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## Minimising the Menopause Gap



Dear TWF Friends,

Today marks the second annual World Menopause and Work Day, designed to raise awareness around challenges women and other individuals going through the menopause face in the workplace and encourage employers to better support these employees.

There is a business imperative for employers to better understand and address the menopause. An estimated 1.1 billion people worldwide will experience the menopause by 2025, the majority of who will experience side effects that accompany this life phase: hot flashes, mood swings and difficulty concentrating, among others. Despite this growing workplace demographic, there is still a taboo around discussing the topic at work. A recent survey from the UK noted that 73% of individuals experiencing menopausal symptoms do not feel able to share this with colleagues and 70% of those taking time off due to these symptoms don't feel comfortable sharing the reasons with their employer. This is also likely influenced by stigma, which is often worse for minorities and those with disabilities. Another UK survey found that nearly three quarters of employers do not have a menopause support policy in place nor train their managers on addressing the needs of menopausal employees. All of this may contribute to the more than one million women and individuals experiencing the menopause feeling pressure to quit their jobs due to symptoms.

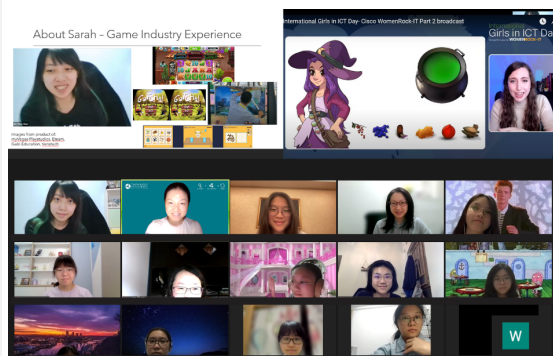
[Read More](#)

## PROGRAMME UPDATES

### Girls Go Tech: Technology Company Visit

On August 31, GGT participants visited Meta's office for 'A Glimpse of the Metaverse'. Kitty Lun, Director of Creative Shop, Greater China at Meta, shared her career journey and introduced Meta's vision of the metaverse as well as the company's ongoing work in developing it. This was followed by a tailor-made

training session by the Meta team, during which participants learned about using Instagram Reels for marketing and had the opportunity to create their own. After the office tour, the GGT participants experienced the metaverse using Meta Quest VR devices. A big thank you to Meta and their volunteers for co-organising and giving our participants such a unique experience!



### Girls Go Tech: Career in STEM Webinar

On August 24, GGT participants took part in a Career in STEM webinar where they heard from Sarah Chun, a local game developer, on the types of games she has created and coded, current and future opportunities in the industry as well as the Metaverse and NFTs. Participants received valuable advice from Sarah on various studies and career paths in the industry. They also learned from a Cisco interview about being female game developer in the USA. A heartfelt thank you to Sarah for her sharing and encouragement and Cisco for the inspiring interview!

## IN THE SPOTLIGHT

### TWF CEO Quoted in SCMP on Fertility Treatments in Hong Kong

The right of single women or women in the LGBT community to become pregnant is not supported by the current egg-freezing regulation in Hong Kong. In an SCMP article that discussed the issue, TWF CEO Fiona Nott noted that the law is "outdated and discriminatory". She also pointed out that while some big companies support women's reproductive choices, they also raise questions around motherhood and career ambitions, and whether egg-freezing health benefits inadvertently reinforce the stereotype that motherhood renders women less capable of doing their job.

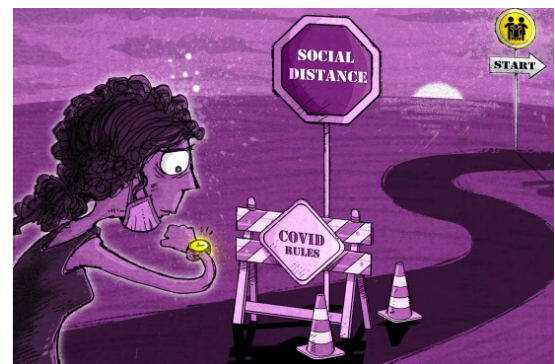
[Read the article](#)

### Body 'destroyed' to avoid freezing eggs in Hong Kong, and US\$130,000 wasted: woman's painful journey after relationship break-up at 34

