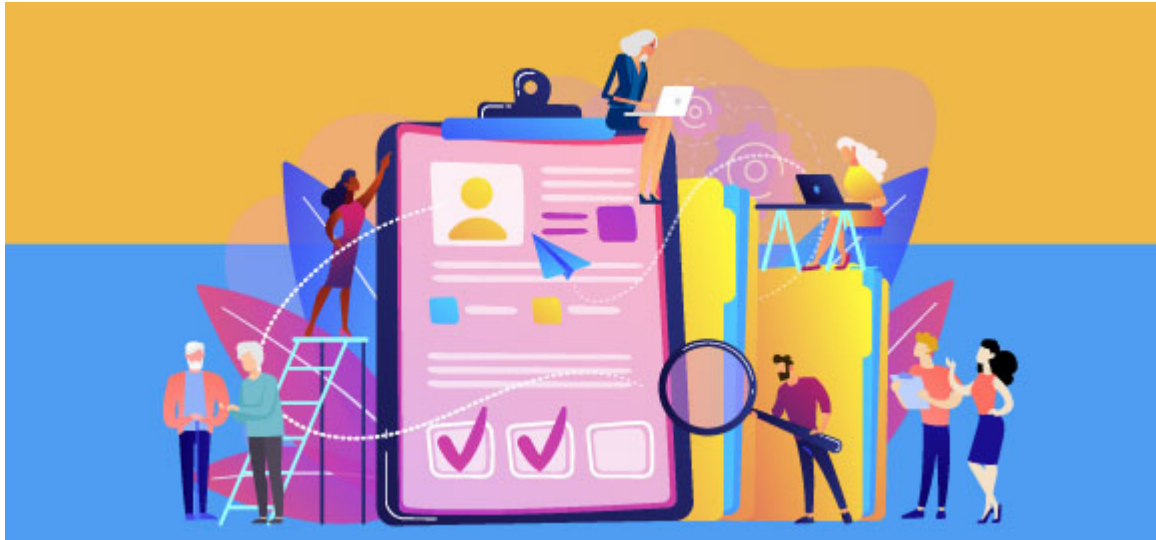




If you can't read this mail, click [here](#).

Ageism at Work



Dear TWF Friends,

As we cautiously emerge on the other side of the fifth wave of the pandemic, Hong Kong is facing a talent shortage. A survey from the Hong Kong General Chamber of Commerce revealed that 40% of responding employers were facing a talent shortage, with the loss of skilled and knowledgeable employees being of particular concern. While many companies are considering the prospect of hiring overseas talent, there is an under-utilised population in Hong Kong that could fill this gap: employee candidates aged 50 and over. To do so, we must first combat ageism.

Ageism is a highly prevalent form of discrimination in Hong Kong. According to a survey by the Association of the Retired Elderly, individuals over 50 have difficulty finding employment, with 34% of respondents noting they did not meet job requirements due to their age. Those that are already employed find multiple forms of age bias at work. An Equal Opportunities Commission commissioned survey showed that 35% of respondents reported that they had experienced some form of age discrimination at work in the past five years, the most common types of discrimination including lower pay, being passed up for promotion and being let go after a restructuring. Among those who faced age discrimination, 40% experienced negative impact on their overall well-being, including psychological stress and decreased work satisfaction.

[Read More](#)

PROGRAMME UPDATES

Leading Change: In Conversation with Angela Mackay, Global Publisher, FT Live; Managing Director, APAC, Financial Times

On April 12, we hosted our second event in the Leading Change Fireside Chat Series with Angela Mackay | Financial Times. Interviewed by Claire Goodchild | Morgan Stanley and TWF Board Member, Angela shared her thoughts about effective leadership

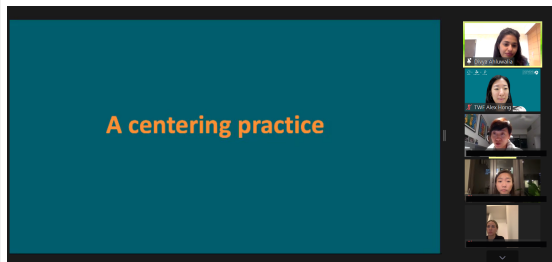


and the critical role DEI plays in this, the evolution of the media industry and how it covers women's issues, and the work that still needs to be done to create equal gender representation on boards. Thank you Angela for the insightful sharing!

