



EVENTS | PROGRAMMES | CEO BLOG

Dear TWF friends

Last Thursday, TWF submitted a response to the Hong Kong Government's Public Consultation on the fourth report for the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

CEDAW is an international bill of rights for women and girls. Participating in the process provides an important opportunity for increased international pressure, media attention and Government focus on areas that can be improved and strengthened to better serve women and girls.

Surprisingly for a global financial centre, the position of women in Hong Kong lags behind other developed markets and some of our regional neighbours. For example, Hong Kong's gender pay gap is at 22% (higher than Singapore, UK, US and Australia); maternity leave in Hong Kong falls below international standards at 10 weeks and 80% pay – well below Singapore and Mainland China; women are consistently under-represented in leadership positions beginning from 29% of management positions (lower than Malaysia) all the way to the Boardroom where women represent only 13.8% of directors of HSI companies – far lower than US, UK and Australia.

Since our inception, TWF has consistently participated in the CEDAW process and we feel TWF must continue to lead the way in highlighting much needed reforms to eliminate all forms of discrimination against women and girls and to encourage the Hong Kong Government to pursue policies to enable women to fully participate in all aspects of life in Hong Kong.

The Government will be reviewing all submissions and considering their recommendations to incorporate into their final report sent in to the UN CEDAW Committee this autumn. After the Government submits the final report, organisations will have the opportunity to review the report and submit responses that support the Government's stances where appropriate and call for further action and reform where needed. These reports will be read in full by the UN CEDAW Committee.

Here are a few highlights of recommendations from TWF's submission:

Insufficient protections and preventive measures against sexual harassment and sexual assault: The Government should update the sex-education curriculum in schools in line with international best practice; amend laws related to sexual offences and harassment; add a specially trained unit to the Hong Kong Police Force to handle sexual assault cases, and collaborate with likeminded groups to promote public campaigns that help overturn social stigma faced by victims.

Lack of gender-segregated data: The Government should require clear objectives, regular tracking and transparent, comprehensive reporting measures within all government departments, bureaus, and other relevant organisations.

Inadequate provisions for caregivers: The Government should encourage the private sector to introduce and expand the availability of flexible working arrangements and to widen paid leave to include care days. Maternity and paternity leave should both be expanded in line with international standards with a long term view to adopt parental leave.

The feminisation of poverty: The Government should review and reformulate wage structures and welfare policies that disadvantage women, collaborate with other organisations that provide confidence and leadership building initiatives for this segment of the population, and provide workshops that educate the public about available support and subsidy schemes.

Underrepresentation of women in leadership positions: The Government should encourage gender diversity targets for listed companies at the board and management levels, conduct research on reasons which hinder women from political participation, and introduce initiatives to encourage the full and equal participation of women in political life, including raising awareness and collaborating with political parties.

Our full submission is available [here](#).

Over the coming few weeks, we will be exploring a few of the areas more in depth so stay tuned and get involved!

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

TWF Gala Dinner 2018 – Save the



Date! Mark your calendars for TWF's 2018 Gala Dinner, sponsored by Bloomberg!
DATE: Wednesday, October 24
TIME: From 7.00 p.m.
VENUE: JW Marriott Hong Kong, Pacific Place.
 Please email riva@twfhk.org for more information.



Engaging Men in #MeToo
 TWF invites you to join us as we explore men's engagement with the #MeToo movement in Hong Kong, kindly hosted by Thomson Reuters. We will be discussing men's reactions and actions to #MeToo both at work and outside of work as the last of three events to engage the community in conversations around sexual harassment and sexual assault in Hong Kong. Moderated by Fiona Nott | TWF, speakers include: Cynthia Chung | Deacons, Chip Tsao | Columnist, Broadcaster, Writer and Adrian Warr | Edelman.
Event details
Date: June 28, 2018
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 Thomson Reuters
 For inquiries, please contact Lisa Moore at Lisa.Moore@twfhk.org. Register [here](#).

