



## EVENTS | PROGRAMMES | CEO BLOG

Dear Stephanie

One of the themes that one often hears is that the workplace of today favours skills and attributes that women possess in greater abundance than men - for instance, the ability to multitask, stronger EQ and better listening and consensus building skills.

However, a recent report by the World Economic Forum on "[The Industry Gender Gap: Women & Work in the Fourth Industrial Revolution](#)" suggests that women are likely to lose out on tomorrow's best job opportunities. It found that as disruptive change comes to business models, jobs are displaced and a new labour market materialises, from a net employment outlooks perspective, expected absolute job creation and losses due to disruptive change from 2015-2020 are likely to amplify current gender gaps.

The study projects a total loss of 7.1 million jobs - two thirds of which are concentrated in routine white collar office functions like office and admin roles - and a total gain of 2 million jobs in computer, maths, architecture and engineering related fields. Men will face nearly 4 million job losses and 1.4 million gains, with one new job created for every three jobs lost, whereas women will face 3 million job losses but only 0.55 million gains - more than five jobs lost for every job gained. If current gender gap ratios persist in the STEM fields, there will be one new STEM job per four jobs lost for men but only one new STEM job per 20 jobs lost for women. The impact is not just devastating for women but also for companies who face limited applicant pools.

The report concludes that to avoid this outcome, deeper thinking and targeted action from businesses and governments are required to manage the change. More deliberate efforts are needed to groom the future pipeline of female talent and to relieve the current dual burden of family responsibilities and work that many women face through new flexible working patterns and reshaping the division of labour at home.

For The Women's Foundation, the report also validates our emphasis on girls and STEM through our GirlSpark programme in partnership with Microsoft and our Girls Go Tech coding workshops supported by Accenture, Barclays and Cisco. We are currently recruiting new corporate partners for Year 2 of our Girls Go Tech programme starting in September 2016, which has been selected by Operation Santa Claus as one of its supported programmes for 2016-2017. Please contact TWF's Development Director, Claire Lim, at [claire.lim@twfhk.org](mailto:claire.lim@twfhk.org) to find out more about how your firm can get involved.

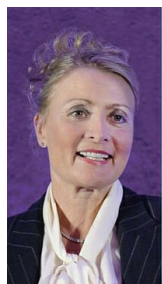
Coming up on April 6, we are delighted to present a Fireside Chat between Joanna Hotung, one of Hong Kong's leading educational entrepreneurs, and Sheila Flavell, COO of FDM and one of Computer Weekly's 2015 Top 50 Influential Women in UK IT. FDM provides graduates with essential training for fast track career development in IT from locations in the UK, Europe, the US and Canada, Singapore and most recently Hong Kong!

PS We are delighted that different factions have been calling for the next Chief Executive of Hong Kong to be a woman but we have yet to hear anyone make the substantive case for why women make better political leaders. Well, one good reason is that research shows that when women are engaged in policy making, there is a greater emphasis on family welfare, education and the environment. If you add that to the list of attributes associated with women that I mentioned at the start of this missive - namely the ability to multitask, strong EQ and good listening and consensus building skills - let us know if you need further convincing!

Warm regards

Su-Mei Thompson  
 CEO, The Women's Foundation

## UPCOMING EVENTS



## TWF FIRESIDE CHAT

SHEILA FLAVELL

**TWF presents Sheila Flavell, COO of FDM in conversation with Joanna Hotung, Founder of the KG Group**

TWF is delighted to present a fireside chat between Joanna Hotung, Founder of the KG Group and 2014 winner of the AmCham Entrepreneur of the Year Award and Sheila Flavell, COO and part-owner of FDM and one of the UK's most influential leaders in IT skills development.

**DATE:** Wednesday, April 6, 2016

**TIME:** 8.15 - 9.30 a.m.

**VENUE:** Central location, TBC

[Register Now](#)



### Secrets to Success by Rosaline Koo - Founder & CEO, CXA

TWF is delighted to present the next event in our not-to-be-missed Secrets to Success series featuring outstanding female leaders sharing their first-hand experience, insights and advice from their own leadership journey.

**DATE:** Monday, April 11, 2016

**TIME:** 12.30 - 2.00 p.m.

**VENUE:** KPMG, 8/F Prince's Building, Central  
[Register Now](#)



### TWF Panel on Law as a Pathway to Success

TWF and Paul Hastings are delighted to present a panel on Alternative Legal Career Pathways to Success featuring Vivian Lam, partner at Paul Hastings, and three outstanding General Counsels from very different industry sectors: Simon Brookes/Telstra, Christine Wong/HKEx and Susan Sayers/HSBC.

