

Dear TWF friends



Women & Girls Missing from the Policy Address

"Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance." - Kofi Annan, Ghanaian diplomat and seventh Secretary-General of the United Nations

Last Wednesday, the Chief Executive delivered her long-awaited Policy Address.

There are many measures noted in the Address which are welcomed and needed: enhanced child care services to help keep mothers in the workforce; support for lower income groups and the unemployed; increased resources to raise awareness around mental health and strengthen related services; the encouragement for Government departments to actively keep the needs of ethnic minorities communities in mind; schemes to attract more talent into residential homes and care centres to support elderly populations; and measures to assist SMEs.

However, with the exception of child care services, we are concerned by the lack of measures to specifically address challenges facing women and girls -- many of which have been exacerbated by the pandemic. TWF [submitted](#) a response to the policy address consultation that comprehensively outlined the areas where a gender sensitive response was needed. These are issues which we have covered extensively over the past year, among them: disproportionate caregiving and household responsibilities and the subsequent impacts on women's physical and emotional well-being; the industries hardest hit by the pandemic being primarily female-dominated and the high unemployment risk this poses, particularly for vulnerable groups such as single mothers; and the deeply worrying increase in domestic violence over this past period which will likely continue due to increased financial instability and family tensions.

This is not to say that women will not benefit from the support measures listed in the Policy Address. However, without a gender sensitive lens, there is an acute risk of widening already worrying gender inequalities or entirely missing female segments of the population that need a more targeted approach.

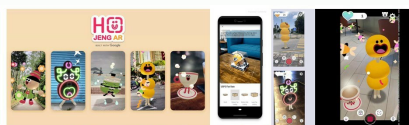
It is crucial that we actively address the inequalities faced by more than half our population, commit to best practice befitting Hong Kong's status as a global financial centre and move forward with actions and strategies to ensure all women and girls can reach their full potential. Our society as a whole will reap the wider benefits. All sectors must pitch in to make this happen, including Government.

At TWF, we will continue to engage with the Government to address these challenges, and we will strengthen our collaboration with the private sector, media, academia, NGOs and the community to drive an active agenda to close the gender gap.

Women and girls are vital to the rebuilding of our economy, our communities and our families; and gender equality has never been more critical to our future as a world city. We must seize this opportunity to fundamentally shift our priorities and re-centre our values and our actions on building a gender equal city.

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

TWF PROGRAMME UPDATES



Girls Go Tech Programme: STEM Competition 2020

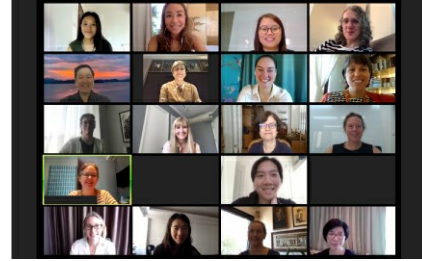
On November 27, as part of the GGT STEM Competition co-organised by Goldman



Sachs, over 20 participants, campers, and volunteers joined a workshop about Google's ShareJoy Campaign with the HO JENG AR app. Google representatives shared the story behind the app - to bring positivity to, and boost awareness of, well-being in Hong Kong. Participants learnt how machine learning and augmented reality technologies are applied in the app as well as story-telling techniques --all of which will be useful for developing their projects in the competition. A heartfelt thank you to Google for hosting the workshop!

Disruptive Tech, Cybersecurity and Risks in the Boardroom

To launch the third cycle of our Boardroom Series for Women Leaders, we held a panel for Women to Watch on how to tackle cybersecurity from a board director's perspective. Moderated by Leonie Valentine | Google, we tackled frameworks for preparation, a board's cyber resilience, moving beyond compliance and regional legal considerations. Thank you again to our panellists for generously sharing their expertise and first-hand experiences - Angelina Kwan | Stratford Finance Limited, Vicky Man | Herbert Smith Freehills and Katherine Robins | KPMG Australia. Thank you to our Series Sponsors - Standard Chartered Bank, Bloomberg, KPMG and Swire.



