


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

Dear TWF friends

"We need to change the way we look at the economy. There are lots of things that we don't measure well" – Christine Lagarde, Managing Director, IMF

Experts and analysts have long said the 21st century will be the "Asian century" – an era marked by the dominance of the region's politics and economic powers. But can the region achieve such a big ambition if it fails to tackle gender inequality?

Women comprise half of the population in the Asia-Pacific, but contribute only over a third of the US\$26 trillion in combined GDP in the region – the same as the global share, reveals McKinsey Global Institute's [report](#), "The power of parity: Advancing women's equality in Asia Pacific".

Such inequality has a hefty cost: if the gender gap continues, Asia-Pacific could lose US\$4.5 trillion of potential GDP growth by 2025. "From an economic perspective, trying to grow without enabling the full potential of women is like fighting with one hand tied behind one's back," the report's authors write.

All countries would benefit from promoting women's rights and equality. The largest gain would be in China, the biggest economy in Asia-Pacific, with a US\$2.6 trillion boost, or 13% increase over business-as-usual GDP. India would gain an 18% increase, worth US\$770 billion.

McKinsey researchers estimate 58% of the GDP opportunity in the region would come from raising the female-to-male labour force participation ratio, 25% from women working in higher-productivity sectors, and the remaining 17% from increasing the number of paid hours that women work.

"The power of parity", released in April, also pays attention to women being underrepresented in leadership positions. In Asia-Pacific, there is only one woman holding a leadership position for every four male counterparts. Female leaders not only face the glass ceiling but also bottlenecks, with the percentage of women declining the further they go along the talent pipeline.

The McKinsey research results go in tandem, and underscore, the important areas TWF has been working on, particularly in our efforts to strengthen, enable and grow the pipeline of woman leaders. Our Mentoring Programme for Women Leaders seeks to increase the number of women in leadership roles and creates supportive networks; through 30% Club Hong Kong and our women on boards initiatives, we are working to create greater gender diversity at the board level; and our HR Advisory Council publish best practice guides for companies to effectively tackle barriers to advancement that female employees commonly face.

On May 28, TWF will be co-hosting a panel discussion with the McKinsey Global Institute and the British Chamber of Commerce in Hong Kong to discuss key findings from McKinsey's report and actions that companies and governments can take to unlock the full potential of women, advancing their equality and boosting growth. Please join us to discuss this very important topic and sign up via the link below.

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



The Power of Parity: Advancing women's equality in Hong Kong and Asia Pacific

The topic of women in leadership is a priority as we move to a world where talent is more scarce than capital. Gender gaps remain large in many countries in the region, both in work and in society. McKinsey's new The Power Of Parity report suggests that advancing women's equality could add US\$4.5 trillion to Asia Pacific's annual GDP by 2025, a 12% increase over the business-as-usual trajectory. Join BritCham, McKinsey and TWF for a panel discussion regarding the actions that companies and governments can take to unlock the full potential of women, advancing their equality and boosting growth. Moderated by Brian Henderson | Baker McKenzie, speakers include Yang Dan | GE, Jonathan Woetzel | McKinsey, Henny Sender | FT and

Fiona Nott | TWF.

Date: Monday, May 28

Time: 12.30 – 2.00p.m.

Venue: Baker McKenzie office, 14F Hutchison House, 10 Harcourt Road, Central
Register [here](#).

TWF PROGRAMME UPDATES



Girls Go Tech Company Visits

Last Friday, GGT participants from Belilios Public School and Carmel Holy Word Secondary School enjoyed company visits to Accenture and Emerson, during which they were fascinated by the diverse applications of technology - from VR to campaign kiosks, and cold chain to data-logging. A huge thank you to Accenture and Emerson for hosting the visits and inspiring the girls with interactive demonstrations of technology.



