

Dear Lisa

As Britain and the world reel in shock at the outcome of Brexit, TWF considers the gender implications of the referendum results. Depressingly, women were noticeably absent from media debates and other public forums leading up to the vote.

According to The Independent, here are six reasons why women should have voted to Remain:

**EU Funding for Gender Equality:** Gender equality across European Member States is a key objective of the European Commission. Along with several other sources of EU funding, the European Commission's [Strategic Engagement for Gender Equality: 2016-2019](#) allocated EU funding of €6.17 billion between 2014-2020 to achieve gender equality targets and objectives which include reducing the gender pay gap and promoting equality between women and men in business decision-making.

**Equal treatment and anti-discrimination:** Equal treatment is a founding principle of the European Union. Equal pay has been enshrined in the European Treaties since 1957, well before the Equal Pay Act of 1970 came into force in the UK. The EU Equal Treatment Directive made it illegal to discriminate against women in the labour market, education and training and Member States have a duty to pay women the same wages as men for work of equal value.

**Maternity and parental leave:** EU law guarantees women the right to at least 14 weeks' maternity leave and protection from maternity-related discrimination. Self-employed women in the EU are also entitled to social protection, including [maternity leave](#). The EU also recognises parental leave rights which gives each working parent the right to at least four months' leave after the birth or adoption of a child. At least one of the four months cannot be transferred to the other parent – meaning it will be lost if not taken – incentivising fathers to take leave.

**Violence against women:** Violence against women is a major problem in the UK as in the rest of Europe. On average, police receive an emergency call relating to domestic abuse every 30 seconds in the UK. To prevent violence against women, the EU introduced a [Victim's Directive](#) guaranteeing specialist support and protection from repeat victimisation for women; the [Equal Treatment Directive](#) sets rigorous standards for preventing and prohibiting sexual harassment; the [European Protection Order](#) and [mutual recognition in civil matters](#) mean women are protected from perpetrators when they travel [anywhere in the EU](#); and the [Anti-trafficking Directive](#) creates a comprehensive framework for prevention, victim support and police cooperation on trafficking.

**Gender parity in decision-making:** There are 8 per cent more women MEPs than UK MPs. 37 per cent of MEPs in the European Parliament are women compared with only 29 per cent of MPs in the British Parliament.

**Women's economic independence:** Several EU initiatives have been set up with the aim of strengthening women's entrepreneurship including funding for specific programmes and measures to encourage women's [take-up of STEM](#) and research. Cohesion funds like the [European Social Fund](#) make funding available for projects which get women into the labour market, reduce the gender employment gap, and alleviate poverty.

As the UK grapples with uncharted territory and there is a clear need for strong and principled leadership going forward, it is critical that women have a seat at the table and a greater voice in policy and decision making that will define the future of the UK.

Warm regards

Su-Mei Thompson  
CEO, The Women's Foundation

## UPCOMING EVENTS



### TWF/Bloomberg Leading Female Investors Panel & Networking Lunch

TWF and Bloomberg are delighted to present Leading Female Investors featuring confirmed panellists: Anh Lu/T Rowe Price, Linda Csellak/Manulife Asset Mgt, Stephanie Hui/Goldman Sachs and Susan Chan/BlackRock Asset Management. The panel will be moderated by Dorothy Chan/Bloomberg.

**DATE:** Thursday, June 30, 2016

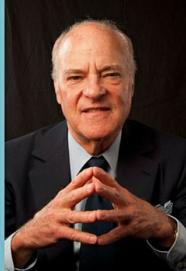
**TIME:** 12.15 - 2.00 p.m.

**VENUE:** Bloomberg Auditorium 27/F Cheung Kong Centre, 2 Queen's Road Central

[Register Now](#)

## LUNCH WITH SPECIAL GUEST HENRY KRAVIS

30% CLUB HONG KONG



### Lunch with Henry Kravis, Co-Chairman and Co-Chief Executive Officer, KKR

TWF and the 30% Club HK are delighted to announce that Henry Kravis, Co-Chairman and Co-CEO at KKR, will be the special guest speaker at our next 30% Club lunch. Mr Kravis will speak about the current global investing environment and D&I considerations for business.

