


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

Dear TWF friends

"On what high-performing companies should be striving to create: A great place for great people to do great work." – Marilyn Carlson, former CEO of Carlson Companies

Despite Hong Kong's ferocious work ethic that account for some of the longest working hours in the world, we know there is an increasing demand for work life balance in this city. According to a [Microsoft Asia New World of Work Survey](#), 75% of Hong Kong respondents indicated that work-life balance was important to their jobs and a survey by the [Kelly Global Workforce Index](#) revealed that 46% of Hong Kong residents would forego a pay rise to reduce their workload.

There is also incentive for employers to understand the work-life needs of their employees, including how well existing family friendly measures meet these particular needs. Employees who are [satisfied with their work life balance](#) are 33% more likely to stay at their current organisation and work 21% harder.

There have been positive developments among Hong Kong employers to embrace a family friendly workplace and TWF Deputy CEO, Rita Ching, has witnessed this firsthand. Since 2013, she has served on the Organising Committee of the [Family Friendly Employers Award Scheme](#) which falls under the work of the Government advisory body, the Family Council. This year, she is also on the judging panel for the Grand Awards and Outstanding Practices Awards.

The Awards are designed to cultivate a family friendly work culture and to give public recognition to employers that embrace and implement innovative practices that support employees with outside responsibilities. For example, Citic Telecom International, a previous award recipient, provides medical benefits that extend to children, elderly dependents and siblings. This shows a nimble response to the increasing complexity of employee's family unit amplified by changing demographics.

But innovative practices are not limited to large corporates nor do they necessarily need to be resource intensive. Jackeline Beauty Salon allows its employees to bring their children with them to work when needed. Baby-Kingdom.com provides [monthly stipends](#) for parents of committed employees as well as paid family and elder care days. For more examples of best practice among SMEs visit this [link](#) (Chinese only).

At TWF, we know maximising workplace productivity and maximising employee satisfaction are not mutually exclusive. This is why, in partnership with our HR Advisory Council, we produced a suite of [best practice guides](#) that tackle a range of issues affecting the attraction, retention and promotion of women in the workplace. We have also adopted family-friendly practices at TWF and been the proud recipient of "Family-Friendly Employer Award" and a "Special Mention Award" for two consecutive award rounds as well as the recipient of the "Award for Innovation" in 2015/16.

The winners of this year's Family Friendly Employer Awards will be announced in November / December. We look forward to sharing these new best practices with you then.

In the meanwhile, we would love to hear any innovative best practices that your organisation has in place to encourage work life balance.

Get in touch at Fiona.Nott@twfhk.org.

Have a great week.

Fiona Nott
 CEO, The Women's Foundation

UPCOMING EVENTS



30% Club Annual Boardroom Lunch - Nominate a Woman to Watch!

The sixth annual TWF 30% Club Boardroom Lunch is now sold out! The Lunch is the signature event in our newly launched Boardroom Series for Women Leaders, and brings TWF's list of aspiring and accomplished women directors face-to-face with chairmen, CEOs and advisors to Hong Kong's leading companies for simulated boardroom discussions on key issues facing boards today. If you know a board ready woman who would benefit from the exposure and inspiration provided by this event, please email 30percentclub@twfhk.org by August 31.

Date: Friday, September 21, 2018

Time: 12.00-2.00pm

Venue: The Asia Society Hong Kong Center, 9



TWF Gala Dinner 2018 – Now Selling!

Tables and tickets are now on sale. Please contact riva@twfhk.org for sponsorship enquiries. A big thank you to our Title Sponsor Bloomberg and Associate Sponsors Cathay Pacific and Manulife!

Date: Wednesday, October 24, 2018

Time: From 7.00pm

Venue: JW Marriott Hong Kong, Pacific Place. Early bird offers expire on September 7.

TWF PROGRAMME UPDATES



T.E.E.N. Update

Last Monday, our current cohort of TEENs participated in a drama workshop designed to equip them with enhanced communication and observation skills for their community projects in the coming year. They were also introduced to the community project where the TEENs will promote gender and diversity awareness in the broader community.



T.E.E.N. Alumni Update

Forty-five TEEN Alumni from previous eight cohorts enjoyed a 3-day 2-night summer camp on Lantau Island on August 7-9. They enjoyed team-building activities including war games, canoeing and rafting. Following that, some of them attended a styling workshop delivered by Grace Lam, a former Senior Fashion Style Editor of VOGUE China, and volunteered at Companion Animal Federation for homeless dogs last Friday and Saturday respectively. Huge thanks to Grace Lam and PricewaterhouseCoopers for delivering and hosting the workshop.



