

Dear TWF friends



Work From Home: Challenges and Opportunities

"Gender equality and women's rights are essential to getting through this pandemic together, to recovering faster, and to building a better future for everyone." - UN Secretary-General António Guterres

With a new and worrying surge in local cases of COVID-19, many of us - where possible - are back to working from home (WFH). This is an important public health strategy to help contain transmission of the virus. Although not a guarantee, it is also one of a range of flexible working options that can support women's advancement in the workplace.

The past 6 months have taught us much about the pros and cons of working from home, showing organisations that a more adaptable approach is equally productive and even has advantages for business. However, there are several critical issues to be aware of - and to take clear action on - if WFH is to be successful.

While women and ethnic minorities report a reduction in microaggressions when working from home, there is a danger that inappropriate behaviours that do take place are not witnessed or reported. Women working remotely may be more vulnerable to bullying and harassment, and this is compounded by the fact that WFH can stifle sexual harassment complaints. Without bystanders or informal, in person channels of communication, inappropriate behaviour may escalate before women report it. Employers need to reiterate expectations around behaviour and ensure online channels of communication, both formal and informal, are open and well used.

 [Read More](#)

DONATE TO TWF



The COVID-19 pandemic is not only having a profound impact on our health, but also on our society. Women will continue to be disproportionately impacted by this crisis as we move towards recovery efforts - from large numbers of redundancies in female-dominated sectors to facing increased risks of domestic abuse and other forms of gender-based violence.

At TWF, we are committed to working with you all in forging a path forward that is equal - for men and women, boys and girls. As we build our new normal, it's more vital than ever that gender equality, diversity and the needs of our most vulnerable are kept in mind.

We would ask you to consider donating a portion of your HK\$10,000 Cash Payout to support our critical work. Help us as we continue to empower and improve the lives of women and girls in Hong Kong.

UPCOMING EVENT

How Does Gender Equality Feature in Building Our New Normal?

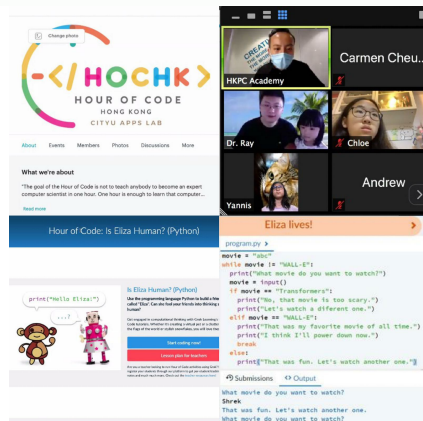
COVID-19 has upended our lives changing the way we work, travel, and connect with each other. As economies, businesses and individuals grapple with complex and volatile conditions, it's more important than ever that gender diversity and inclusion feature as a core element of our future planning. Join Fiona Nott | TWF and Olivia Wong | John Swire & Sons (HK) Limited as they explore how we can build our 'new normal' using a gender sensitive lens and why it matters.

August 4, 12.30-1.15pm

[Sign up here](#)



TWF PROGRAMME UPDATES



Girls Go Tech Programme - Hour of Code Virtual Workshop

This past Saturday, GGT participants joined a virtual coding workshop co-organised by CityU Apps Lab. The participants used Python to create a chatbot named Eliza who can think like a human. Additionally, the workshop featured Chloe Lam, Gold Awardee of HK ICT 2019 Student Innovation, who shared how her participation in worldwide ICT competitions enriched her knowledge and skills in STEM. Huge thanks to CityU Apps Lab and Hong Kong Productivity Council for hosting the workshop!

Male Allies - Storytelling Workshop

Thank you, Adrian Warr, for leading a Storytelling practice session for our Male Allies Leadership Council members and Influencer Circle Leads. They received practical tips on how to effectively tell their male allies story for greater impact and how to deliver a message under pressure!



TWF's Mentoring Programme - Info Sessions and Last Corporate Partner Spots!

The 12th year of our flagship Mentoring Programme for Women Leaders will start over the summer. Every year, this best in class programme matches 50 high potential, aspiring female leaders with 50 successful, senior executive women. If your organisation is committed to diversity, working hard to develop a pipeline of women leaders, and would be interested in becoming a corporate partner of the programme, please get in touch; there are limited spots left, at mentoring@twfhk.org.

Info Sessions:

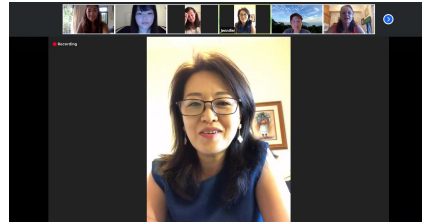
If you want to learn more about being a participant of the Programme, please sign up for one of our Information Sessions.

Attendance at one session is a compulsory component of the application process. Please register for ONE session only.

