


**EVENTS | PROGRAMMES | CEO BLOG**

Dear TWF friends

"Together, we will change the story — but we are going to have to fight for every penny." – [Serena Williams](#), tennis champion

Iceland made history on New Year's Day when it became the first country in the world to penalise companies that cannot certify equal pay among men and women. Under the [new rules](#), private and public entities that employ at least 25 people have to obtain government certification of their equal-pay policies. Those failing to prove pay equality will be fined.

The latest move is likely to cement Iceland's position as the most gender equal country in the world. But elsewhere, "equal pay for equal work" is like a distant dream, even in Hollywood. Michelle Williams [earned](#) less than 1% of what her co-star Mark Wahlberg made for reshooting film "All the Money in the World". She is not alone: Amy Adams, Jennifer Lawrence, Emma Stone, Natalie Portman and Sandra Bullock are just a few of the actresses who have publicly disclosed Hollywood's gender pay gap.

The media industry is no better. Carrie Gracie, one of BBC's top journalists, quit her post as China editor to protest pay inequality at the UK-based broadcaster. In her [blog post](#), she drew attention at how widespread the problem is. "Many of the women affected are not highly paid 'stars' but hard-working producers on modest salaries. Often women from ethnic minorities suffer wider pay gaps than the rest," she wrote. "It is pay discrimination and it is illegal."

Hong Kong's gender pay gap [stands at](#) 22.2%, which is higher not only than a decade ago but also compared with the percentage figures of Singapore, Australia, the UK and the US. We might take pride in our status as one of Asia's leading finance centres, but women in the financial sector experience the [second biggest pay gap](#).

There have been calls in Wall Street for big firms to disclose their internal data on gender pay. Citigroup, where women [earn 99%](#) of men, is the first one that agreed to do so. TWF believes that we need a holistic approach in tackling gender equality at work, not just disclosing the gender pay data, but also removing the glass ceiling, endorsing a work-life balance that supports 'working mothers' and flexible working arrangements that encourage more 'working fathers', mentoring and sponsoring women, having zero tolerance against sexual harassment and gender discrimination, and more. It won't be an easy fight, but it is a necessary one.

As usual we would love to hear from you. Get in touch at [Fiona.Nott@twfhk.org](mailto:Fiona.Nott@twfhk.org).

Have a fantastic week.

Fiona Nott  
CEO, The Women's Foundation

P.S. Last week marked the end of Larry Nassar's [hearing](#) - the doctor who pleaded guilty to molesting US gymnasts. His case highlights the systemic flaws that enabled Nassar's actions, from Michigan State University to the US Olympics Committee. We hope there will be increased pressure for institutional accountability. We have seen a powerful instance of such accountability in the wake of the President's Club Charity Dinner [scandal](#) in the UK, where women reported being sexually harassed throughout the evening. The UK's Great Ormond Street Hospital returned [all donations](#) from the President's Club, the Club itself has since shut down and the event has led to widespread outrage and calls for a police investigation.

**UPCOMING EVENTS**


  
**FRIDAY, MARCH 2, 2018**  
 THE WOMEN'S FOUNDATION  
 INTERNATIONAL  
**WOMEN'S DAY**  
**2018 LUNCH**  
 12.00 - 2.00PM | THE CONRAD HOTEL, HONG KONG  
**LAST FEW TABLES**  
 Sponsored by  
 **THOMSON REUTERS®**

**Celebrate International Women's Day with The Women's Foundation!**
**Last few tables available!**

Sponsored by Thomson Reuters, the lunch will feature Asia's Best Female Chef 2017, May Chow of Little Bao and Happy Paradise, Asia's Best Female Chef 2015 Vicky Lau of Tate Dining Room, Butler Luxury Caterer and Poem Patisserie and Hong Kong's pop-up dining queen Mina Park of Sook. They will join Susan Jung, Senior Food and Wine Editor of the South China Morning Post, to discuss their journeys to the top of their field and efforts to drive change for women in the restaurant industry. Our last few tables are on sale - so please reserve your spot soon! For sponsorship, table host and ticket enquiries, please contact Riya Chandiramani at [Riya.Chandiramani@twfhk.org](mailto:Riya.Chandiramani@twfhk.org).

