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Dear TWF friends

"In the 21st Century, I'd like to think women have the right to live lives free of both sexual violence and daily harassment, as well as any other form of inequality." - Laura Bates, activist and writer

Recent media coverage in Hong Kong of "upskirting" has shown how technology and the misuse of technology is well ahead of the law and online sexual harassment is often overlooked.

Activist Emilia Wong alerted the public about a secret Telegram group of some 10,000 users, where explicit photos and videos of women, and seemingly underage girls, were shared without their knowledge nor consent.

According to [police data](#), in the first quarter of this year, there were 84 reported cases of upskirting, in Hong Kong while the number reached 285 in 2017.

TWF has long raised concerns about upskirting, seeing it a symptom of hypersexualisation and objectification of women in Hong Kong. As we pointed out in an [opinion piece](#) published in 2014: "Although this sort of deviant behaviour is not new, the internet and social media have created a new set of concerns about sexual voyeurism, given the scope for images to go viral."

That year, we called for a specific upskirting law, but four years later, Hong Kong still doesn't have it. In fact, a number of criminal cases involving smartphones – including upskirting – have been put on hold after the High Court [ruled](#) in August that a widely used law had been wrongly applied. The sentencing of a police officer who admitted of taking upskirt photos on hundreds of occasions was [delayed](#) that month because of this legal conundrum.

Upskirting is not a problem unique to Hong Kong. An average of 100 upskirt crimes and more than 500 "insult of modesty" cases, which include the use of spycam cameras, are [reported](#) to police every year in Singapore.

In South Korea, anger over "spycam porn", referring to indecent photos and videos of women taken secretly by hidden cameras, [unleashed](#) a series of protests in Seoul – the biggest women's protests in the country's history – from May to August.

According to UK law professors Clare McGlynn and Erika Rackley, upskirting is a form of "[image-based sexual abuse](#)", just like "revenge porn" (whereby illicit photos or videos of women are spread without their permission as an act of revenge), sexualised photoshopping and sexual extortion.

Following a campaign by upskirting survivor and activist Gina Martin, the UK Parliament is debating [a bill](#) that would make upskirting a specific criminal offence.

Our laws need to keep up with changing technology – and there is a real urgency for Hong Kong to have a law that specifically tackles upskirting and other forms of image-based sexual abuse.

Last month, TWF supported the Hong Kong Law Commission Reform's proposal to create a law around voyeurism in Hong Kong, which included upskirting. We hope this will be taken under consideration by the Government and soon be adopted into law.

However, laws alone won't be enough. Education and public discussions around gender equality are also crucial to fighting sexist views and spreading awareness about gender-based abuse.

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 – Now Selling!**

Tables and tickets are now on sale. Please contact riya@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



Facebook Marketing Workshop for Female Entrepreneurs

Grow your business with Facebook & Instagram!

Presented by the Facebook team, this training is for intermediate Facebook marketers.

Most helpful for online businesses, the workshop will:

- Introduce setting up Facebook campaigns from forming objectives and targets to implementing creative formats and measuring results.
- Share strategies on how to drive traffic to your website, and drive conversion and leads using Facebook advertising.

Date: Wednesday, October 10, 2018

Time: 7.30-8.30pm (light refreshments provided, courtesy of Facebook)

Venue: Facebook Office, 60F, One Island East, 18 Westlands Road, Quarry Bay

Register [here](#). Please note this workshop will be conducted in Cantonese.

TWF PROGRAMME UPDATES



Reverse Mentoring Pilot Launch

As part of our Male Allies Initiative and to build synergies with our other pipeline programmes, we successfully launched our Reverse Mentoring Pilot last Tuesday. In this 2018-2019 cycle, we have 10 male mentees from our Male Allies Initiative and 10 female mentors from the TWF Mentoring Programme for Women Leaders Alumni Network. Huge thanks to Baker McKenzie for hosting!



