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Dear TWF friends

Netflix made the headlines last week when it announced that going forward, employees can take as much time off as they want in the first year after their child's birth. Netflix staffers can return part time or full time, and will keep getting paid as usual, doing away with the hurdle of moving onto and off disability pay which employees at other companies generally have to do.

A day after Netflix made the headlines, Microsoft announced an upgrade to its family leave policy: new parents will now be able to take 12 weeks of paid leave and when they are ready to go back to work, they have the option to start on a part-time basis. Other companies like Johnson & Johnson, Accenture and Blackstone have also recently extended the paid leave they offer from four to five months.

It is notable that apart from Oman and Papua New Guinea, the US is alone in providing no statutory paid leave to parents. Even the 12 weeks of unpaid leave guaranteed by federal law applies only to businesses with more than 50 employees leaving two-fifths of the workforce with no such rights. Given the lack of legislation and the apparent lack of political will to change the status quo, it is encouraging that corporate America is leading the way to address the fact that as a condition for keeping their jobs, the majority of women in America have to return to work when their baby is less than three months' old. If Netflix encourages more companies to review their parental leave policies and entrenched norms start to change, this can only be a good thing for maternal health, infant well-being and the engagement of fathers as active parents.

At The Women's Foundation, we have long advocated for parents (meaning both mothers and fathers) to be able to choose how much or how little time they take to bear and care for their newborn children and to be better supported in these choices. Hong Kong's ten weeks of statutory maternity leave lags behind the ILO's prescribed minimum of 14 weeks and our paltry three days of paternity leave for new fathers means that women continue to be straitjacketed as the primary caregivers for children. Meanwhile, meaningful part-time work remains hard to come by in Hong Kong despite efforts by the Hong Kong Government to encourage organisations to offer part-time opportunities.

If you are interested in this topic, I encourage you to attend our [Return To Work panel discussion](#) on August 27 which will feature speakers from Goldman Sachs, Hong Kong Exchanges & Clearing and FDM on what they are doing to attract women back to the workplace after a career break.

We would also love to hear from you with your thoughts and examples of best practice when it comes to family friendly policies. Please write to me at [su-mei.thompson@twfhk.org](mailto:su-mei.thompson@twfhk.org).

Warm regards

Su-Mei Thompson  
 CEO, The Women's Foundation

## TWF PROGRAMME UPDATES



### Teen Alumni U.S. Consulate Visit

Last Wednesday, the U.S. Consulate hosted our T.E.E.N. Programme Alumni. Consulate staff shared their stories and experiences with the TEENs and joined in various icebreaker and group activities while challenging the students to practise their spoken English.



### T.E.E.N. Gender Training Workshop

Yesterday, our new T.E.E.N. Programme cohort participated in a Gender Training Workshop at the Family Planning Association's Activity and Resource Centre. The Teens then applied what they learnt from the workshop to complete a series of Community Challenges, where they were tasked with analysing and evaluating various shopping malls and public spaces through a gender lens.

## UPCOMING EVENTS

### RETURN TO WORK PROGRAMMES LUNCHTIME PANEL



[REGISTER NOW](#)

### Lunchtime Panel on Return to Work Programmes

**DATE:** Thursday, August 27, 2015

**TIME:** 12.00 – 2.00 p.m.

**VENUE:** The Exchange Auditorium, The Exchange Exhibition Hall 1/F, One and Two Exchange Square, Central

**SPEAKERS:**

- Rebecca Brosnan, Managing Director, Head of Asia Commodities, Hong Kong Exchanges and Clearing Ltd
- Stephen Golden, Asia Pacific Head of Global Leadership and Diversity, Goldman Sachs
- James Tuttiett, APAC Manager, FDM Group

[Register for this event](#)

### MENTORING PROGRAMME FOR WOMEN LEADERS

2015-2016 INFORMATION SESSIONS



[REGISTER NOW](#)

### Mentoring Programme 2015 Info Sessions

This September, The Women's Foundation will be launching the seventh-cycle of our Mentoring Programme for Women Leaders. This best-in-class programme matches 50 high potential protégés with seasoned female mentors drawn from HK's most successful businesswomen, entrepreneurs, women in media and NGO leaders. If you are interested in applying for the Programme, you MUST attend one of our six Information Sessions. To find out more and to register, download our Information Session flyer [here](#).