Male Allies: How to Influence 'Playshop'

Thank you to Sally Dellow of Dramatic Difference for leading a How to Influence 'Playshop' for our Male Allies! They learned about numerous resources within an influencing toolkit and were able to have hands-on practice through coached dialogues in this interactive session.

Mentoring Programme: Icebreakers

We hosted two Icebreakers on November 19 and 24 for our Mentoring Programme participants. Apart from connecting with the cohort, our mentors and protégés also met Advisory Council members and participants from the previous cohort to learn from their experience on the Programme. Thank you everyone for participating!



IN THE SPOTLIGHT

假如弈棋天后活在2020

經管篇言 · 陳慧鈴

近期在Netflix大熱的美劇《后翼棄兵》(The Queen's Gambit)，故事發生在五十年代，講述天才少女貝絲在年幼時，進入孤兒院後轉進上校工廠自修棋，好心想修下開始學習國際象棋。不料她原來是個棋天奇才，最後更挑戰世界冠軍。聞者驚事傳，可能以為是勵志劇，其實女主角在學業和棋壇都立於不敗之地。

弈棋是個由男性主導的天下，校工廠做導師的棋友首次見Beth的時候，帶來洋娃娃作見面禮，結果她離開後，再上一輪不翼而飛洋娃娃。當Beth的良師益友參加加路比賽，亦答應她，反問她為何不參加社交團體。好了，終於首次參加加路比賽，發覺時，人家問她是否參加女子組，直至自願自強，擊退全場成為冠軍，大家才開始對她另眼相看，即此之始成為職業棋手，當然有男對手拒絕她後復手，性別歧視可見一斑。

上市公司女董事比例低

假如故事發生在六七十年代的今天，女主角的遭遇會否改變嗎？也許有，但在職場上的性別定型與歧視，依然難見不鮮。

我們不妨看看香港上市公司董事局的女性董事比例，便可見近年有進步或持平。根據非政府組織Community Business 2020年的研究，香港上市公司的女性董事比例只有13.6%，而且在過去4年沒有多大變化，今年更遜於去年的13.9%。女性CEO的比例更低或可憐，只有2.6%。

美國比香港好一些，早在2016年訂下女性董事比例於2020年底前達33%的目標。根據英國政府今年9月的資料，當時100間富時250指數公司的董事局女性比例達33%，但看這一層，便發覺當中超過100間富時350指數公司仍未達標。

該指數的18間公司只有一位女性董事，更有一間公司的董事是全男班。為了加強女性在董事局的代表性，並確保有足夠適合女董事的人選，英國政府

考慮如何為女性在職場爭取平等待遇並培養更多領袖與董事？其實坊間也有很多不同的女性董事培訓課程，例如Kellogg University、哈佛大學、耶魯大學，以至國際組織與企業如德勤等亦有提供相關培訓課程。

但要解除性別定型與歧視，光靠課堂學習並不足夠，大家需要在職場上給予男女員工同等機會發揮，因此男性的角色也非常重要。正如在《后翼棄兵》中曾發覺女主角與棋壇的良師，慧眼識珠為她提供首次參賽的費用。另外在大結局時，作為女主角強大後盾的一眾男棋友，不單沒有計較曾經為女主角的手下敗將，更為她分析棋局與設計，修正如專業導師女基金會(The Women's Foundation)發行的Male Allies Initiatives計劃一樣，提倡男性管理層在職場上支持性別平等，給予大家同等的上進機會。那麼單靠男性可以成事嗎？這也未必。如果沒有強勁女性主席背後全力支持的董事，指伴她穿州過省，更遠赴萬里而參賽；還有那位孤兒院女性好友，如果沒有她把重慶的積蓄也給予女主角買機票前往莫斯科爭奪世界冠軍寶座，後者也不會成為國際王者。