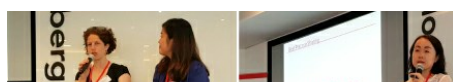
TWF PROGRAMME UPDATES



GGT Company Visits
 Over the past two weeks, GGT participants from PLK Ma Kam Ming College and Munsang College (Hong Kong Island) enjoyed company visits to Telstra and BNY Mellon respectively. A huge thank you to the passionate volunteers from Telstra and BNY Mellon for conducting inspiring demonstrations around the application of technology in the telecommunications and financial services industry.



GGT Joint School Teacher Workshop
 Yesterday, TWF was pleased to partner with the Hong Kong Science and Technology Park (HKSTP) to host a joint school Teacher Workshop for 180 teachers from our GGT schools, Holy Trinity College, Hong Kong True Light College and Pope Paul VI College. The school teachers enjoyed the inspirational talks and hands-on workshops on STEM arranged by HKSTP. In turn, during an experience sharing session, they shared thoughts on how GGT stimulated the development of STEM education at their schools. A huge thank you to HKSTP for hosting, as well as to guest speakers Crystal Fok | HKSTP, Carmen Lam | Animate, Donald Hung | HKSTP, and Jeffrey Lee | Coding101 for sharing their insights on the development of STEM, start-ups, and STEM education for girls.



Mentoring Programme Corporate Partner Breakfast
 Last Wednesday, we hosted our annual



Corporate Partner Information Breakfast for the current and prospective Mentoring Programme Corporate Partners and we were joined by nearly 60 companies. Our Director of Pipeline Initiatives, Jo Hayes gave an update on this year's Programme and shared some of the highlights of the changes made in celebration of our Mentoring Programme 10th Year Anniversary. Attendees also heard from current mentor, Caroline Kracht | Scotiabank and current protégé, Jiayi Fu | Barclays who spoke about their mentoring experience. We also heard from Rochelle Kwok | Linklaters, who shared how the Programme has impacted the wider Linklaters team. Huge thanks to all our speakers and to Bloomberg for hosting. To find out more about becoming a Corporate Partner, please contact Development@twfhk.org.



Power and Relationships - Dr Ron Brown

Last Tuesday, we were delighted to partner with AAJA (Asian American Journalists Association) and welcome back, Dr Ron Brown Ph.D to deliver an intimate lunchtime session on Power and Relationships for our Mentoring Programme participants. Dr Ron Brown, a psychologist who has served as a prime consultant to major Fortune 100 companies for over 30 years, is considered a global expert and innovator in the fields of Leadership Development, Diversity and Inclusion and Organisational Change. Many thanks to Dr Ron Brown for delivering yet another impactful and thought-provoking session and to Baker McKenzie for hosting.



Mentoring Programme - Check-ins

Last week, our mentors and protégés came together for their monthly peer-to-peer, mentoring check-in sessions. They shared best practices on making the most of their mentoring experience as well as the professional challenges they are facing. A great example of a supportive network and women supporting women. Thanks to our Steering Committee members for facilitating and to CLSA and JLL for hosting the sessions.

IN THE SPOTLIGHT



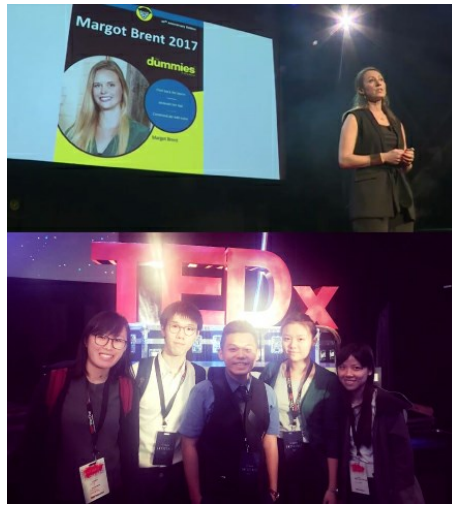
TWF CEO Participates in Symposium on Sexual Violence