[Sign up here](#)

Mentoring Programme - Introduction to Boards

On July 14, our Mentoring Programme participants had a virtual session on an Introduction to Boards. We had a panel discussion on the opportunities that come from sitting on different boards, top tips on what to consider earlier on in your career, as well as challenges and rewards that come with the position. Thank you to our panelists Fiona Nott | TWF, Angelina Kwan | Stratford Finance Limited, and Jennifer Cao | BBVA, moderator Helen Jenkins | Mission For Migrant Workers, and speaker Jenny Chang | Habitat for Humanity Hong Kong, for the insightful session and practical tips.



IN THE SPOTLIGHT

Hong Kong increases maternity leave from 10 to 14 weeks

TWF CEO Quoted in HKFP

TWF CEO Fiona Nott was quoted in the Hong Kong Free Press around Hong Kong's extension of maternity leave from 10 to 14 weeks. She hoped this extension would inspire additional family friendly policies in the workplace and contribute to better supporting women at work.

[Read the full story here](#)

#TECHFORGOOD

Help Us Support Underprivileged Families

As we are facing the third wave of COVID-19 cases, making sure underprivileged students, in particular girls, have equal access to the technology they need to support their education during uncertain times continues to be a priority.

In collaboration with The Hong Kong Association for Computer Education (HKACE), TWF intends to donate 500 much needed second-hand portable devices to underprivileged families to enable their children to have access to online classes, schoolwork, tools, and resources.

We have delivered over 400 computers to families in need, but we need your help to give devices to our last few families. Please consider joining this vital project for our community by donating 25-50 laptops, iPads or tablets; or by helping us cover the costs for coordination of this outreach project.

Visit [here](#) for more information. Kindly contact Connie.Cheung@twfhk.org or Deanie.Chiu@twfhk.org with any questions.

TAKE ACTION THIS SUMMER!

Over the next six weeks, TWF will feature one action each Connect to inspire you to engage in gender equality this summer.



Share the Workload Evenly at Home

Social norms still dictate that women should take the primary responsibility overseeing household affairs, while men should be the breadwinners for their families. According to a UN Women [report](#), women do three times as much unpaid care and domestic work as men do globally. This has led to the loss of paid work opportunities for women, with long-term adverse impact on women's financial security. Women often feel overly responsible for managing the household and parenting, which [negatively affects](#) their wellbeing. During the COVID-19 pandemic, lack of outside help like schools or activity centres means caring responsibilities are at an all-time high, increasing the burden for parents who are now juggling work and care full time. Take this [test](#) to check how your daily domestic workload compares to other people around the world.

Within your household, share the workload evenly and consider laying out a roster to keep each other accountable. If you have children, encourage them to participate in all chores regardless of gender. By taking on an equal share of household chores, caring responsibilities and other unpaid work, you can help advance gender equality and honour the value of unpaid labour.

IN THE COMMUNITY



SCMP Lunar Voices

TWF is proud to partner with SCMP on Lunar Voices - a showcase for advice and inspiration on overcoming challenges and thriving in work and life. This is a great opportunity for women within TWF's network to share your hard-earned wisdom, inspire others, and build your own network and personal brand in the process. You can [submit your quote here](#) and [subscribe to Lunar here](#).

WHAT WE'RE READING

Gender Equality

- [Venice Film Festival to give Ann Hui and Tilda Swinton lifetime achievement awards](#) (SCMP)
- [Hong Kong women's pursuit of career goals more important than ever amid coronavirus](#) (SCMP)
- [Singapore's record 40 female candidates change election discussion](#) (Nikkei Asian Review)
- [Mom's tweet about potato salad mansplaining draws huge response from women in Japan](#) (The Mainichi)
- [How to Rebuild Cities for Caregiving](#) (Bloomberg)
- [Germany unveils first national strategy for gender equality](#) (DW)
- [How coronavirus is widening the UK gender pay gap](#) (Guardian)
- [The Pandemic's Toll on Women](#) (Foreign Affairs)
- [Coronavirus: Will women have to work harder after the pandemic?](#) (BBC)
- [Covid-19 Shock Hits Working Mothers Hard](#) (Bloomberg)

Sexual Violence & Harassment

- [風筒灼下體鐵凳打頭 保險女經紀涉虐男友](#) (Sing Tao Daily)
- [「走在深夜街道，我無時無刻不感到恐懼」城市規劃，為何該考慮性別](#) (WOMANY)
- ['How much for an hour?': Hong Kong female politicians speak out against sexual harassment culture](#) (HKFP)
- ['I Felt Defenseless': Seoul Mayor's Secretary Speaks Out About Alleged Abuse](#) (NYT)
- [Working from home can stifle sexual harassment complaints](#) (SMH)
- [Why Some Companies Continue To Be Slow To Learn The Lessons Of #MeToo](#) (Forbes)
- [Corporate Australia can run but it can't hide from new anti-harassment push](#) (SMH)

Summer Picks

- [居家運動指南 | 每天 10 分鐘，不用器材也能做的核心訓練](#) (WOMANY)
- [Why Rest and Recovery Is More Important Than Ever Right Now](#) (Thrive Global)
- [How to build emotional resilience and deal with stress better](#) (SCMP)
- [7 mindful acts to do while the kettle boils](#) (Wellbeing Magazine)

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