



EVENTS | PROGRAMMES | CEO BLOG

Dear TWF friends

After last week's revelations that male stars such as former Top Gear presenter Chris Evans are taking home more than £2m while the BBC's highest-paid female star, Claudia Winkleman, received just £450,000 - £499,999, a [large number of female presenters have written to the director general](#), Tony Hall, to demand the BBC act to correct the pay gap.

In the letter, they said they were seeking to address the imbalance to change the system for future generations. "The pay details released in the annual report showed what many of us have suspected for many years that women at the BBC are being paid less than men for the same work.... Compared to many women and men, we are very well compensated and fortunate. However, this is an age of equality and the BBC is an organisation that prides itself on its values. You have said that you will 'sort' the gender pay gap by 2020, but the BBC has known about the pay disparity for years. We all want to go on the record to call upon you to act now."

Greater data transparency is clearly a powerful lever for greater equity. The BBC's experience will have sent shudders through many UK corporate boardrooms. Unlike the BBC, none will have to give details of everyone earning more than £150,000; that requirement was a condition of the BBC's charter renewal. But about 9,000 large UK employers will have to file data on their gender pay gap by April next year and the figures will be accessible to all on an official website.

[A recent survey published by Mercer](#) showed a large degree of scepticism on the part of employers with fewer than half saying they think the reporting requirement will make a difference. One in 10 disagreed with the whole principle which they said is "unlikely to provide an accurate view and results could have a negative impact on firms which are genuinely being proactive in this area".

But there is a simple remedy against misinterpretation: companies can explain themselves. The same Mercer survey showed that 70% intend to publish a "narrative" alongside their figures. At TWF, we think the important thing is for firms to describe what they intend to do about tackling gender inequality given that pay gaps are more a symptom than the root cause. Basically, as Sophie Walker, the leader of the UK's Women's Equality Party, [wrote in last week's Guardian](#) "The gender pay gap is a symptom of the structural barriers that women face which can be seen at every level of working life and across every industry. It thrives on the unconscious bias that goes unchallenged by the surplus of white men in decision-making roles, and is magnified by occupational segregation, unequal caring responsibilities and pervasive stereotypes that intersect with class, race, age, sexuality and disability".

Companies looking for inspiration on this front [can look to TSB](#) which revealed a 31% gender pay gap last week and took the opportunity to announce a new campaign to attract more women into financial services, noting that many talented women leave due to "cultural challenges". The bank, which said it would publish its pay gap data on the government site next week, added that it would begin drawing up gender-balanced shortlists when recruiting at all levels. It also said it would offer programmes to ensure better succession planning for women to reach executive roles. The BBC must be wishing it had taken a leaf out of TSB's playbook....

Warm regards

Su-Mei Thompson
 CEO, The Women's Foundation

UPCOMING EVENTS

PATHWAYS TO SUCCESS FOR ASPIRING FEMALE DIRECTORS

August 16, 2017
 8.00-9.30 a.m. / KPMG



Pathways to Success for Aspiring Female Directors

TWF is delighted to invite you to a panel discussion for aspiring female board directors. Our speakers who include Diana David / Financial Times, David Graham / HKEX and Kirti Lad / Harvey Nash will discuss how to position yourself for a board appointment, getting prepared for board service and the good and bad of being on a board.

DATE: Wednesday, August 16

TIME: 8.00-9.30am

VENUE: KPMG, 8/F, Prince's Building, Central

TICKET: HK\$200pp. A light breakfast will be available.

All proceeds will go to TWF's programmes to advance women and girls. [Register here.](#)

MENTORING PROGRAMME

2017-2018
INFO SESSIONS



Sessions

This August, TWF will be launching the ninth year of our highly acclaimed Mentoring Programme for Women Leaders. This best-in-class programme will match 50 high potential protégés with 50 of HK's most successful women leaders. All interested applicants must attend an Information Session to find out more about the benefits of the Programme curriculum and content, the commitment required of participants, and the selection and pairing process.

