

Dear Stephanie

From this week onwards, UK companies with more than 250 employees will be required to collect and report detailed gender-segregated data on pay including bonuses. Employers must both publish their gender pay gap data and a written statement on their public-facing website and report their data to the government.

According to the Fawcett Society, one of the UK's largest charities promoting women's rights, women in Britain earn significantly less than men over their entire careers as a result of differences in caring responsibilities, clustering in low-skilled and low-paid work, the qualifications and skills women acquire, and outright discrimination. The society says that the current overall gender gap for full-time workers in the UK is 13.9 per cent and that women are frequently still being paid less than men in an equivalent role, despite that being illegal.

The UK Government is hoping that by lifting the lid on the sensitive area of the gender pay gap, this will bring about changes that will ultimately lead to a greater representation of women in the workforce. While some have criticised the new rules for not going far enough because simply reporting numbers won't change things, others see an opportunity for organisations to understand what's happening in their business and to take bold actions that drive to the heart of the issue.

For a more aggressive approach to eliminating the pay gap, the UK and other countries could also look to Iceland which last month became the first country to introduce legislation requiring employers to prove they are paying men and women equally. According to the government, despite Iceland having had equal pay laws for half a century, women in Iceland still earn 14 to 20 per cent less than men. The new rules require the biggest companies and government agencies to undergo audits starting in 2018 to obtain a certificate of compliance with the equal pay rules. Employers must assess every job from cleaner to senior executive to identify and fix wage gaps of more than 5 per cent.

At TWF, we believe that collecting, analysing and reporting gender-segregated data is an important first step towards levelling the playing field. We hope that having crunched the data, companies will go on to set timelines and targets for reducing gender pay gaps. At the same time, we hope that the discussion over equal pay will surface larger equality issues and prompt a holistic approach that will include not just tackling pay inequities but other measures including sponsorship and mentoring for women employees, aligned HR policies and practices and tackling entrenched mindsets and unconscious bias. And finally we hope that the incoming Hong Kong Administration will take note of these examples of government intervention and determine an appropriate approach for Hong Kong where according to the [Women's Commission's 2016 Report](#), the gender pay gap stands at 22 per cent.

As always, we would value your opinion on this issue. Please write to me at su-mei.thompson@twfhk.org.

Warm regards

Su-Mei Thompson
 CEO, The Women's Foundation

TWF PROGRAMME UPDATES



Mentoring Programme Conflict Management Workshop

Last Friday's well attended Mentoring Programme session on conflict management was a high energy success. Participants explored how conflict feels and took away four steps towards better conflict management. Thank you to Nomura for hosting the event and MaryAnn Voli and Madeleine Price for their facilitation and personal insights.



Life Skills Programme Company Visit

Yesterday, four TWF corporate partners - AECOM, Cathay Pacific, CMM Academy and Li & Fung Foundation - hosted company visits for 110 F.4 students from United Christian College, as part of the TWF's Life Skills Programme. Many thanks to all the enthusiastic volunteers who helped run interactive career planning workshops for the

appreciative programme participants.



TEEN Community Project Presentations

Over the weekend, this year's TEENs cohort shared their group community projects on Diversity and Inclusiveness in Hong Kong. Next they will give presentations to the teachers and classmates at their respective schools. The TEENs also enjoyed an inspiring talk by Billy So, a former committee member of Children of Deaf Adults Hong Kong, about his experience of having deaf parents and his commitment to serve the deaf community.



Financial Literacy Ambassador Programme for Primary School

Last week, TWF provided financial literacy training for around 50 P.4 and P.5 students from Ng Clan's Association Tai Pak Memorial School and PLK Grandmont Primary School using the life simulation card game and structured debriefing approach of our IEC-commissioned workshops. The students will now serve as Ambassadors at the Financial Literacy workshops for junior form students at their schools starting next month.

