

Dear TWF friends

Hong Kong has an unrelenting work ethic – a UBS report that surveyed 71 cities noted that HK works 38% longer hours than the global average, adding up to 50+ hours a week with many of us working weekends. Coupled with a culturally ingrained presenteeism, it's unsurprising that our mental health related illnesses are soaring with 60% of working professionals in Hong Kong reporting job-related stress and anxiety, according to a [Mental Health Association survey](#).

Attitude and behavioural changes can address these critical issues and the way we approach work. We know other economies that have adopted strategies such as flexible working are seeing benefits among companies and employees alike. Among them:

- Improved efficiency – the majority of employees note they are [more productive at home](#)
- Better teamwork – a FlexJob [survey](#) showed nearly 80% of professional noted they would be more loyal to their employers with flexible work options
- Higher retention levels and access to a wider talent pool who cannot commit to an 8-10 hour work day

We know there is appetite for more flexible work policies in Hong Kong. According to a Hays Asia Gender Diversity [report](#) earlier this year, 87% of Hong Kong respondents said flexibility is a top consideration when weighing up an offer from a potential new employer.

For women, flexible work is particularly important. The Women's Commission noted that 30% of women in Hong Kong drop out of the workforce due to caring responsibilities. Flexible work options would go a long way towards providing these women with the ability to juggle multiple priorities. Companies like BHP are leading the way in offering flexible work. The CEO, who has pledged 50% women in their workforce by 2025, also sees embracing flexible working as part of achieving this goal by example noting: "overwork can not only diminish returns for a business, but also be a ["scorpion's tail" that can ultimately sting productivity.](#)"

At TWF, we know that flexible working is only one measure companies can adopt to build an ecosystem that cultivates, encourages and retains a diverse workforce. To help, we have produced a suite of best practice guides that tackle a range of issues affecting the attraction, retention and promotion of women in the workplace; from building an effective [Unconscious Gender Bias Strategy](#) to Success Markers for building [Return-to-Work Programmes for Women](#), [Gender Inclusive Global Mobility Programmes](#) and creating internal [women's networks](#) and [mentoring programmes](#) that will help drive real change at an organisation.

The future of work is changing and we hope Hong Kong can keep pace with these changes and remain globally competitive. More importantly, we need to ensure that Hong Kong's talent (i.e. its working men and women) are able to not just survive - but thrive - in their livelihoods and their ability to contribute back to society as a parent, a caregiver, a citizen and beyond.

Get in touch at [Fiona.Nott@twfhk.org](mailto:Fiona.Nott@twfhk.org). Have a great week.

Warm regards

Fiona Nott  
 CEO, The Women's Foundation

## UPCOMING EVENTS



### November 22 Gala – Silent Auction Now Live!

Our Gala is right around the corner—and our [silent auction](#) is already live and available for your bids. All proceeds go to TWF's programmes, so please bid generously!



### How Diversity Improves the Bottom Line

TWF is delighted to present the latest findings from McKinsey's 2017 Diversity Matters II report, in collaboration with The British



Chamber of Commerce and McKinsey & Company. Guangyu Li, Senior Partner at McKinsey & Company, will share findings from McKinsey's latest research (the soon to be published report: Diversity Matters II). He will address the business implications of diversity in the workplace and delve deeper into the gender-specific insights the research has uncovered. The presentation will be followed by a moderated panel discussion with industry experts and will include an informal opportunity to connect with the presenter and panellists over coffee.

**Date:** Wednesday, December 6

**Time:** 7.45 am registration | 8.00 am - 9.30 am event

**Venue:** Baker McKenzie, 14/ F, Hutchison House, 10 Harcourt Road

Register [here](#)

## SUPPORT TWF!



### CALL OUT FOR VOLUNTEERS! The Gallery Walk

Enjoy a great evening out in a "Art and Wine Walk" - and raise funds for TWF! The Gallery Walk for Charity (#TheGalleryWalk) is the highlight of the annual Hong Kong Art Week in November. Art and wine lovers can hop through more than 30 galleries and art spaces in Central, Sheung Wan and Sai Ying Pun on November 21 from 5 to 10 p.m. to enjoy special exhibitions, live performances and taste a great array of wines and refreshments. As a friend of TWF, you are entitled to a 20% discount off the ticket price of \$390 (\$312 per person, promotion code: TWF). For ticketing and event details, please click [here](#). All ticket purchases include a free online download of a LUXE City Guide (any city you choose)! If you would like to volunteer to help at the event, please contact [lisa.moore@twfhk.org](mailto:lisa.moore@twfhk.org)

