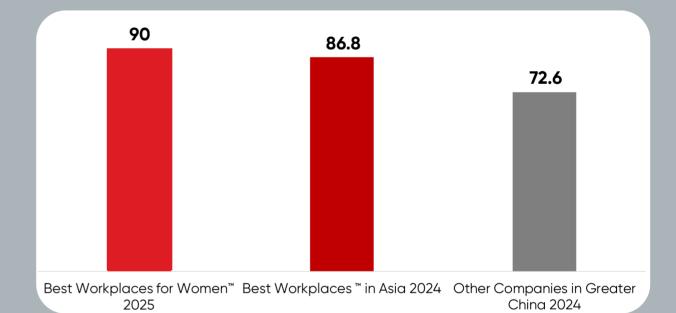
Employees at **Best Workplaces for Women**[™] enjoy more unique benefits and are more likely to recommend their workplace to others. They also perceive their compensation as fair and recognize effective management practices that boost job satisfaction.

Employees in **Best Workplaces for Women**[™] also experience a psychologically and emotionally healthy place to work, which foster Trust and well-being 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.

inclusion index



These findings underscore the commitment of Best Workplaces for Women[™]awardees to creating a For ALL workplace where everyone can thrive. These organizations not only set a benchmark for fostering a great workplace but also demonstrate best practices in nurturing diversity and inclusion in workplaces. These elements are indeed crucial in building a high-trust culture where employees feel valued and motivated.

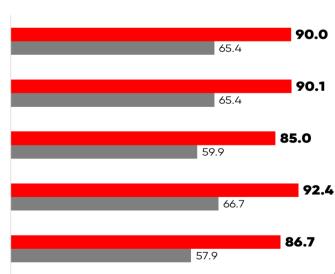
Great Place To Work[™] offers recognition and tools to help leaders and organizations elevate their employer brands, capture and understand employee experiences, build cultures that retain talent, and unlock the potential of every employee.

Awardees of the Best Workplaces for Women[™] outperform other companies

■ Best Workplaces for Women[™] 2025 ■ Other Companies in Greater China 2024

celebrate

This is a psychologically and emotionally healthy place to work. Management does a good job of assigning and coordinating people. I feel I receive a fair share of the profits made by this organization. I would strongly endorse my company to friends and family as a great place to work. We have special and unique benefits here.



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

Best Workplaces for Women[™] in Greater China 2025

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Special recognition to SC Johnson

SKF

teva

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 an inspiration to us all.

congratulations

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.

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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