**DATE:** Wednesday, July 20, 2016

**TIME:** 12.00 - 2.00 p.m.

**VENUE:** The Asia Society Hong Kong Center, 9 Justice Drive, Admiralty

[Register Now](#)

## TWF PROGRAMME UPDATES



### T.E.E.N. Training Camp

Last week, TWF organised a 2-day training camp for the TEEN Programme's newest cohort of Big Brothers and Sisters. Our seventh cohort of 15 local BBS undergraduates engaged in team building activities and met with TEEN Alumni who shared their insights and experiences of the programme.



### Life Skills Programme Workshop

Last Wednesday, TWF held a financial literacy workshop for 150 Form 4 students from Po Leung Kuk Lo King Sing College in Tsing Yi, as part of our Life Skills Programme. The workshop used Praxis, a life simulation board game to teach students to make financial decisions and manage their money in a fun and risk-free setting.



### Girls Go Tech Visits Cisco

Last Wednesday, we organised a company visit to Cisco for a group of students from Holy Trinity College as part of TWF's Girls Go Tech Programme. Thank you to the many Cisco passionate volunteers who introduced the girls to new technology and different STEM career pathways.



### Mentoring Circle on Effective Decision-Making

Last Wednesday, we ran a Mentoring Circle where a panel of mentors shared their personal experiences and advice on effective decision-making. Many thanks to Baker & McKenzie for hosting the event.



### She Objects Community Screening at HKU

Last Thursday, TWF and HKU co-hosted a community screening of She Objects, attended by approximately 200 key players from the NGO, education and civic sectors. Deputy CEO Rita Ching chaired a post-screening discussion featuring expert panellists Dr Catherine K.K. Chan/EDB, Prof Stephen Chiu/CUHK, George Chen/FB, James Mok/HKFYG and Kylie Lui/HKU. The animated discussion focused on the role



of education in guiding youth in their media usage. Our heartfelt thanks to HKU and in particular Peter Mathieson, Puja Kapai and Staci Ford for their support.

## OPENINGS IN THE COMMUNITY

### CEO, Children's Medical Foundation

[Children's Medical Foundation \(CMF\)](#), a Hong Kong registered charity that funds sustainable programmes in child health, is recruiting a CEO to lead the Foundation's growth, inspire change and influence policy towards sustainable progress in child health for underprivileged children in China. Please click [here](#) for a detailed job description or contact Estella at [hr@cmf.org.hk](mailto:hr@cmf.org.hk) if you are interested in learning more.

## EXTERNAL EVENTS

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

**JUNE 29:** AustCham [Championing Change: A View from the Top](#) - Lunch seminar featuring two influential male champions of gender equality, Geoff Wilson - COO of KPMG Asia Pacific and Ben Way - CEO of Macquarie Group Asia.

**AUGUST 22-23:** Catch TWF She Objects' theme song composer and talented young singer, Anna Lo, at [Beyond Good Music @ The Fringe](#)

## TWF Fundraising Initiatives - We Would Love Your Support!



### Buy Jurlique and benefit TWF!

From now through June 30, Jurlique will donate 5% of sales from its new Rosewater Balancing Mist Intense Deluxe Edition to TWF's Life Skills Programme. Thank you Jurlique!

## CALL FOR VOLUNTEERS



### TWF is seeking volunteers for our first ever flag day!

TWF is looking for energetic volunteers to help out at our first ever Flag Day on Wednesday, July 20 from 7 a.m. - 12 p.m. in the New Territories. Besides street sales, TWF will also be selling Gold flags in offices. Please click [here](#) to volunteer or email [flagday@twfhk.org](mailto:flagday@twfhk.org) to reserve an allocation of Gold flags!



### 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 enamelled 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.

## WHAT WE'RE READING

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

- [Why Women \(Sometimes\) Don't Help Other Women](#) (The Atlantic)
- [The Hidden Cost For Stay At Home American Parents](#) (Bloomberg)
- [Resilience Is About How You Recharge, Not How You Endure](#) (Harvard Business Review)
- [Mad Men And Invisible Women: How The Advertising Industry Failed To Move On](#) (The Guardian)
- [A Family-Friendly Policy That's Friendliest To Male Professors](#) (New York Times)

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