



## EVENTS | PROGRAMMES | CEO BLOG

Dear TWF friends

*"If we're going to build a globally competitive workforce, we can't afford to leave any talent on the sidelines. We can't keep short-changing working families."* – Hillary Clinton, former US secretary of state and former presidential candidate

The government's proposal to extend maternity leave by four weeks to 14 weeks and paternity leave from three to five days has been hotly debated. After two decades, the city will be finally catching up with the International Labour Organisation (ILO) recommendation of at least 14 weeks' maternity leave.

TWF has long championed improving maternity leave in Hong Kong and welcomes the Government's decision to provide subsidies for businesses to support the new policy. In the long term, however, companies should shoulder the cost of maternity leave and embrace family-friendly policies that enable women to thrive in the workforce.

While the newly proposed initiatives look good on paper, we urge the Government to implement the new policy citywide sooner – instead of waiting until 2022. TWF also believes Hong Kong should ultimately seek to replace maternity and paternity leave with parental leave so that parents could choose who stays at home to be the primary caregiver.

Child care options for working parents are severely lacking in Hong Kong, and it has a detrimental effect on women. Around one-third of women drop out of the workforce due to family care responsibilities. And those who keep working may experience the widespread "[motherhood penalty](#)" – less than half of employers say they would hire women with children.

Under such conditions, it is no surprise that the rate of women's participation in Hong Kong's workplace lags behind other global financial centres. Only 55% of women are in [the workforce in Hong Kong](#) – lower than in Singapore (60%), mainland China (61%) and Australia (59%). Moreover, the higher up the career ladder, the less likely we'll see women: only 29% of management positions in Hong Kong are occupied by women – lower than Malaysia, the US and Canada.

Our city is grappling with numerous social, economic and demographic challenges – our [birth rate](#) is among the lowest in the world. Having women-friendly and family-friendly policies help make female employees less fearful of losing their job, less likely to leave work and feel more supported to have a family. And we know the more women join the workforce, the higher our GDP will be.

Research shows policies that support working mothers and fathers lead to greater gender diversity in the workplace, which in turn lead to better business outcomes. A company's parental leave policy should be inclusive for all to allow everyone to thrive in the workplace. And also let's not forget that equality starts at home - join us in encouraging companies to adopt family friendly policies that help strengthen gender diversity.

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

Have a great week.

Fiona Nott  
 CEO, The Women's Foundation

P.S. TWF is buzzing with activity around tonight's Gala Dinner! If you aren't joining us (or just want a sneak peak), visit our 2018 Gala Dinner [website](#) and participate by joining the [Silent Auction](#), making a [pledge donation](#) to our community programmes or buying [Luxury Draw](#) tickets. But be quick – the website will close at **11.59pm** today and will reopen for attending guests at **7.00pm**. Your support is vital to our work.

## UPCOMING EVENTS

**TWF Gala – See You Tonight!**

TWF's 2018 Gala Dinner is happening tonight at the JW Marriott Hong Kong! Under the theme of "Rising Voices", it will be a night to recognise and celebrate courageous voices coming together in the pursuit of gender equality. By speaking up, men and women are making history, right here, right now.

Use the hashtags [#twfhkgala2018](#) and [#risingvoices](#) to unite yourself with others engaging in the conversation for our Gala Dinner this year!

**Date:** Wednesday, October 24, 2018

**Time:** From 7.00pm

## TWF PROGRAMME UPDATES



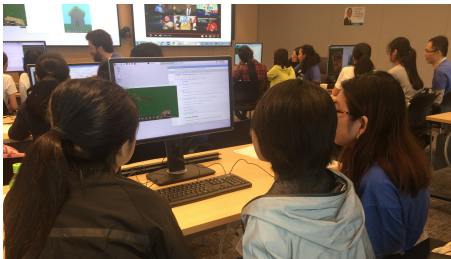
### #SheMeansBusiness Workshop for Female Entrepreneurs

On October 10, we were delighted to co-host a #SheMeansBusiness training workshop with Facebook Hong Kong. Trainers guided almost 100 women entrepreneurs on useful apps and gave advice on how to use Facebook and Instagram to grow their online business. We will also be organising another workshop later in the year so please stay tuned!



