


[EVENTS](#) | [PROGRAMMES](#) | [CEO BLOG](#)

Dear TWF friends

"I will look after you and I will look after anybody you say needs to be looked after, any way you say. I am here. I brought my whole self to you. I am your mother." – Maya Angelou, author

This coming Sunday is Mother's Day. Chances are many of us will be taking our mothers, or those who serve as mother-like role for us, to brunch or dinner to show them our appreciation (or call them if they are far away). Being a mother is easily the most difficult job in the world. It comes with a 24/7 responsibility that requires multitasking a multitude of thankless jobs, from cooking, cleaning, shopping, child care and elder care to emotional labour.

Women's participation in the workforce has increased in recent decades, but they still shoulder the main responsibility of work at home. And women are not compensated for doing such work. [According to](#) UN Women, globally women do 2.6 times as much unpaid domestic and care work as men. Working women are not exempt – once they are home, they take on "the second shift" to do another round of work. A recent study even [showed](#) that working mothers do more child care than stay-at-home fathers. (Stay-at-home fathers do only slightly more housework than working mothers).

The value of unpaid domestic and care work is [estimated](#) to be 13% of the total gross domestic product (GDP) worldwide. However, this "unpaid work" is not calculated into the GDP of many economies. The reason, according to Shahra Razavi, Chief of Research and Data at UN Women, is because "women's work" is seen as less valuable. The reality is, of course, such work is critical to the economy overall, not just to individual families. "If women stopped doing a lot the work they do unpaid, then the whole economy would collapse," Razavi [said](#).

In Hong Kong, around half of women aged 15 and above [are](#) in the paid labour force, compared with 69% of men. Domestic work plays a major role in determining women's decisions around work. Around 40% of women who decide not to work say they do so due to "household duties", while nearly 31% of women who leave the workforce cite taking care of family members as the reason. While hiring a domestic helper helps to ease the housework burden, only 11% of households in Hong Kong [employ](#) a domestic helper underscoring that this type of help is not accessible to the majority of the population. Equally important, domestic workers tend to be paid little – once again reinforcing how little value is placed on women's work.

Full time mothers are not eligible for the MPF Scheme – with longer lifespans than men and dependent on their spouses for support – these women are more at risk of falling into poverty when they are old. For mothers working in blue collar jobs, these risks are even higher as women often have to choose between work and childcare responsibilities. Single mothers feel this most acutely. Lack of flexible work options mean mothers are forced to choose part-time options with few protections and benefits. Those who cannot find these opportunities remain jobless, further entrenching them in poverty.

Men need to step up to close the "gender chore gap". But there is also a need for a sweeping change in Hong Kong's work culture. TWF believes workplaces should end the culture of presenteeism, which can impose difficulties for women who have families and other commitments, and instead opt to offer more flexible or part-time work options. That will be a great, lasting gift for many mothers and women in Hong Kong.

Have a great week, and I wish you a happy Mother's Day.

As usual we would love to hear from you. Get in touch at Fiona.Nott@twfhk.org.

Have a great week.

Fiona Nott
 CEO, The Women's Foundation

UPCOMING EVENTS



Managing #MeToo: The Corporate Response

TWF invites you to join us on May 15 as we explore some of the nuanced issues, challenges and opportunities around the corporate response to the #MeToo movement in Hong Kong, kindly hosted by Thomson Reuters. The panel will be moderated by TWF CEO Fiona Nott and feature Helen Colquhoun | DLA Piper and Sehr Ahmed | Executive Edge.

Date: Tuesday, May 15

Time: 8.15-9.30am (8.00am registration)

Venue: Thomson Reuters, 18/F, ICBC Tower, 3 Garden Road, Central

*Light breakfast will be provided courtesy of

TWF PROGRAMME UPDATES



Financial Literacy and Employability Training Programme

On April 25, our programme participants at one of our NGO partners, The Hong Kong Employment Development Service, completed a Positive Mindset Workshop delivered by our clinical psychology partner. We were heartened to hear that they found the training very helpful in better understanding themselves, overcoming their stress, and changing their mindsets to managing children and make future plans. Looking to the future, they will be attending a Pre-Employment Training workshop towards the end of May.



Girls Go Tech Company Visit

On April 27, TWF partnered with Macquarie to host a company visit for 40 GGT participants from CCC Ming Yin College, in which the students were inspired by the application of technology in software development, trading and communications etc. A huge thank you to Ben Way, CEO - Asia of Macquarie Group, for kicking off the visit with encouragements to the girls, and to the passionate volunteers for guiding and surprising the girls with a tailor-made cake with the school's badge on it!



