

Dear TWF friends



### Breaking the Menopause Taboo

*"Menopause Power is going to require a massive cultural and medical shift. The silence around the menopause needs to become a cacophony and, one day, a symphony."* Kate Muir, Journalist and TV Producer

Half of the world's population have or will experience the menopause and yet there remains a strong taboo surrounding it, especially in the workplace. Gender bias and a lack of understanding are undoubtedly at play and the result is that the women suffer unnecessarily with mental and physical symptoms alongside ageism and sexism.

According to a recent survey, one third of women hide symptoms and there is little wonder why. Fear of being stereotyped, ridiculed or harassed coupled with the worry that managers will assume they are not performing as well as expected or deny them upcoming opportunities all contribute to women not talking about the menopause.

The culture of shame around this normal life stage means that women don't get the help they need or feel able to talk about their experiences. Many women experience symptoms which impact their quality of life, including anxiety, depression, sleeplessness, hot flashes, and forgetfulness. Symptoms will vary in severity and duration but can last up to 12 years. When women do seek medical help, General Practitioners (GPs) are frequently not trained in treating menopausal symptoms, often declining to treat them altogether.

[Read More](#)

## PROGRAMME UPDATES



photos of a new user are taken with an AI camera

### GGT STEM Competition Grand Award Winners Present at State Street

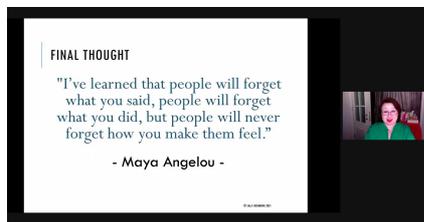
On May 7, State Street invited the GGT STEM Competition 2020 Grand Award and Best Market Potential Award winners to present their project – Smart Love Along App, helping elderly people take their medicine through a 'smart' dispensary. Jan Chan, Jenny Hung and Anna Luk from Kit Sam Lam Bing Yim Secondary School demonstrated their mobile app that recognises faces and dispenses medicines with timed reminders for elderly people. The audience from State Street's Hong Kong, India and Taiwan office were impressed by the innovative use of technology to enhance resilience in Hong Kong amid COVID-19. Thank you to State Street for this opportunity.

### GGT Participant Speaks at 100 Women in Finance Event

100 Women in Finance invited GGT



Programme participant, Nancy Ng, a Form 6 student from Holy Trinity College, to speak at their 'Hong Kong United for Impact Virtual Lunch' on May 7. She shared how the Programme has deepened her knowledge of tech in different industries, improved her programming skills, and impacted her decision to pursue a career in STEM. Nancy particularly valued the job shadowing opportunity as it helped her understand how STEM skills are applicable across the financial services sector. Thank you to 100WF for giving Nancy this opportunity.



### Mentoring Programme: Difficult Conversations

On May 6, our Mentoring Programme participants joined an engaging session led by Sala Sihombing on Difficult Conversations. We learned about what to do before, during and after a difficult conversation. We also explored how emotions are made and reflected on different conflict resolution styles, all while taking away very practical tips and tools. Thank you Sala for the inspiring evening!

## IN THE SPOTLIGHT



Is there balance?

### TWF Speaks for Market Research Society Hong Kong Event

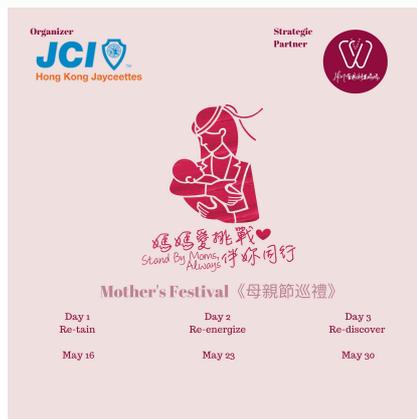
Last Tuesday, TWF's Programme & Advocacy Manager, Jenny Bate, and Pipeline Initiatives Manager, Katherine Dufour, spoke at an online event "Is there balance?", hosted by the Market Research Society Hong Kong. They discussed the challenges women face in the workplace and offered suggestions on how companies can adopt more gender equal practices.

## IN THE COMMUNITY

### Mother's Festival

TWF is pleased to support JCI Hong Kong Jayceette's Mother's Festival as part of their "Care & Dare 2021: Stand by Moms, Always" project. The three-day workshop aims to encourage mothers' productivity, well-being, and personal development by focusing on increasing retention in the workforce; re-energising physically and mentally; and rediscovering ways to manage relationships. We encourage mothers to join them on May 16, 23 and 30. The workshops will be conducted in Cantonese.

[Sign up here!](#)



### Female Financial Power Panel Discussion

TWF is pleased to support "Female Financial Power" as part of the StartMeUpHK Festival's Female Funding Fair. This panel discussion brings together organisations that empower women at various stages of life to discuss how financial empowerment can drive gender equality and create strong role models.

Monday, May 24  
4.00-5.00pm

[Sign up here](#)

## Employment Study Conducted by HKU – Volunteers Needed!

TWF is pleased to support a study conducted by the University of Hong Kong around employment. If you are a resident of Hong Kong aged 15 years old and above, we encourage you to register your interest to participate. Your potential participation will help to provide valuable information on the considerations and difficulties of people choosing whether or not to work, which could inform future policy-making. You may be eligible for incentives by participating.

Find out more and register your interest here: [English](#) and [Chinese](#). Please contact Ines Huynh with any questions: [ihuynh@hku.hk](mailto:ihuynh@hku.hk).



### PARTICIPANTS WANTED:

Employment Study

## OPENING AT TWF

### Director of Pipeline Initiatives

TWF is seeking a full-time Director of Pipeline Initiatives to join its dynamic executive team to plan and execute its Pipeline initiatives and programmes. Applications should be received by **May 31, 2021**.

[Apply Now!](#)

## WHAT WE'RE READING

### Gender Equality

- [Fund Companies Push Diversity in Bond Trading](#) (WSJ)
- [Are men-dominated offices the future of the workplace?](#) (BBC)
- [Shrill, bossy, emotional: why language matters in the gender debate](#) (The Conversation)
- [Fixing economics' gender problem](#) (FT)
- [Hiring For Equality: Practical Steps To Achieving Gender Parity In The Workplace](#) (Forbes)
- [Mothers have been some of the worst affected by COVID-19. Here's how to help them](#) (WEF)
- [Women entrepreneurs changing the gender narrative against all odds](#) (UNCTAD)
- [Poland, Hungary block "gender equality" from EU social summit](#) (Reuters)
- [UK government 'failed to consider gender' in its response to Covid pandemic](#) (Guardian)
- [Bombing Outside Afghan School Kills at Least 50, With Girls as Targets](#) (NYT)

### Sexual Violence & Harassment

- [The Guardian view on online abuse of female journalists: a problem for all](#) (Guardian)
- [Safe Sweden faces up to wave of women's killings](#) (BBC)

### Masculinity

- [Gender-based expectations are haunting disaster survivors and researchers want that to change](#) (ABC)
- [No, men don't learn toxic masculinity from their fathers](#) (Live Science)

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