THE WOMEN'S FOUNDATION 婦女基金會 研究・合作・改變
RESEARCH • COLLABORATE • CHANGE

Dear TWF friends

International Women's Day — Let's #pressforprogress for gender equality in Hong Kong

International Women's Day is a reminder that we should be proud of how far Hong Kong women and girls have come in advancing their ambitions and careers. Women are the majority of university graduates. We are launching businesses in record numbers. We are serving at the highest levels of government and business.

But this year's official IWD theme — #pressforprogress — also rings very true in our city. Gender inequality permeates every stage of life, and has a particularly harsh effect on low-income women and girls:

• Girls face barriers even before they enter the workforce. The fields of science, technology, engineering and mathematics (STEM) remain stubbornly male. Although nearly 54% of students enrolled at Hong Kong universities are women, less than 25% of physics and ICT (Information, Communications and Technology) test takers in the local university entrance exams are female students.

• The glass ceiling prevents women from climbing the career ladder. Only 29% of management positions here are held by women, according to the 2018 Hays Asian Salary Guide — that's lower than Singapore (31%), mainland China (37%), and Malaysia (38%). The share of female board directors is also dismal. Only 13.8% of directors on Hang Seng Index-listed boards are women, lagging behind other economies like the US (23.1%) and the UK (26.7%).

• Hong Kong's working women bear the main responsibility of child care and elder care: it is the reason cited by one-third of women who quit the workforce. Meanwhile, the gender pay gap has widened to 22.2%, from 19.1% a decade ago.

• Women are at higher risks of poverty: two-thirds of workers earning less than HK$5,000 per month are women, while elderly women earn 35% less than their male counterparts. Approximately 85% of single parents who live below the poverty line are single mothers.

TWF is determined to break these barriers and close the gender gap once and for all. Our Girls Go Tech Programme helps young girls from under-privileged backgrounds pursue traditionally male dominated STEM subjects. Our Mentoring Programme prepares women to step into leadership positions. Our Financial Literacy and Employability Training Programme aims to empower grass-roots and marginalised women to enter the workforce. The 30% Club is pressing to increase the number of women on boards — with an ambitious interim goal of "20% by 2020"— to name just a few of TWF's priorities and programmes!

As you all know, #pressforprogress comes on the heels of an unprecedented global movement for women's rights led by courageous voices speaking out against sexual harassment and sexual assault. The #MeToo movement has fueled a rising determination for change that is sweeping through entertainment, business and politics around the world. The landscape of gender equality and what is accepted is being re-written as we speak.

Hong Kong is not immune to the problems of sexual harassment and the solutions are not easy — but they are grounded in our continued commitment to greater gender equality and in challenging gender stereotypes. We are determined to engage the community in discussions on models and solutions, kicking off with a panel on March 23 entitled "Hong Kong's #MeToo: understanding the issues and taking action."

I have no doubt that if we work together to speak up, challenge the status quo and #pressforprogress, we can create a world where both women and men have the opportunity to be our best selves.

How will you #pressforprogress for gender equality? Join the conversation here.

Fiona Nott
CEO, The Women's Foundation

INTERNATIONAL WOMEN'S DAY - GET INVOLVED!

IWD #pressforprogress - Join the Conversation!

For the month of March, we invite you and your organisation to join the conversation and #pressforprogress for gender equality in Hong Kong.
1. Think of a goal for you and your organisation
2. Download our selfie boards
3. Select or write down your goal on a board and print it
4. Take a picture or video with your board and

upload it to social media
5. Tag TWF on Facebook, Instagram, LinkedIn, Twitter, or YouTube and hashtag #pressforprogress and #IWDHK
Click here for inspiration.
For more information, click here