### TWF + COCOON PITCH NIGHT WOMEN ENTREPRENEURS EDITION



### CoCoon Pitch Night X TWF: Women Entrepreneurs Edition

**DATE:** Thursday, September 24, 2015

**TIME:** 6.30 – 9.00 p.m.

**VENUE:** CoCoon, 3/F Citicorp Centre, 18 Whitfield Road, Tin Hau

**ABOUT THE EVENT:** Six start-ups with female founders, CEOs, CTOs or COOs will present at our CoCoon/TWF Pitch Night. Email [pitch@hkcocoon.org](mailto:pitch@hkcocoon.org) for more information.

### THE WOMEN'S FOUNDATION INVITES YOU TO CHALLENGE



### GENDER STEREOTYPES

AT OUR 2015 GALA DINNER

### Gala Dinner 2015

**DATE:** Thursday, October 29, 2015

**TIME:** 7.30 – 11.00 p.m.

**VENUE:** The Conrad Hotel, Pacific Place, 88 Queensway, Admiralty

**KEYNOTE SPEAKER:** Madeline Di Nonno, CEO of the Geena Davis Institute on Gender in Media

For inquiries regarding sponsorship and table/ticket sales, click [here](#) or contact [Stephanie.Poon@twfhk.org](mailto:Stephanie.Poon@twfhk.org)

## IN THE COMMUNITY

### the HELPER

A DOCUMENTARY



### Support The Helper's Kickstarter Campaign

The Helper is a new documentary that will highlight the sacrifices and struggles faced by domestic helpers in Hong Kong by sharing their stories and the hardships, challenges and in some cases, exploitation they experience, as they work to provide a better life for their families. You can view the trailer [here](#). To find out more and support the documentary, visit their [Kickstarter Campaign](#).

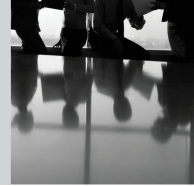
### AUSTRALIAN INSTITUTE OF COMPANY DIRECTORS



### Director's Training' - Mention TWF to Enjoy Preferential Pricing!

TWF is delighted to be supporting the Australian Institute of Company Directors and

FINANCIAL TIMES  
NON-EXECUTIVE  
DIRECTOR COURSES



FT's directors' training programmes. **Mention TWF to enjoy preferential pricing for both programmes!**

The AICD will be delivering their [International Foundations of Directorship Programme](#) in Hong Kong, October 14-16. The AICD is also inviting applications for its one-day programme on [International Governance for NGO Organisations](#), October 13. To find out more or to register for either programme, contact [international@aicd.com.au](mailto:international@aicd.com.au).

The Financial Times are inviting applications for their Non-Executive Director Full Time Diploma commencing on September 14 and their two-day Non-Executive Director Programme from October 29 to 30. To learn more about the Diploma and confirm your place, click [here](#). To learn more about the Non-Executive Director Programme and confirm your place, click [here](#).

## EXTERNAL EVENTS

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

**AUGUST 31:** Asian University for Women (AUW) Support Foundation's panel, [For Lasting Change: Women's Education and Empowerment](#)

## WHAT WE'RE READING

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

- [These Are The 12 Major Companies That Still Don't Have Women On Their Boards](#) (The Washington Post)
- [#ILookLikeAnEngineer – How One Woman Turned The Tables On Sexism In Her Industry](#) (The Guardian)
- [He For She's A Jolly Good Fellow](#) (K Magazine)
- [What Does The 'Ideal' Woman Look Like Across The Globe?](#) (The Telegraph)
- [Sadie Frost Turns Academic To Highlight Lack Of Film Production Roles For Women](#) (The Guardian)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan  
E: [info@twfhk.org](mailto:info@twfhk.org) | W: [twfhk.org](http://twfhk.org) | T: +852-2592-8265 | F: +852-2592-8264

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