GIRLS GO TECH PROGRAMME



Girls Go Tech Programme Update

Last Saturday, we completed a Plantbot Workshop at Tack Ching Girls' Secondary School for 40 F.1 and F.2 girls. Many thanks to the enthusiastic Accenture volunteers for supporting the girls in building their smart plant watering kits. Yesterday, we partnered with Google and HKT to run a teacher workshop for around 60 teachers from Christ College. Many thanks to Leonie Valentine/Google for speaking on the importance of gender diversity in STEM, and to the HKT team for showcasing how hands-on technology like VR and AR can help facilitate teaching and learning.



Girls Go Tech Media Coverage

Click [here](#) to read Sing Tao Daily's feature on Girls Go Tech with a focus on how the Programme is transforming participants' attitudes and lives.

#MYREALCAREERLINE & SHE OBJECTS



Join Anson Chan in Standing Up to Casual Sexism

Join [Anson Chan](#), Former Chief Secretary for Hong Kong, in standing up to casual sexism in the workplace and celebrating what lies behind a woman's real 'career line'. For Mrs Chan, the important factors are conviction, integrity, honesty, empathy and compassion. You can create your own #MyRealCareerLine image by using our online photo tool [here](#). Please also nominate 3 friends to help spread the word!



She Objects Screenings

We were delighted to facilitate two She Objects screenings in the last week of March: first, for the PTA at the Australia International School and secondly, for Macquarie Bank



employees. Both screenings were followed by engaging Q&A sessions. To arrange a screening for your company, women's network, school or university, please email Sarah.AbbottLadner@twfhk.org.

TWF IN THE SPOTLIGHT



TWF CEO on Dress Code Equality in the Workplace

Last Monday's SCMP [article](#) on "Kick off the stilettos and stand tall without the heels: the fight for dress code equality in workplace" quoted the recent survey finding by TWF and Edelman Intelligence that 60% of women feel they are discriminated against at work based on their looks and included comments by TWF CEO, Su-Mei Thompson.

IN THE COMMUNITY



IFLR Asia Women in Business Law Forum 2017

TWF is delighted to be supporting the 2017 IFLR Asia Women in Business Law Forum. For more information, download the [brochure](#). Register at registrations@iflr.com.

FUNDRAISERS FOR TWF!



Basics for Basics



Women's Empowerment Charity Photo Auction at The Landmark Mandarin Oriental – BIDDING CLOSES ON APRIL 14!

The chance to win an exclusive cooking class with Asia's Best Female Chef 2017 May Chow, a swimming/gym training session with Olympic swimmer Stephanie Au, or a behind-the-scenes media shoot with international singer Karen Mok is ending soon! Hurry and get your [bid](#) in now for the chance to win these unique experiences which are part of a one-of-a-kind photo exhibition & auction celebrating women's empowerment. Arranged by The Landmark Mandarin Oriental and Basics for Basics and captured by Sean Lee-Davies, the unique exhibition features photos of and experiences with 9 Hong Kong-based icons – from entertainment stars to Olympic athletes. The photos are on display in the hotel lobby and MO Bar and the auction closes this Friday, April 14 so place your bids [here](#) now!



Join the FACE Charity Walk in aid of TWF's Girls Go Tech Programme!

TWF is delighted to have been selected as the beneficiary of FACE Club and HK Computer Society's [Charity Walk and Family Carnival](#) celebrating the 2 year anniversary of FACE Club. Support TWF's Girls Go Tech Programme celebrate women in the ICT industry by organising a team of colleagues or family members to join us on Sunday, May 14 for this 2km walk in Cyberport! Register [here](#) or email Sarah.AbbottLadner@twfhk.org for more information about corporate sponsorship opportunities.

WHAT WE'RE READING

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

- [Closing The Gender Gap Needs Support From The Boss](#) (Financial Times)
- [Focusing On What Works For Workplace Diversity](#) (McKinsey & Company)
- [The Evolving Role Of The CFO Could Help Teams Build Gender Diversity](#) (Quartz)
- [Fewer Young People Want Gender Equality at Home](#) (TIME)
- [The Way We Teach Math Is Holding Women Back](#) (Motto)
- [Women From History You Should Know](#) (CNN)

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