In case you missed it, check out the recording [here](#).

Boardroom Series: Meet the Director with Ka Shi Lau

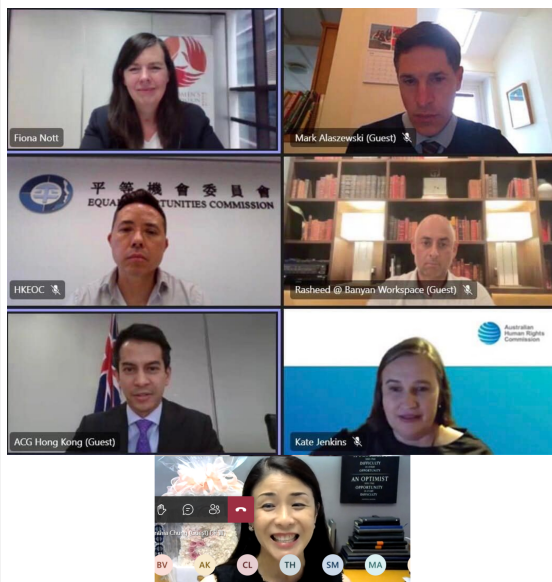
As part of the 30% Club Hong Kong and TWF Boardroom Series, we ran our second Meet the Director event for this cycle in May. We had the pleasure to host a highly accomplished member of our community, Ka Shi Lau, and to hear her wealth of experiences. We are grateful to have her as our role model and source of inspiration. Thank you, Ka Shi for your support.



Mental Fitness for Enhanced Confidence by Divya Ahluwalia

On April 21, Divya Ahluwalia, executive coach and facilitator as well as TWF Mentoring Alum, hosted a session on Mental Fitness for enhanced confidence. Participants learned about the key pillars of executive presence and the importance of confidence. After completing an assessment, participants identified their main internal saboteurs and took some key takeaways on how to access their wiser selves. Thank you to Divya and all the amazing participants who made this a very engaged and positive session!

IN THE SPOTLIGHT



TWF CEO Moderates Dignity at Work by British Consulate-General

Last Tuesday, TWF CEO Fiona Nott moderated a panel discussion organised by the British Consulate-General Hong Kong and Macau, supported by the Australian Consulate-General Hong Kong and Macau, the Equal Opportunities Commission and TWF. Panelists including Peter Reading | EOC, Mark Alaszewski | UK Equality and Human Rights Commission, Kate Jenkins | Australian Human Rights Commission, Cynthia Chung | Deacons and Rasheed Shroff | Banyan Workspace discussed international comparative approaches on improving protections from sexual harassment in workplaces, as well as the landmark legal reforms in Hong Kong regarding sexual harassment and Image Based Sexual Violence.

TWF Vice Chair Featured as Crypto Women

Trailblazer

TWF Board Vice Chair Angelina Kwan was featured in Jesscia's profile interview "Crypto Women Trailblazers". She discussed how she gets into the male dominated fintech and crypto industries. Angelina also discussed the importance of advancing gender diversity in the financial services sector.



Angelina
Kwan

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Read more [here](#).

OPENING AT TWF

Manager / Senior Manager (Pipeline Initiatives)

TWF is seeking a full-time Manager / Senior Manager (Pipeline Initiatives) 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 across Hong Kong. Applications should be received by **May 13, 2022**.

[Apply Now!](#)

MENTAL WELL-BEING

As the COVID-19 situation continues to evolve, TWF will be providing resources to support your mental and physical well-being. Be sure to check back each week for new tools and activities.

- [Back-to-School Anxiety During COVID: How to help kids handle fears and gain independence](#) (Child Mind Institute)
- [How to cope with social anxiety about returning to the office](#) (The Washington Post)
- [How to cope with Covid burnout](#) (Localiiz)

ON OUR RADAR

The Good

- [Venice Biennale: women outnumber male artists in main halls for first time](#) (The Guardian)

The Challenging

- [Supreme court voted to overturn Roe v Wade abortion law, leaked draft opinion reportedly shows](#) (The Guardian)

The Unexpected

- [UK sets target of 40% women on company boards](#) (Reuters)

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