**DATE:** Friday, April 22, 2016

**TIME:** 8.00 - 9.30 a.m.

**VENUE:** Central location, TBC

[Register Now](#)

## TWF PROGRAMME UPDATES



### Life Skills Programme Company Visits

Last Tuesday, we partnered with six companies – Bloomberg, Cathay Pacific, CMM Academy, Foster + Partners, the Peninsula Hong Kong, and Quintessentially Group – to organise company visits for 170 Form 4 students from St. Catharine's School for Girls, as part of the TWF Life Skills Programme. Many thanks to the many volunteers from our corporate partners who led induction sessions and interactive group discussions with the girls.



### Fireside Chat with Mellody Hobson, President of Ariel Investments

Last Friday, TWF hosted a fireside chat with the inspirational Mellody Hobson, President of Ariel Investments, Board Chair of DreamWorks, and a Director of Starbucks and Estee Lauder. Mellody discussed Ariel's outlook for Asia and China, her TED Talk "Colour Blind or Colour Brave", and the opportunities and challenges of achieving board diversity. Many thanks to HSBC and White & Case for their support for the event.



### HKU/Harvard College discussion on Gender Inequality, Gender Roles and Stereotypes in the Workplace

Last Friday, TWF's Lisa Moore, spoke to a group of undergraduates from HKU and Harvard College in the US on Gender Inequalities in the Hong Kong Workplace as part of a 4-day conference looking at different manifestations of inequality, arranged by the Harvard College Asia Programme.



### Investor Savvy Workshop for Women Entrepreneurs

Last Friday, TWF and ANZ held a workshop for our Accelerator Programme participants. Many thanks to Rosanna Choi - Partner at CWCC CPA - for sharing the investor perspective when analysing a business's financials.



### GirlSpark Opportunity Day

Last Saturday, over 40 GirlSpark alumni gathered at Ivey Business School for GirlSpark Opportunity Day hosted by Microsoft, TWF and Ivey. Senior representatives from Accenture, JOS Hong Kong, Manulife, Microsoft and Stratasys introduced their respective organisations and shared internships and employment opportunities available exclusively for our GirlSpark graduates.



### T.E.E.N. Programme English Workshop

Last Saturday was the sixth and final session for our English workshops for TEEN participants. Our heartfelt thanks to our dedicated volunteer teachers who have been practising English with our TEENS since January.

## TWF IN THE NEWS



Click [here](#) to check out last week's edition of The Loop which featured an interview with Su-Mei on gender equality in Hong Kong.

## IWD Lunch Media Gallery



Many thanks to everyone who came to our IWD Lunch or who otherwise supported the event which raised over HK\$1 million for TWF and our work. A huge thank you in particular to our corporate, event and prize sponsors. Please click [here](#) to access the event photos and [here](#) for our event highlights showree!

## TWF MISCHA PINS



To raise funds for our programmes, TWF is selling pins, specially designed for TWF by Michelle Lai - MISCHA founder. The beautiful black and gold enameled pins featuring MISCHA's signature design can be purchased at TWF and partner events for HK\$50. We are looking for volunteers to help us with selling pins within their organisations and networks. Please contact Stephanie Ko at [stephanie.ko@twfhk.org](mailto:stephanie.ko@twfhk.org) to find out more.

## EXTERNAL EVENTS

**TWF is delighted to be supporting the following events:**

**APRIL 12:** International Financial Law Review's [Asia Women in Business Law Forum](#)

**APRIL 15:** [Morgan Stanley Sustainable Investing Challenge](#) – a graduate student pitch competition for institutional investment vehicles that target competitive financial returns alongside positive social and/or environmental impact

## WHAT WE'RE READING

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

- [Why So Many Thirtysomething Women Are Leaving Your Company](#) (Harvard Business Review)
- [The #ManPanel Problem: Why Are Female Experts Still So Widely Ignored?](#) (Vox)
- [How India's Largest Private Bank Fosters Gender Equality](#) (McKinsey & Company)
- [The Problem With A Technology Revolution Designed Primarily For Men](#) (QUARTZ)
- [This Is What It's Like to Be an Older Woman Entrepreneur In Silicon Valley](#) (Fortune)

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