師友計劃培育巾幗領袖

概念一理，其實有時女性亦不一定會支持其他女性上進。正如《后翼棄兵》中，女主角的一眾中學女同學對她一直冷嘲熱諷。因此女基金會多年前已推出了Mentoring Programme(師友計劃)，由一些有多年工作經驗的職業女性作為導師，為年輕的職業女性提供指導，計劃中更包括的師友，更安排一系列的培訓，包括領袖風範、溝通技巧、正向思維與商業策略等，內容豐富。每年合共100人參加有導師計劃，漸漸形成了一個強而有力的職業女網絡，成為她們日後的前進動力。

雖然現實生活中，女性未必可以像《后翼棄兵》女主角般成為世界冠軍，但想想100年前的美國，女性連投票權都沒有，明年初英國將會出現首位女副總統，終於突破了glass ceiling。可見今日一小

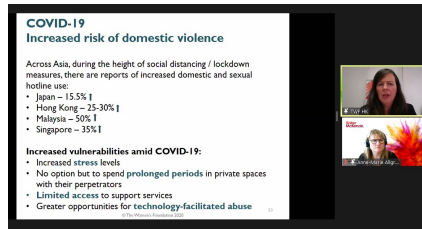
HKEJ Features TWF Pipeline Initiatives

On November 30, our Male Allies Initiative and Mentoring Programme for Women Leaders were featured in a column of Hong Kong Economic Journal (HKEJ) highlighting our work to advance women leaders and drive gender equality in the workplace in Hong Kong.

[Read the article here](#)

TWF CEO Participates in Baker McKenzie Regional D&I Virtual Roundtable

Last Wednesday, TWF CEO Fiona Nott participated in a D&I virtual roundtable on the topic "Ensuring important Inclusion lessons aren't forgotten in the face of COVID-19" hosted by Baker McKenzie. Fiona presented on the gender specific impacts of COVID-19 and opportunities to close the gender gap. This was followed by a facilitated discussion on D&I initiatives arising from the current crisis and how organisations can work together to progress inclusion priorities.

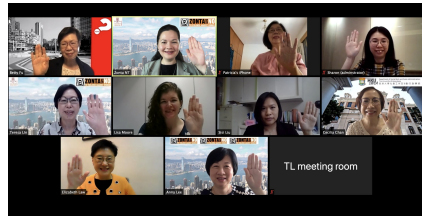


TWF CEO Speaks at ACGA Conference

Last Wednesday, TWF CEO Fiona Nott participated in a panel discussion entitled "The Diversity Disconnect" alongside Peter Hwang | Iron Mountain and moderated by Ka Shi Lau | BCT Financial Limited as part of the ACGA Annual Conference 2020. The speakers shared insights and best practice around increasing gender diversity within corporate management and boards in Asia.

TWF Speaks with Zonta Club of the New Territories

On November 19, Lisa Moore | TWF presented to the Zonta Club of the New Territories as part of their Advocacy Talks, alongside Cecilia Chan | HKU & TWF Board of Director, and Sisi Liu | Hong Kong Federation of Women's Centres. The speakers covered critical issues facing women in Hong Kong during the pandemic and spotlighted areas for further advocacy and action.



SUPPORT TWF!



Christmas Catering from KNEAD

This month KNEAD has put together a festive catering menu to make your Christmas even more special. Perfect for home dinners or small work events.

They are generously donating a portion of their proceeds to TWF from their Christmas Catering Menu making holiday gatherings simple while also contributing to improving the lives of women and girls in Hong Kong. Friends of TWF get 5% off on all orders. Use the code **IKNEADCHRISTMASTWF** and place your orders via email info@kneadhk.com. Promotion lasts until December 31, 2020.

Check out KNEAD's Christmas catering menu [here!](#)

Sparky & Benny's Big Home Mystery

TWF is delighted to be one of the beneficiaries of 'Sparky & Benny's Big Home Mystery.' Authored by TWF Mentoring Programme alumnus, Janice Lao, and her daughter, this illustrated educational book on climate change (targeting 7-11 year olds) follows the story of two young whale friends on a mission to find out why they are losing their homes, who is responsible and how they can stop it from happening.