Mentoring Programme 2018-19 Info Sessions

There are three weeks left until the final information session for TWF's highly acclaimed Mentoring Programme for Women Leaders. Every year, this best-in-class programme matches 50 high potential protégés with 50 successful mentors. Please email mentoring@twfhk.org if you would like to apply to the Programme as a mentor or if you would like to nominate a senior executive woman as a potential mentor.

IN THE SPOTLIGHT



TWF Male Ally Brian Henderson Speaks at Inaugural Women in Research Event

On August 8, TWF Male Ally Brian Henderson spoke as part of the launch of the Women in Research (Hong Kong Chapter). He overviewed who the Male Allies are and what their mission is, strategies to increase gender diversity in organisations, and his personal commitment to being a Male Ally. He spoke alongside Christiane Ross | Pure Group and Heidi Lau | Facebook.

IN THE COMMUNITY



Evolution or Revolution - Women on Boards

The Women's Foundation is delighted to be a supporting organisation of the Financial Times Women on Boards cocktail on August 22.

Angela Mackay, MD of the FT in Asia, will be hosting a discussion on how Hong Kong can become an example to the region on the advancement of balanced board leadership.

To register, visit [here](#). Select 'supporting organisations' option to receive a discounted ticket. The price includes free flow champagne and canapes.

Date: Wednesday, August 22, 2018

Time: 6.00-8.00pm

Venue: Financial Times, 59/F, The Center, 99 Queen's Road, Central



Stop Slavery Summit 2018

TWF is pleased to support Thomson Reuters' Stop Slavery Summit 2018, which brings together the most influential global leaders from corporations, government and NGOs to exchange views and explore opportunities stop this thriving international crime.

Date: Tuesday, August 28, 2018

Time: 2.00-6.00pm (followed by cocktails)

Venue: HKEX Connect Hall, 1/F, One and Two Exchange Square, Central

Details and registration [here](#).

AVCJ Private Equity & Venture Forum

Global Perspective, Local Opportunity



AVCJ Women in Asian Private Equity Forum

TWF is delighted to support the AVCJ Women in Asian Private Equity Forum this September. This stand-alone event will explore the issues and challenges the private equity and venture capital industry faces in increasing and retaining the number of female investment professionals. It also provides a unique opportunity to meet and network with like-minded professionals in Asia.

Date: Thursday, September 13, 2018

Time: 8.55am-5.30pm (8.15am registration)

Venue: Eaton House, Hong Kong

For more information and to register, visit [here](#). Enter the code AVCJWIPE18_TWF15D to receive a 15% discount off the standard rate!



Entries for the 2018 HK Human Rights Arts Prize Now Open!

TWF is pleased to support the Hong Kong Human Rights Arts Prize 2018, organised by the Justice Centre HK. Open to all Hong Kong-based and Hong Kong born visual artists, the HKHRAP invites creatives to submit work in any medium exploring the theme of local or international human rights. Deadline is October 5. Participants can enter free of charge by visiting [here](#).

OPENINGS AT TWF

Director / Senior Manager, Pipeline Initiatives

TWF is seeking a Director / Senior Manager, Pipeline Initiatives. Please click [here](#) for the job description and help us spread the word! Applications should be received by August 31 (early application is encouraged).

WHAT WE'RE READING

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

- [When a Female CEO Leaves, the Glass Ceiling is Restored](#) (NY Times)
- [Why social media and selfies are filling Hong Kong's young women with self-doubt](#) (SCMP)
- [Tokyo medical university deliberately cut women's test scores, investigation confirms](#) (Telegraph)
- [US mid-term elections: Women break records for nominations](#) (BBC)
- [Michelle Bachelet, Ex-President of Chile, Picked as Next U.N. Rights Chief](#) (The Guardian)
- [The gender imbalance in China's PhD studies: why women make up only a third of the cohort](#) (SCMP)
- [Investment Banking's Elite Is 96% Men, But There's a Big Outlier](#) (Bloomberg)

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

- [#MeToo: Corporate Australia will be 'shocked' by more revelations](#) (Financial Review)
- [China's 'MeToo' movement evades censors with #RiceBunny](#) (FT)

- [Transgender men can help the #MeToo movement. Don't exclude us](#) (The Guardian)
- [USC President Max Nikias steps down amid fallout from sex abuse scandal](#) (NBC)
- [#WithYou: How women journalists in Japan are fighting harassment](#) (Columbia Journalism Review)
- [BOSS True Leaders 2018: Tracey Spicer, face of #MeToo, says workplace flirting is OK](#) (AFR)
- [What Happens to #MeToo When a Feminist is the Accused?](#) (NY Times)
- [South Korea's #MeToo Movement Dealt Blow by Politician's Acquittal](#) (NY Times)

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

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