On Saturday, TWF CEO, Fiona Nott, spoke on a roundtable about "Gaps in raising awareness about sexual violence and the community response to combating sexual violence" as part of a two-day Symposium on Sexual Violence in Asia organised by Rainlily and HKU. Facilitated by Linda Wong | Rainlily, speakers Ferrick Chu | EOC, Trisha Leahy | HK Sports Institute, and Kevin Lau | Women's Commission that addressed the many barriers facing survivors of sexual violence.



Sun Life Financial Mentoring Programme Launch

Last Friday, Jo Hayes, TWF's Director of Pipeline Initiatives, was delighted to support the launch of Sun Life Financial's internal Mentoring Programme. With an impressive forty-seven mentoring pairs, including over ten taking part in reverse mentoring. We look forward to hearing about the impact of the programme over the next few months.



TWF Board Member, Lale Kesebi, Delivers Inspiring TEDxWanChai talk

Lale Kesebi, Founder & Chief Executive of human-at.work and TWF Board Member, gave an inspiring talk to a full house at TEDxWanChai's 2018 Emergence-themed event. She spoke about the benefits of bringing your whole self to work and how employers can help nurture this in their employees and how employees can cultivate this in themselves. As a Diversity & Youth Partner for TEDxWanchai, we were also pleased to have five alumni from our T.E.E.N. Programme attend via TEDxWanChai's Pay it Forward Scheme attend the event - thank you to the generous donors who made this possible.

SHE OBJECTS UPDATE



Gender Stereotyping Discussion and Sharing for U.S. Exchange Students

Yesterday, TWF was pleased to host a group of 30 American exchange students from various universities. They watched our documentary She Objects and followed this with a discussion and sharing from Programme Officer, Joyce Cheung, and Development Officer, Riya Chandiramani about their observations on gender stereotyping in Hong Kong.

SUPPORT TWF!



Celebrating Women In the Workplace - Last Few Seats Left!

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 Mentoring Programme Alumna, Louise Corbett, and all the organisers for thinking of TWF! For more information and tickets, please visit [here](#).

IN THE COMMUNITY



HR Leaders Summit Hong Kong

TWF's Human Resources Advisory Council is pleased to support the HR Leaders Summit Hong Kong which will be held on Wednesday 13 June at the New World Millennium Hong Kong. HRD Asia's relaunched national HR event designed to be a one-stop destination for those of you looking to stay up to date on trends affecting the workplace. HRD Asia is happy to extend the complimentary VIP Invitation to HR directors, leaders and professionals to join the [event](#), click [here](#) to register.

WHAT WE'RE READING

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

- [How Boston is Trying to Close the Gender Pay Gap](#) (NY Times)
- [Women face bigger shortfall than men when it comes to saving for retirement: JP Morgan survey](#) (SCMP)
- [The worst explanations for not appointing women to FTSE company boards](#) (Gov.uk)
- [Brilliance overtakes beauty as Ms Geek Africa spotlights tech genius](#) (Guardian)
- [Gender pay gap costs global economy \\$160tn, says World Bank study](#) (Guardian)
- [Europe's Richest Soccer Club Is Finally Opening Up for Women](#) (Bloomberg)

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

- [An #UsToo Movement? 3 Reasons Why #MeToo Needs to Go Further](#) (Forbes)
- [From lewd comments to upskirting: female teachers speak out about sexual harassment](#) (Guardian)
- [The #MeToo Movement Came to Albany. But Will It Stick?](#) (NY Times)
- [#MeToo and My Sister, Too](#) (GQ)
- [Firecracker, Love Letters Ignite Latest #MeToo Moment in Finance](#) (Bloomberg)
- [#MeToo Complaints Swamp Human Resource Departments](#) (NPR)

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