**Date:** Friday, March 2, 2018

**Time:** 12.00 – 2.00 p.m.

**Venue:** Conrad Hong Kong

## TWF PROGRAMME UPDATES



### Mentoring Programme - Purpose and Values

Last Tuesday, our Mentoring Programme cohort took part in a Purpose and Values session. Our participants discovered how to define purpose, how understanding and knowing our values helps us to stay fulfilled and engaged and how our signature strengths play a role in our life successes. Many thanks to PwC for hosting and to Karen See from Embrace Worldwide for facilitating.



### Women to Watch - Roundtable discussion on Highly-Effective Boards

Last Friday, Egon Zehnder and TWF ran an exclusive and engaging discussion with some of our Women to Watch, on the ever-increasing demands faced by Board Directors today. Many thanks to Ashley Summerfield, Global Head of Egon Zehnder's Board Practice, for leading the discussion and sharing his views on how to build a board-ready portfolio and be most impactful as a Board Director.

## IN THE SPOTLIGHT



### Women in Leadership Forum

Last week, TWF participated in the annual Women in Leadership Summit organised by AventEdge. Our Director of Pipeline Initiatives, Jo Hayes, delivered a keynote titled "Charting the trajectory to leadership," examining barriers preventing women from ascending into leadership positions and discussing key ways to navigate these challenges. Our CEO, Fiona Nott, spoke on a panel entitled "Demolishing gender barriers by normalising workplace flexibility and creating a work-life balance," which touched on designing programmes to support work-life integration for leaders and understanding the impact that career progression has on the home.

## IN THE COMMUNITY



### Women of Wine Festival 2018

TWF is pleased to once again be supporting Hong Kong's Women of Wine (WoW) Festival which will return on 1 March, 2018, with internationally-acclaimed actress, film producer, director and UNICEF Ambassador Trudie Styler announced as the keynote speaker for the event. She'll be joined by 20 of Hong Kong's trendsetters, business leaders and cultural trailblazers, along with the city's renowned wine experts. With 80+ global wines made by women, WoW Festival blends inspiration, learning, tasting and networking, to create a vibrant and festive evening.

**Date:** Thursday, March 1

**Time:** 6.00- 9.30 p.m.

**Venue:** The Murray, Hong Kong, a Niccolo Hotel

Register [here](#) to enjoy 15% ticket discount or enter the unique code TWF15.

## TWF SCHOLARSHIPS



### TWF Cambridge Scholarship Scheme 2018- 2019



## 2018 CAMBRIDGE SCHOLARSHIP SCHEME

Every year, TWF sponsors one Hong Kong student to pursue the year-long MPhil in Multi-Disciplinary Gender Studies at the University of Cambridge. The Scholarship is granted on the basis of academic excellence and covers university and college fees and a stipend towards living expenses. For more information on the scholarship and how to apply click [here](#). The deadline to apply is February 20, 2018. For inquiries, please email [Lisa.Moore@twfhk.org](mailto:Lisa.Moore@twfhk.org).

## WHAT WE'RE READING

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

- [Why Are Women Still Choosing the Lowest-Paying Jobs?](#) (The Atlantic)
- [Better Hong Kong child care services and maternity benefits in two years, new Women's Commission chief vows](#) (SCMP)
- [Make Yourself Heard](#) (HBR - podcast)
- [The most common excuses for not having enough women leaders are myths](#) (Quartz)
- [Women Outnumber Men At Oxford For First Time In 800 Years](#) (Forbes)
- [Gender pay gap 'widens as women get older'](#) (BBC)

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

- [Producers Guild of America Anti-Sexual Harassment Guidelines](#) (PGA)
- [Marina Go: What it takes to call out a predator](#) (Women's Agenda)
- [Great Ormond Street to return donations from men-only dinner](#) (FT)
- [Exclusive: 5 Women Sue Monster Energy Over Abusive, Discriminatory Culture](#) (HuffPost)
- [#MeToo isn't enough. Now women need to get ugly](#) (The Guardian)
- [The female price of male pleasure](#) (The Week)
- [Why the #MeToo Movement Just Took Off in Kenya, Pakistan, and China](#) (Slate)

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