### First 2018 Girls Go Tech Workshop Launched!

The last two Saturdays, we kicked off the fourth cycle of GGT with our first Coding Workshop at Munsang College (Hong Kong Island) and Kit Sam Lam Bing Yim Secondary School. 40 girls from Form 1 and 2 from each school spent a couple of fruitful Saturdays learning basic coding skills that will be used to make their smart living devices in the coming weeks! Looking forward to seeing what the girls will create!



### Goldman Sachs Community Teamworks Coding Day for Girls

TWF was delighted to partner with Goldman Sachs' *Community Teamworks* Programme to host a coding workshop for 20 girls from Form 3-4 from Kit Sam Lam Bing Yim Secondary School, Holy Trinity College and Hong Kong True Light College on October 13. Many thanks to the enthusiastic GS volunteers for guiding the girls through interactive STEM activities, from assembling Raspberry Pi computers, Python programming on Minecraft, to VR.



### Financial Literacy and Employability Training Programme Update

On October 10, we held a quarterly review gathering 14 participants who have completed our Financial Literacy and Employability Training Programme with our partner, the Hong Kong Employment Development Service Limited. We are delighted to see that 50% of the participants are working full-time or part-time, and continue to apply the skills that they learned from the Programme to improve their family's saving and budgeting.

## IN THE SPOTLIGHT



### TWF Male Allies Win Silver at HR Distinction Awards 2018

We are thrilled to announce that TWF's Male Allies Initiative was awarded the Excellence in HR Strategic Plan - Silver, at The HR Distinction Awards on October 12. This is one of the most recognised HR-focused awards in Hong Kong dedicated to honouring the best achievements within the HR profession. Thank you to our dedicated Male Allies, David Thomas and Soeren Seitz from Manulife for accepting the award on our behalf!

## Mother of all prejudice



### TWF CEO Quoted in SCMP

Last Saturday, TWF CEO Fiona Nott was quoted in SCMP's feature entitled "Mother of all prejudice", she commented on the low female workforce participation and lack of women in senior positions in Hong Kong. Read the full article [here](#).



### TWF CEO Interviewed by Bloomberg

TWF CEO Fiona Nott was interviewed by Bloomberg to discuss what it takes to get more women on boards in Hong Kong. Read the article [here](#).

Markets

### Tencent, Softbank All-Male Boards Spur Call For Change in Asia

By Bruce Fairburn, Bharat Shrivastava, and Shobko Odeh

October 11, 2018, 6:00 AM GMT+8

- ▶ Effective assessment leads to initiatives to boost board diversity
- ▶ India closes a loophole that allowed chairmen to appoint wives



## IN THE COMMUNITY



### Join Step Challenge to Support Girls Go Tech

Get active in November! Please join the Hong Kong Computer Society's FACE Club charity event "Step Challenge" to raise funds for TWF's Girls Go Tech Programme (GGT).

Step Challenge is a month-long activity challenge beginning November 1. The person with the highest number of steps at the end of the 30-day challenge will take home an Xbox! Every step counts as all proceeds raised go to GGT. Step up to the challenge for a worthwhile cause [now!](#)



### Celebrating Women in the Workplace

TWF is honoured to be a beneficiary of AIG's Celebrating Women in the Workplace. The event will bring together men and women from all over Hong Kong to talk about the numbers behind diversity, the challenges of finding a place to work that suits you and your situation and navigating the internal and external obstacles if that path should ever change its course. Experts from across industries, gender and backgrounds will openly share their insights/experiences in the hopes to inform, inspire and enlighten. All proceeds from the event will be donated to our Financial Literacy Programme for Marginalised Women.

**Date:** Thursday, November 15, 2018

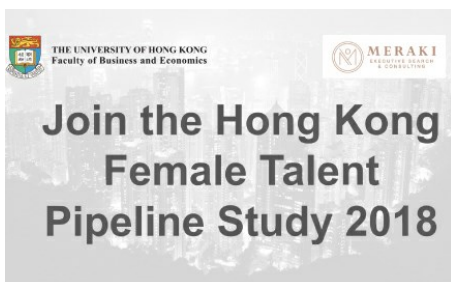
**Time:** 2.00-6.30pm

**Venue:** The HKEX Connect Hall, 1/F One and Two Exchange Square, Central, Hong Kong  
For more information and to register, click [here](#).