[Please click here for the list of sessions.](#) NOTE: Attendance at one of these sessions is a compulsory component of the application process. Please choose ONE session only.

SECRETS TO SUCCESS

SEHR AHMED



Sehr Ahmed shares her Secrets to Success!

TWF is delighted to present the next session in our not-to-be-missed Secrets to Success series featuring outstanding female leaders sharing their first hand experience, insights and advice from their own leadership journey. We are looking forward to hearing from Sehr Ahmed, Founder and CEO of Executive Edge, a global coaching and consulting practice. Prior to this, Sehr held HR leadership roles across Asia Pacific for ABN AMRO Bank, AIG, McDonalds and globally for IFM Investors.

DATE: Thursday, September 14

TIME: 12.30-2.00PM

VENUE: 8/F, KPMG, Prince's Building, Central

TICKET: HK\$200pp. A light lunch will be available.

All proceeds will go to The Women's Foundation Cambridge Scholarship Scheme Which sends deserving Hong Kong students to pursue the MPhil in Multi-disciplinary Gender Studies. [Register here.](#)

BOARDROOM LUNCH

FIFTH LUNCH OF THE SERIES



30% Club Annual Boardroom Lunch!

TWF and the 30% Club HK are delighted to announce the fifth annual 30% Club Boardroom Lunch which brings TWF's list of aspiring and accomplished women directors face-to-face with chairmen, CEOs and advisors to Hong Kong's leading companies for simulated boardroom discussions on key issues facing boards today. If your company is interested in sponsoring a table, please [click here for more information.](#)

DATE: Friday, September 29, 2017

TIME: 12.00 p.m. - 2.00 p.m.

VENUE: The Asia Society Hong Kong Center, 9 Justice Drive, Admiralty

TWF PROGRAMME UPDATES



TEEN Summer Camp

Our latest cohort of 45 underprivileged TEENs from 16 schools and their 15 Big Brothers and Sisters completed an unforgettable T.E.E.N. Summer camp last week. Many of the TEENs experienced a breakthrough in their courage, confidence and willingness to communicate as a result of the 4-day camp and the adventure-based team building and interactive activities specially designed to develop their leadership and gender awareness skills.

SHE OBJECTS UPDATE

Depictions, Perceptions and Harm

A report on gender stereotypes in advertising



UK to Ban Stereotyped Ads

The UK Advertising Standards Authority is banning ads that objectify, sexualise or mock people for not conforming to stereotypes. Following one of the most comprehensive reviews of gender stereotyping anywhere in the world, the ASA found that "specific forms of gender stereotypes in ads can contribute to harm for adults and children, limit how people see themselves, how others see them, and limit the life decisions they take." The ASA's report will now be handed to the Committee

of Advertising Practice which sets the UK ad code across all forms of media – from TV and newspapers to billboards and online ads – to develop new standards to be turned into rules and enforced by the ad watchdog. For more information, [click here](#).

TWF IN THE SPOTLIGHT



globalceoexcellence
2017awards

TWF CEO Wins 2017 Global CEO Excellence Award!

TWF CEO, Su-Mei Thompson, has been chosen as the 2017 winner of the Best Gender Equality CEO - Hong Kong by CEO Monthly. The Global CEO Excellence Awards recognise the outstanding effort and hard work of key leaders around the globe. For more on the Awards, please [visit this link](#) and [click here](#) to read more about the winners.

WHAT WE'RE READING

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

- [Why Women Aren't C.E.O.s, According to Women Who Almost Were](#) (NY Times)
- [Hijabers of Instagram: the Muslim women challenging stereotypes](#) (The Conversation)
- [For Afghanistan's all-girl team, robotics contest represents many victories](#) (The Guardian)
- [How Men Should Help More Women Lead](#) (TIME)
- ['Chinks in the world machine' - On the casting of the 13th Doctor Who](#) (The Conversation)
- [England Unveils New 10 Pound Note Featuring Jane Austen](#) (NPR)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan
E: info@twfhk.org | W: twfhk.org | T: +852-2592-8265 | F: +852-2592-8264

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