Mentoring Programme - Constructive Feedback, Difficult Conversations & Difficult Situations

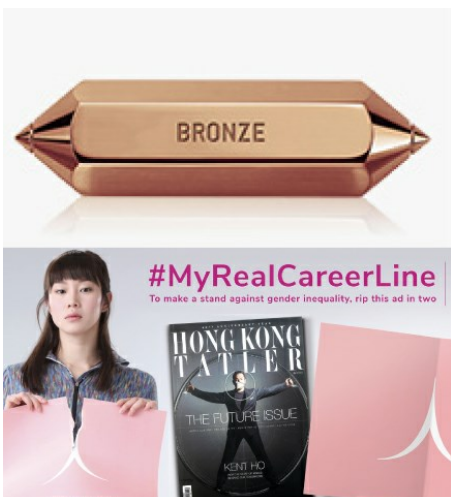
Last Saturday, our mentors and protégés spent the morning together at Cathay Pacific City where they participated in the Constructive Feedback, Difficult Conversations and Difficult Situations session to gain a deeper understanding of their own self-awareness, how to manage challenging conversations and situations, and how to seek and give feedback. Participants also enjoyed a behind-the-scenes tour hosted by the team from Cathay Pacific. Huge thanks to Fraser Murray | Rock the Boat Consulting for facilitating and to Cathay Pacific for hosting.



Managing #MeToo: The Corporate Response

This morning, we held our Managing #MeToo panel featuring Sehr Ahmed | Executive Edge, Annette Beashel | DLA Piper, Alfred Chan | EOC, and Clarence Yang | Blackrock, moderated by Fiona Nott | TWF. Panellists spoke about a diverse range of issues from having support in place to protect all parties during a sexual harassment investigation to practical steps in building a harassment-free company culture and tackling difficult conversations among colleagues. A big thank you to Thomson Reuters for hosting.

#MYREALCAREERLINE



#MyCareerLine Campaign takes home Bronze at the One Show

TWF was thrilled to have our #MyRealCareerLine campaign win a Bronze at the One Show, one of the most prestigious awards competitions in advertising, design, interactive and branded entertainment. Read more about the award [here](#). Congratulations to JWT and a huge thanks from all of us for their effort in developing this campaign with us.

IN THE SPOTLIGHT



Young Supporters of Gender Equality
 In recent weeks, we have been fortunate to engage with students from schools across Hong Kong. Girls and boys of years 5 and 6 from Canadian International School, Discovery College, Glenealy School and Victoria Shanghai Academy interviewed TWF Development Officer, Riya Chandiramani, for their end of year projects on gender equality. One student even started her very own fundraiser to benefit the work that we do. We are inspired by the innovative and dedicated efforts of these students, who prove that you are never too young to make a difference.

SUPPORT TWF!



Celebrating Women In the Workplace
 On June 6, a half-day [conference](#) on a myriad of issues related to women and work will be held at The Hub, Baker McKenzie. Proceeds from ticket sales will be generously donated to TWF's Financial Literacy and Employability Programme — thank you to Louise Corbett and all the organisers for thinking of TWF! For more information and tickets, please visit [here](#).

IN THE COMMUNITY



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:

- [韓國新聞界首位「眼鏡娘」主播 倡女性職場平權](#) (HK01)
- [Case for gender diversity on boards will survive the post-AMP backlash](#) (Sydney Morning Herald)
- [抗議同工不同酬！班尼迪克康伯拜區：「未來除非同劇女主角和我相同薪酬，否則我會拒絕演出。」](#) (Vogue)
- [We crunched the numbers on the world's 1,500 biggest companies and found sexism everywhere](#) (QZ)
- [Barriers to entry](#) (Economist)
- [The Importance Of Male Voices In The Gender Equity Narrative](#) (Forbes)
- [Gender drive's focus moves from headlines to pipelines](#) (FT)
- [Paid-partner leave would help close gender pay gap - expert](#) (RNZ)

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

- [The #MeToo movement hit the literary world hard this week. It's not the first time.](#) (Vox)
- [The World Still Spins Around Male Genius](#) (The Atlantic)
- ["We Have a Really Hard Time Looking at Ourselves": Cannes and the French Divide Over #MeToo](#) (Vanity Fair)
- [As News Divisions Grapple With #MeToo, What They Could Have Done Better](#) (Forbes)
- [It'll Never Be the Right Time for Famous Sexual Predators to Make Their Comebacks](#) (Time)
- [Rape culture is real: spare me your tears for toxic masculinity](#) (Sydney Morning Herald)
- [How #MeToo revealed the central rift within feminism today](#) (The Guardian)
- [What has #MeToo actually changed?](#) (BBC)

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