### Hong Kong International Literary Festival 2018

TWF is pleased to support the Hong Kong International Literary Festival, taking place November 2-11. There is a strong showing of female authors including Susie Orbach, Cheryl Strayed, Intan Paramaditha, Jenny Zhang and Emmy the Great. Don't miss TWF CEO Fiona Nott's interviews with authors Xu Xi and Meg Wolitzer on November 10! For more information, please visit their [website](#). To purchase tickets, click [here](#).



### Call for Participating Companies: HKU Study on the Female Talent Pipeline

TWF is pleased to support The University of Hong Kong's study on the Female Talent Pipeline, jointly conducted with Meraki Executive Search & Consulting. The results will provide a holistic, Hong Kong-specific picture of the current management of the female talent pipeline and identify opportunities to enhance retention rates and enable women to reach their full potential in the workplace. Open through the end of November, if you have your company's gender diversity data on hand, we encourage you to participate! Click [here](#) for more information and to start the survey.



### AmCham's 15th Annual Women of Influence Conference & Awards

TWF is proud to support the AmCham Women of Influence Conference and Awards. The Conference will focus on what it means to have influence and impact through the stories and experiences of key global and local leaders as well as sharing the secrets on how to make a personal impact and the cultural factors that impact the progression of women in corporate environments. The heart of the event celebrates the announcement of the Awards, with nine award categories recognising seven high-achieving women, one man who has demonstrated support for the advancement of women and one outstanding company for women.

**Date:** Friday, November 16, 2018

**Time:** 8.00am-2.30pm

**Venue:** Four Seasons Hotel Hong Kong  
Register [here](#).



### MWM Wine School

MWM Wine School, by Debra Meiburg MW offers the ideal blend of wine fundamentals and fun to fuel your enjoyment and up your wine IQ. Spend a Saturday afternoon (or several depending on which course you pick) in their wine studio, with engaging teachers, unique workshops and an active, passionate alumni community. Join the HalloWINE party this month to taste over 200 different bottles of wine and learn more about the school. Visit the [webpage](#) for more information and to sign up for the party.

## OPENINGS AT TWF

### Development Officer Opening

TWF is seeking a full-time Development Officer to join its dynamic team to plan and execute its fundraising initiatives, cultivate new sponsors and partners, manage its grant applications and explore other innovative approaches to fundraising. Please click [here](#) for the job description. Applications should be received by October 30.

### Senior Manager / Manager Pipeline Initiatives Opening

TWF is seeking a full-time Senior Manager/Manager Pipeline Initiatives to join its dynamic team to develop, manage and execute a range of TWF's pipeline related programmes, partnerships and initiatives as well as cultivate new partners and stakeholders. Please click [here](#) for the job description. Applications should be received by October 30.

## WHAT WE'RE READING

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

- [The Rise of Working Mothers](#) (FT)
- [Amazon ditches AI recruitment tool that 'learnt to be sexist'](#) (AFR)
- [How Men Get Penalized for Straying from Masculine Norms](#) (HBR)
- [Female corporate leaders make firms less likely to fall foul of environmental laws](#) (MoxieFuture)
- [Mandating boardroom diversity can narrow the opportunity gap for women](#) (Quartz)
- ['Study for PhD? What about marriage?' Women engineers share stories at Hong Kong university diversity workshop](#) (SCMP)
- [Miscarrying at Work: The Physical Toll of Pregnancy Discrimination](#) (NY Times)

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

- [One Year of #MeToo: Punishing Individual Abusers Is Not the Same as Justice](#) (The New Yorker)
- [One Year of #MeToo: What Women's Speech Is Still Not Allowed to Do](#) (The New Yorker)
- [Proof that Hongkongers are still struggling with the #MeToo movement: I groped a woman by mistake, but no one said anything](#) (SCMP)
- [Corporate America Weighs New Clawback Policies for #MeToo Sins](#) (Bloomberg)
- [Powerful Men Have Changed Their Behavior at Work Since #MeToo](#) (Bloomberg)
- [#MeToo is too slow in Japan as peeping Toms come under the spotlight](#) (SCMP)

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