T.E.E.N. Programme Update

We were proud to see three TEENs of this year's cohort present key learnings, from their community projects on diversity, as part of the Programme, to their peers at their respective schools last week. Stay tuned for more updates.

Separately, over the last two consecutive Fridays, two positive parenting workshops were held at one of our Programme's partner schools, Carmel Alison Lam Foundation Secondary School.



Mentoring Programme - Conflict Management

On April 25, our mentors and protégés took part in a Conflict Management session to explore the right mindsets, skillset and strategies needed to identify and better manage conflicts. Huge thanks to our MP Alumni, Trish Meecham | Mannaz and MaryAnn Voli | Voli Leadership Consulting for their facilitation and to Ashurst for hosting.



Mentoring Programme - Check-ins

Recently, our mentors and protégés came together for their monthly peer to peer check-ins to share best practice on their mentoring experience and to receive feedback and advice from their peers on other areas of their professional development. Thanks to our Steering Committee members for facilitating and to Nomura and Baker McKenzie for hosting the check-in sessions.



Male Allies: Getting Started

We recently held our first TWF Male Allies event, 'Male Allies: Getting Started', in preparation for the official launch of the initiative later this year. A group of senior business leaders in Hong Kong gathered for a discussion around what it means to be a Male Ally, why to be a Male Ally and how to be a Male Ally in and out of the workplace. The participants shared their compelling personal motivations for being advocates for gender equality, which made for a very powerful and inspirational session. Many thanks to all who contributed and to Manulife for hosting the event!

IN THE COMMUNITY



2018 Family-Friendly Employers Award

TWF is delighted to support the 2017/18 Family-Friendly Employers Award Scheme. The Scheme recognises organisations that value a family-friendly spirit and encourages companies to implement more diversified family-friendly employment policies and practices. You are encouraged to register. Please click [here](#) for details.



TEDxWanchai 2018: Emergence

TWF is pleased to be a Youth & Diversity programme partner for TEDxWanchai 2018: Emergence which will take place on June 2 at The Vine in WanChai. The theme - Emergence - puts a spotlight on changes that occur from the ground up. The event is a unique and inspiring day of talks, performances, videos and debate featuring a unique blend of local, regional and global speakers. If you are attending, consider purchasing your ticket through TEDxWanchai's new Pay It Forward scheme, which will enable someone to attend who would not have otherwise had the opportunity. Participants in this scheme are beneficiaries of registered NGO partners, of which TWF is one! Click [here](#) for more information on the Scheme or purchase tickets [here](#).

WHAT WE'RE READING

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

- [At Nike, Revolt Led by Women Leads to Exodus of Male Executives](#) (NY Times)
- [Calls to better protect mothers after employee alleges discrimination at cosmetics firm Crabtree & Evelyn](#) (HKFP)
- [What's Stopping Female Jobseekers From Landing Interviews? Their 'A' Grades, Says Study](#) (Fortune)
- ['Beautiful girls are needed.' Chinese tech firms under fire for sexist job ads](#) (CNN)
- [Hong Kong Exchanges Appoints Laura Cha as First Female Chairman](#) (Bloomberg)
- [Sponsorship programs could actually widen the gender gap](#) (Quartz)
- [How Side Hustles Can Impact The Gender Pay Gap](#) (Forbes)
- [Fashion Has a Diversity Problem on the Business Side, Too](#) (BoF)

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

- [How can businesses tackle sexual harassment?](#) (BBC)
- [Asia's #MeToo Dilemma: Who You Gonna Call?](#) (Bloomberg)
- [How non-disclosure agreements became a secret weapon to silence women](#) (The Pool)
- [Lauren Bonner, the Face of #MeToo on Wall Street, Is Still Reporting to Work Every Day](#) (The New Yorker)
- [以創科為#Me Too受害人伸張正義](#) (Education for Good)
- [New York Attorney General Eric Schneiderman quits amid abuse reports](#) (BBC)
- [NSW under pressure to toughen sexual consent laws after Lazarus trials](#) (Sydney Morning Herald)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan
 E. info@twfhk.org | W. twfhk.org | T. +852-2592-8265 | F. +852-2592-8264

You received this e-mail because you subscribed to The Women's Foundation database.
 To unsubscribe, please click [here](#).