## TWF PROGRAMME UPDATES



### Girls Go Tech Programme Update

Last Saturday, three GGT participating schools: CCC Ming Yin College, TWGHs Chen Zao Men College and United Christian College, kicked off the GGT Programme with a 3-day coding workshop. Over one hundred F.1 and F.2 girls learnt basic coding and hardware skills to create their wearable items with Micro:bit at their respective schools. Many thanks to our passionate individual volunteers and corporate volunteers from BlackRock and Macquarie.



### Mentoring Programme 2017-2018 Icebreaker 2

Last Tuesday, our MP1718 cohort took part in our second Icebreaker session on "Meaningful Conversations". Our participants learnt the significance in having a meaningful conversation, how to communicate and build connections in order to progress, and how not to get sidelined by emotions and challenges that get in the way of truly connecting. Thank you to our facilitator, Carole Lewis and to JP Morgan for hosting.



### Mentoring Programme Alumni Reunion 2017

Last Friday, we held our annual Alumni Reunion to a fantastic turnout of past Mentoring Programme cohorts. Our guest



speaker, Cat Rüst, Head of Innovation Technologies at UBS Wealth Management Greater China, delivered an engaging talk on the topic of 'Making Smart Decisions' and our participants engaged in some lively discussions on how to take smart risks. Thank you to Cat for her candid sharing and to Naked Hub for hosting. We also launched the 2017-2018 cycle of the Alumni Lean-In Circles. If you are an Alumna of the programme and would like to join a Lean-In Circle, please email [jo.hayes@twfhk.org](mailto:jo.hayes@twfhk.org).

## IN THE SPOTLIGHT



### Swire Women's Network panel on Gender Balance – What does it mean for us?

Last Thursday, Jo Hayes, TWF's Director of Pipeline Initiatives was invited to moderate Swire's Gender Balance panel with their senior and aspiring leaders including the Group Chairman, Barnaby Swire, Michelle Low, Laura Percy, Raymond Leung, Eva Ng and Alfie Weston. Many thanks to Olivia Wong and the Swire Women's Network for their invitation and for the generous donation to our Girls Go Tech Programme.

## TWF IN THE COMMUNITY



### HKU Force for Good Initiative

TWF is pleased to support the HKU Force for Good Initiative, in support of the HeForShe Initiative, organised by both BRIDGE and HKU. This three-day programme explores how Hong Kong's community can play a powerful role in creating a sexual harassment-free working environment. The initiative is dedicated to exploring how different sectors can work together on this issue to create strategic solutions. If you would like to nominate a senior leader at your organisation to attend this free programme, please email Clare Furness at [Clare.Furness@bridge-partnership.com](mailto:Clare.Furness@bridge-partnership.com).



### AmCham Women of Influence Awards

Congratulations to all the winners at the 2017 AmCham Women of Influence Awards. A particular shout-out to Brian Henderson, COO | Baker McKenzie Asia and Co-Chair of our Male Allies Initiative, for winning the Champion for the Advancement of Women Award and to our Mentoring Programme alumna, Haley Meng, Business Development Manager | PwC, for winning the award for Young Achiever of the Year.

## WHAT WE'RE READING

### Our top picks for recommended reading and listening on the key trends and breaking stories on women and gender:

- [Activist investors are making corporate boards whiter and more male](#) (Quartz)
- [The Year Women Found Their Rage](#) (HuffPost)
- [White women strike back: The demographic that gave us Trump seeks redemption](#) (Salon)
- [Firms urged to appoint more women to top jobs](#) (BBC)
- [Demand for wives in China endangers women who live on its borders](#) (Economist)
- [A Woman's Place](#) (The New Yorker)

We are following the latest developments on combatting sexual harassment. Key reports below:

- [New York Times Fires David Boies' Law Firm Over 'Reprehensible' Work For Weinstein](#) (HuffPost)
- [Louis CK accused by five women of sexual misconduct in new report](#) (The Guardian)
- [The Workplace After Harvey Weinstein: Harassment Scandals Prompt Rapid Changes](#) (WSJ)
- [In the Wake of Harvey Weinstein, Bollywood Stars Are Speaking Out About Sexual Harassment](#) (Time Magazine)

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