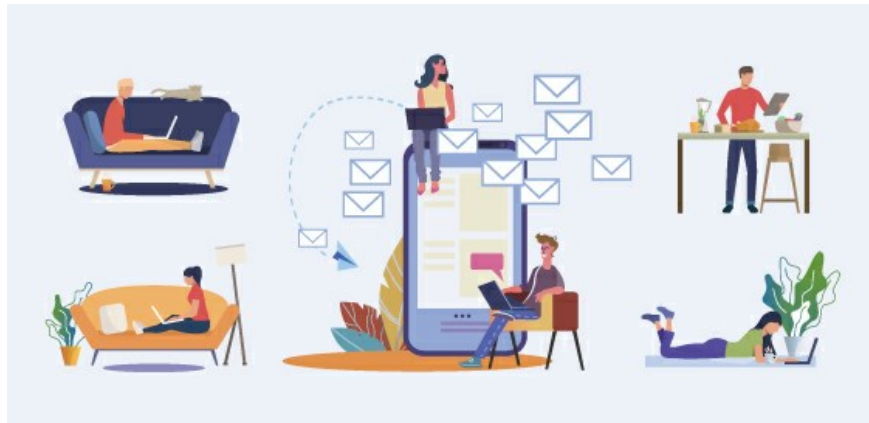


Dear TWF friends



### The Great Flex Work Experiment

*"Success today requires the agility and drive to constantly rethink, reinvigorate, react, and reinvent."* – Bill Gates, founder of Microsoft

Amid the government's advice to stay at home and reduce social contact as much as possible, many people are working from home at the moment. While this policy is borne out of the need for public health measures, it offers employers the opportunity to reinvent and experiment – to see that flexible working arrangements produce results.

Companies and public services across Hong Kong are finding effective and creative ways to keep team members connected and productive. TWF's team is largely working remotely, using some of the myriad technological tools available like zoom for virtual meetings and Trello for project management. We are using flexible hours to fit around child care, home schooling arrangements and eldercare, plus strategies to accommodate colleagues' other responsibilities with minimal disruption.

While these approaches represent a new way of working for some and are at odds with Hong Kong's entrenched culture of presenteeism, they are good for business. Prioritising productivity over presence results in more engaged, productive and happier employees. Demand for flexible work arrangements is growing in the UK and the USA, particularly amongst younger candidates who increasingly prioritise work-life fit. Hong Kong's workforce is also increasingly prioritising the ability to work flexibly. 87% of HK respondents polled by Hays say flexibility is a top consideration in accepting a new job offer. Flexible working can help attract and retain high quality talent who often value this proposition as much as financial rewards. It can also reduce costs and the amount of office space needed.

[Read More](#)

## UPCOMING EVENT



### Reschedule: International Women's Day Lunch 2020

In light of the outbreak of the novel coronavirus and after careful consideration, we have decided to reschedule our annual International Women's Day Lunch on 2 March 2020.

The health and safety of our guests remains our first priority. Our team is making every effort to find a suitable alternative date for the Lunch, tentatively set for May.

We are committed to working together to create a gender equal Hong Kong. We look forward to reaffirming this commitment and celebrating the achievements of women with all of you at a later date. More details coming soon.

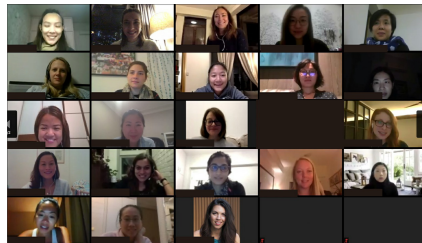
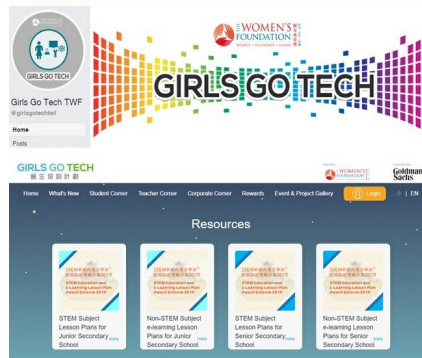
## TWF PROGRAMME UPDATES

### STEM Education and e-Learning Lesson Plan Award Scheme

TWF has received positive feedback from teachers for the Award Scheme. We are now asking everyone to vote for the **"Award for Lesson Plan with the Most Facebook Likes"** (with the most likes on the GGT TWF Facebook album) and **"Award for the Most Popular Lesson Plan"** (with the highest number of downloads on the Girls Go Tech platform)! Visit our Girl Go Tech Facebook album **"STEM Education and e-Learning Lesson Plan Award Scheme"** and **Girls Go Tech online platform "Teacher Corner"** to cast your vote now!