UPCOMING EVENTS

Hong Kong's #MeToo: understanding the issues and taking action

On the heels of the global #MeToo movement, TWF invites you to join us in exploring #MeToo in the context of Hong Kong. This will be the first of a series of events to examine the root causes behind sexual harassment & sexual assault in Hong Kong, and will engage the community in discussions around models and solutions for change. Moderated by TWF CEO Fiona Nott, panellists include Anna Ng | Caritas Institute of Higher Education, Peter Reading | Equal Opportunities Commission and Linda Wong | Association Concerning Sexual Violence Against Women.
Date: Friday, March 23
Time: 8.15-9.30a.m. (8.00 a.m. registration)
Venue: Thomson Reuters, 18/F, ICBC Tower, 3 Garden Road, Central
Register here

TWF PROGRAMME UPDATES

Girls Go Tech Workshop

Last Saturday, we completed a PosterGram Workshop at Po Leung Kuk Ma Kam Ming Secondary School and launched another two workshops at CCC Ming Yin College and TWGHs Chen Zao Men College, during which students learned basic HTML and CSS to design online portfolios of their Micro:bit products. Many thanks to our passionate individual volunteers and volunteers from Macquarie for guiding over 100 girls through the workshops.

T.E.E.N. English Workshops

Last Saturday, we kicked off the first of a series of six English workshops for this year's TEEN cohort! The workshops will be run by experienced English teachers and will feature a number of interactive games. Many thanks to our passionate native-speaking volunteers who facilitate the workshops and engage the TEENs in practising English.

Unconscious Gender Bias Strategies Discussion and Action

Last Wednesday, TWF and Amcham hosted an event discussing effective strategies to tackle unconscious gender bias in the workplace. Jo Hayes, TWF Director of Pipeline Initiatives gave an opening presentation followed by a panel discussion featuring TWF Male Ally Sanjeev Chatrath | Thomson Reuters, Kristine Rea | YSC and Clare Allum | EY who shared personal anecdotes, organisational insights and practical advice on building effective strategies to combat bias in the workplace.

IN THE SPOTLIGHT

Hogan Lovells - Stories of Success #PressForProgress

Last Thursday, Jo Hayes, TWF's Pipeline Initiatives Director joined Sally Dellow | Dramatic Difference (moderator), Shiona Carson | Shakespeare 4 All and Louise Leung | Hogan Lovells, to talk about what personal and professional success looks like for them and the pipeline of women leaders they work with. Many thanks to Hogan Lovells for inviting

TWF to be part of their IWD #PressforProgress event.

WHAT WE'RE READING

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

- After nearly a decade, Hang Seng Bank is still Hong Kong's sole blue-chip company with a woman CEO (SCMP)
- What Women Really Want in a Job? Ask Big Oil's Only Female CEO (Bloomberg)
- Sheryl Sandberg has a plan for the 50% of male managers afraid to mentor women (Quartz)
- Hong Kong-based VC firm founded by women says industry needs to change male-driven culture (SCMP)
- Eight Simple Ways to Keep More Women in the Executive Pipeline (WSJ)
- Is That All? Women Need An Extra Academic Degree to Achieve Equal Pay With Men (Fortune)
- Calling Out Gender Discrimination At Work (Fortune)
- Worst and best art galleries for women in Hong Kong, Asia's biggest arts hub (SCMP)
- What Hong Kong can do to help women in work (SCMP)

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

- #MeToo's Late Asian Arrival (Bloomberg)
- Inside Wall Street's Complex, Shameful, and often confidential Battle with #MeToo (Vanity Fair)
- How Guess Mismanaged Its #MeToo Crisis (BoF)
- Law firm sexual harassment: Lawyer's criticism of official New Zealand Law Society response (NZ Herald)
- The Oscars are a reminder that not enough men support the #MeToo movement (Independent)
- We have worked hard for this moment': four feminists discuss #MeToo (Guardian)
- Labour's #MeToo problems are far from over (FT)
- Hollywood Men Take Part in #AskMoreOfHim Campaign (Teen Vogue)
- More than one in 10 women in Hong Kong's service industry say they have been sexually harassed (SCMP)

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