

Dear TWF friends



Perception vs Reality: Workplace Gender Equality

"It is the humiliation and shame of feeling that they regarded you as second class, because that is what the pay gap means" – Samira Ahmed, British journalist who took the BBC to court over pay inequality claims.

How important is workplace diversity and inclusion to employees in Asia? According to the latest Diversity & Inclusion report from recruitment agency Hays, the issue is very important. Of the 2,000 professionals working in mainland China, Hong Kong, Japan, Singapore and Malaysia who took part in the survey, 85% believed a workplace culture that encourages diverse opinions is the most important factor in retaining talent.

Hong Kong employees were upbeat about gender parity in their workplaces. Only 6% of respondents said they felt gender was an obstacle to getting a job – the lowest figure in Asia. Meanwhile, half believed gender was no barrier to equal pay, while 56% said that gender didn't impede career progress.

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TWF PROGRAMME UPDATES



Mentoring Programme 2019-2020 Icebreakers

On November 19 and 25, our MP 2019-2020 cohort took part in further icebreaker sessions on "Communication Style" and "Meaningful Conversations". Our participants gained insights on how to effectively communicate and build connections, all the while getting to know their fellow participants better through the interactive exercises. Thank you to our Knowledge Partners, Felicity McRobb and Carole Lewis, for facilitating, and to PwC and Jacada Travel for hosting.

Male Allies: How You Can Advance Female Leaders

On Tuesday evening, we partnered with McKinsey to focus on how Male Allies can play a role in advancing female leaders. We took a deeper look into McKinsey's Power of Parity and Women in the Workplace 2019 reports, focusing on what actions companies can take to address barriers women face in career progression. This was followed by a discussion from a Sponsor and Sponsoree from Goldman Sachs who shared their successful experience and what has worked for them. We closed with a powerful and creative "Excuse Wall"



exercise where we decided on what mitigating actions we will hold each other accountable to. Thank you to Allen & Overy for hosting us!

IN THE COMMUNITY



SCMP Lunar

Sign up to Lunar, SCMP's newsletter that celebrates women in Asia and shares women's stories that matter. Each week, Lunar will bring you a curated selection of news, interviews and features about women, by women and for women.

[Sign up now!](#)

AVCJ Private Equity & Venture Forum

Global Perspective, Local Opportunity



AVCJ Private Equity & Venture Forum

TWF is delighted to support the AVCJ Women in Asian Private Equity Forum this December. Enjoy 15% off for TWF's members by using discount code **WIFE19_TWF15D!**

[Register here!](#)

WHAT WE'RE READING

Gender Equality

- [廠商會：女性管理層家庭擔子 較25年前更重](#) (HK01)
- [90後高材生影像改變世界 辦社企募捐相機為女性平權發聲](#) (Headline Daily)
- [Women's freedom from violence, participation in politics and economic empowerment are the Asia-Pacific's next challenges](#) (SCMP)
- [Former President Jimmy Carter: How Empowering Women and Girls Can Help Solve the Climate Crisis](#) (Time)
- [Malaysia still discriminates against women over citizenship](#) (Economist)
- [Stand in line, women: no 'potty parity' in Hong Kong](#) (Reuters)
- [Female monk's fight for equality is part of wider war against sexism in our society](#) (SCMP)
- [The Persistent Myth of Female Office Rivalries](#) (HBR)

Sexual Harassment

- [Outrage and protests in India over latest horrific murder-rape case](#) (SCMP)
- [Two K-pop stars sentenced to prison for gang raping unconscious women](#) (Washington Post)
- [Harvey Weinstein loses bid to dismiss sexual assault charges](#) (Reuters)
- [Multiple Women Recall Sexual Misconduct and Retaliation by Gordon Sondland](#) (ProPublica)

Masculinity

- [Redefining Manhood: How to Promote Healthy Masculinity Among Boys](#) (Online Counseling Programs)
- [Paid paternity leave should be the norm in the US](#) (WEF)

Board Diversity

- [The bad news about women on boards](#) (FT)

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