Deadline: 11:59pm, February 23, 2020

A huge thanks to all the supporting partners and teachers for sharing their teaching experience and resources!



### Mentoring Programme Session - Growth Mindset & Influencing

Yesterday, we held a virtual session for protégés of the Mentoring Programme around the topics of Growth Mindset and Influencing. We explored how having a growth mindset can drive us to achieve our evolving goals and the value of failure. Using Influencing skills as an example, participants also discovered their default influencing style and the possibility to apply the concept of growth mindset to blend the "push" and "pull" style of influencing. Thanks for joining!

## OPENINGS AT TWF

### Communications & Programme Officer Opening

TWF is seeking a full-time Communications and Programme Officer to join its dynamic team. This is an exciting opportunity to help amplify TWF's voice in the community and contribute to a range of programmes making an impact in the lives of men and women across Hong Kong. Applications should be received by February 21, 2020.

[Apply Now!](#)

### Pipeline Initiatives Officer Opening

TWF is seeking a full-time Pipeline Initiatives Officer to support our exciting range of programmes for advancing women leaders including TWF's signature Mentoring Programme, 30% Club/Women in Leadership related initiatives. The position would suit a recent graduate who is energetic, personable, communicative, highly organised and passionate about women's and gender issues. Applications should be received by March 1, 2020.

[Apply Now!](#)

### Development Team Volunteers Wanted!

TWF is seeking volunteers to assist on development projects. Please email Marielle Sas at [marielle.sas@twfhk.org](mailto:marielle.sas@twfhk.org) to apply.

## WHAT WE'RE READING

### Gender Equality

- [Fighting the tyranny of 'niceness': why we need difficult women](#) (Guardian)
- [NASA astronaut Christina Koch returns to Earth after record mission](#) (Reuters)
- [The gender gap in gaming is closing as more kids get smartphones](#) (QZ)
- [Women runners were falling through the cracks, then Mary Cain spoke out](#) (Washington Post)
- ['Period-shaming' Indian college forces students to strip to underwear](#) (BBC)
- [The neglected consequences of foot binding](#) (The Atlantic)

- [Listen to interview with Erica Jong, author of the best-seller Fear of Flying](#) (BBC World Service)
- [Listen to Penny Mordaunt on women in the military](#) (GIWL's A podcast of one's own)
- [Why working couples need to talk more about power](#) (HBR)
- [It's not a woman's job to 'have children'. It takes a village & policies should reflect that](#) (Women's Agenda)

#### **Sexual Violence & Harassment**

- [Rosanna Arquette on the Weinstein trial: 'We are never, ever going to be silent again](#) (Guardian)
- [She stayed silent for 21 years after Harvey Weinstein assaulted her. Today, Rowena Chiu is advocating for the first federal #MeToo legislation](#) (Washington Post)
- [Boy Scouts Of America Files For Bankruptcy As It Faces Hundreds Of Sex-Abuse Claims](#) (NPR)
- [#MenToo: male victims of workplace sexual harassment share their shocking stories](#) (The Times)

#### **Masculinity**

- [Why sports can be so toxic to boys and how we unravel that culture](#) (CNN)
- [Male makeup signals a move away from rigid gender roles – but there's a catch](#) (Guardian)
- [Putting men in the frame: images of a new masculinity](#) (Guardian)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan

[info@twfhk.org](mailto:info@twfhk.org) [twfhk.org](http://twfhk.org) [25928265](tel:25928265)

---

You received this e-mail because you subscribed to The Women's Foundation newsletter.  
To unsubscribe, please [click here](#) .