Sustainable Internal Mentoring Programmes

Last Thursday, we ran an event for our Mentoring Programme Corporate Partners on how to set up successful and sustainable Internal Mentoring Programmes. We were joined by 17 companies for this cross-industry best practice sharing session drawing on TWF's Success Markers for Mentoring Programmes for Women. Huge thanks to PwC for hosting!

IN THE COMMUNITY



HKCS FACE Club: Step Challenge 2018

Hong Kong Computer Society's FACE Club will roll out a Step Challenge to raise funds for TWF's Girls Go Tech Programme.

Step Challenge is a month-long activity challenge which begins on November 1 to achieve the highest number of steps in 30 days, winners will be awarded at a presentation ceremony on December 7. Step up to the challenge [here](#)!



Global Goals Jam 2018

TWF is pleased to be a Community Partner for the UN Global Goals Jam Hong Kong 2018. Join the first edition of the #GlobalGoalsJam in Hong Kong where local innovators and creatives will join teams around the world in



designing actionable interventions toward achieving the Global Goals, one of which is gender equality. Register with the promotional code "**MEMBER10**" for a 10% discount.

Date: September 21-22, 2018

Venue: MTRL Hong Kong, G/F, 10 New Street, Sheung Wan

For more information and to register, please visit this [link](#).

HONG KONG

HUMAN RIGHTS ARTS PRIZE 2018

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](#).

DIAN Decade Conference & Awards

TWF is delighted to support DIAN Decade Conference & Awards, an initiative of Community Business. Join participants from around the world in examining progress made in advancing diversity and inclusion in Asia over the past decade and exploring the future of D&I in Asia - helping you to understand future trends and transform your D&I strategy. The winners of the DIAN Decade Awards will also be announced that evening.

Date: Monday, November 12, 2018

Time: 12.00-7.30pm

Venue: SkyCity Marriott

Register [here](#) or visit their [webpage](#) for more information.

Morgan Stanley Return to Work 2019

TWF is proud to support Morgan Stanley's Return to Work programme, an opportunity for women to re-enter the workforce. Return to Work is a paid 12-week internship. Participants are placed in roles based on their skills and interests, working with colleagues and senior leaders throughout the firm. On completion of the internship, participants may receive an offer of employment. Application deadline is October 12. For more information, please click [here](#).

AmCham's 15th Annual Women of Influence Conference & Awards

TWF is proud to support the AmCham Women of Influence Conference and Awards. The Conference will focus on what it means to have influence and impact through the stories and experiences of key global and local leaders as well as sharing the secrets on how to make a personal impact and the cultural factors that impact the progression of women in corporate environments. The heart of the event celebrates the announcement of the Awards, with nine award categories will recognise and award seven high-achieving women, one man who has demonstrated support for the advancement of women and one outstanding company for women.

Date: Friday, November 16, 2018

Time: 8.00am-2.30pm

Venue: Four Seasons Hotel Hong Kong

Register [here](#).

WHAT WE'RE READING

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

- [One in five young women are illegally paid less than male colleagues, says new study](#) (The

Sun)

- [Female founders deserve to be funded for their talent, not their gender](#) (QUARTZ)
- [Going against a global trend, Japan lags on boardroom diversity: study](#) (The Japan Times)
- [Do Longer Maternity Leaves Hurt Women's Careers?](#) (HBR)
- ['We need people who see things differently': tackling cybersecurity's gender problem](#) (The Guardian)
- [Students are waging war on sexist and racist school dress codes — and they're winning](#) (Vox)
- [8月美國“意外”：CEO離職率創新高 女性接班人增多](#) (Fortune China)
- [民間「女人節」論盡女性議題](#) (Sing Tao Daily)

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

- [One in three young women still unable to report sexual harassment at work despite #MeToo](#) (The Telegraph)
- [Sexual harassment at work doubles, AHRC survey finds](#) (The Australian Financial Review)
- [Millions of sexual harassment victims need support to find their voice](#) (SMH)
- [How China's feminists launched #MeToo in a country where protest is barely possible](#) (LA Times)
- [#MeToo in the Muslim world](#) (BBC)

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