IN THE COMMUNITY



AVCJ Women in Asian Private Equity Forum

TWF is pleased to support the AVCJ Women in Asian Private Equity Forum. Returning for the third year, the Forum will connect like-minded private equity professionals and senior advisors in Asia with their global counterparts for a deep dive into the key learnings and top issues surrounding gender equality and D&I in the industry, and to help spark honest discussion and meaningful change. This year, the forum will be presented in a virtual event format. TWF supporters receive a 15% discount -- please use VIP code **WIPETWF15** for registration.

Event Details
December 10, 2020
9.00am – 1.00pm
LIVE Virtual Briefing

Click [here](#) for more information

[Register here!](#)

EOC's Equal Opportunity Employer Recognition Scheme

The Equal Opportunities Commission launched an Equal Opportunity Employer Recognition Scheme. The Scheme aims to give recognition to companies and organisations which have excelled in the implementation of equal opportunities (EO) employment policies, and motivate more employers to adopt these policies, thereby creating a more equal, diverse and inclusive workplace in Hong Kong.

From now until January 31, 2021, companies and organisations in both public and private sectors can join the Scheme by simply filling in and submitting the enrolment forms. They can choose to participate in any one or all four categories of the Scheme, namely Gender Equality, Equality for Diverse Abilities, Family Status Equality and Racial Equality and Inclusion. Participation is completely free of charge.

[Find out more here and enrol today!](#)



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

#TECHFORGGOOD



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) and with the critical support of many companies and individuals, TWF has reached our goal of delivering 500 much needed second-hand portable devices to underprivileged families to enable their children to have access to online classes, schoolwork, tools, and resources.

But let's not stop the momentum now -- there are more families in need. 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.

OPENING AT TWF

Development Director Opening

TWF is seeking a full-time Development Director to plan and execute its fundraising initiatives, cultivate new donors, partners and sponsors, manage its grant applications and donor impact reporting, explore online funding opportunities and other innovative approaches to fundraising, and manage donor communications. Applications should be received by **January 12, 2021**.

[Apply Now](#)

WHAT WE'RE READING

Gender Equality

- [After losing court battle to ex-lawmaker 'Long Hair', Hong Kong's prisons mull shearing locks of female inmates in name of equality](#) (SCMP)
- [Coronavirus and gender: More chores for women set back gains in equality](#) (BBC)
- [The coronavirus pandemic increased the visibility of women in the media, but it's not all good news](#) (The Conversation)
- [Don't let home be a place of fear for any woman or child](#) (SCMP)
- [Making headlines: COVID-19 and gender inequality](#) (Aljazeera)
- [Scotland becomes first country to make period products free for all](#) (Women's Agenda)
- [WGEA reports a 20.1% gender pay gap. And not enough being done to close it](#) (Women's Agenda)
- [Sudan says it will stamp out child marriage and enforce ban on FGM](#) (Guardian)
- [Top 100 companies for diversity & inclusion in 2020](#) (HumanResources Online)
- [Business still has much to learn on gender equality](#) (FT)
- [Are We At A Turning Point For Gender Equity?](#) (Forbes)
- [Three books on feminism: tackling abortion rights, toxic masculinity and being a 'good woman'](#) (SCMP)
- [Worsening land inequality widens gender gaps](#) (Independent)

Sexual Violence & Harassment

- [性侵犯虐未成年少女賣片謀利 韓「N 號房」主謀判囚 40 年](#) (The Stand News)
- [In Focus: 16 Days of Activism against Gender-based Violence](#) (UN Women)
- ['Shadow pandemic' of violence against women to be tackled with \\$25m UN fund](#) (Guardian)
- [Women call for end to domestic violence after lockdowns bring more attacks](#) (Reuters)
- [India's lower-caste Dalit women raped 'to keep them in their place': report](#) (SCMP)
- [Enough is enough: UK sisters call time on cat calls and wolf whistling](#) (Reuters)

Board Diversity

- [Nasdaq Pushes for Diversity in the Boardroom](#) (NYT)

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