- Social distancing cut Julie off from the Hong Kong dating scene after her 10-year relationship ended, with her biological clock ticking loudly
- Discriminatory local laws regarding who can fertilise their frozen eggs saw Julie try freezing her eggs abroad, but complications pushed her back to Hong Kong

Kylie Kwok  
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### TWF CEO Moderates Panel at Revive Tech Asia Conference

On August 24, TWF CEO Fiona Nott moderated a panel discussion on 'The Future of Women in the Post-Pandemic Tech Industry' as part of the Revive Tech Asia Conference. Panellists Rainie Pan | Hong Kong PropTech Association, Mashiat Lamisa | Lalamove and Rachna Karwasra | Tyk discussed why it is critical for the tech industry to prioritise gender diversity and how



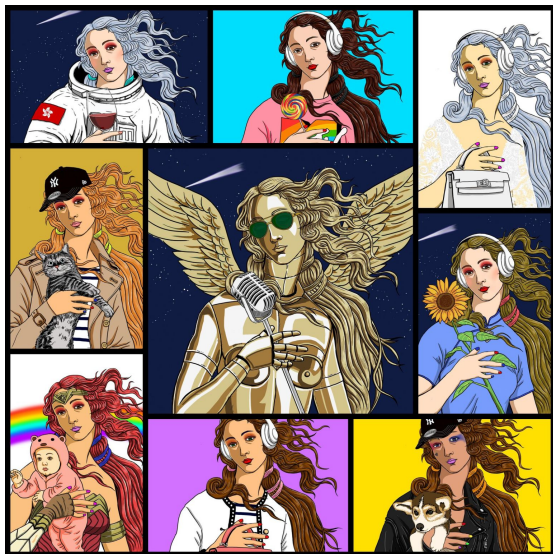
organisations can create gender inclusive workplaces in the Hong Kong.

### TWF Speaks at JLL Mentoring Programme Launch

On August 23, TWF CEO Fiona Nott joined the launch of JLL's Mentoring Programme aimed at developing their future female leaders as part of its Hong Kong Women and Allies Network. She spoke about the value of mentoring and provided tips for success for mentoring pairs. TWF Male Allies Leadership Council member Frosti Lau also spoke at the event on the importance of allyship and shared key learnings from his tenure as a Male Ally. JLL's Greater China CEO Bessie Lee closed the event with reflections.



## SUPPORT TWF!



### Non Fungible Venus

TWF is delighted to be a beneficiary of the **Non Fungible Venus NFT** Collection by Marcello Kwan and Alex Au. This collection is a vibrant, contemporary take on Sandro Botticelli's iconic 'The Birth of Venus' painting, algorithmically generated on the Polygon Blockchain via the ERC-721 token standard. Each NFT is a uniquely hand-drawn and generative digital collectible. After sending donation proof of **HK\$500** supporting TWF and/or four other charity beneficiaries, they will gift you one Venus. There are only a limited number available, so consider supporting gender equality and owning a unique Venus collectible today.

[Find out more](#)

## IN THE COMMUNITY



### AmCham Women of Influence Conference & Awards 2022 - Make Your Nominations!

TWF is proud to be supporting AmCham's Women of Influence Conference & Awards 2022, under the theme of "Reimagining a Sustainable Future for Women". Now in their 19th year, the AmCham Women of Influence Awards highlights women and their allies who have strived to make Hong Kong a more livable place for women from all walks of life during these challenging times. A new award has been added this year – Woman Champion of Disadvantaged Groups & Minorities – to address sustainability and the pandemic and to support the 2022 theme. Nominations are open to all nationalities who show a proven commitment to



[Nominate now](#)

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## OPENING AT TWF

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### Gala Volunteer Needed!

We have a vacancy for a volunteer within our Development Team to support our upcoming Gala Dinner in November 2022. If you'd like to join us, please send a copy of your CV to [Lisa.Withey@twfhk.org](mailto:Lisa.Withey@twfhk.org).

### Programme Senior Manager / Manager (Pipeline Initiatives)

TWF is seeking a full-time Programme Senior Manager / 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 September 22, 2022.

[Apply Now](#)

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## MENTAL WELL-BEING

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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 Mental Health Kit](#) (Children's Mental Health Ontario)
- [6 Tips for enjoying Mooncakes the healthy way this Mid-Autumn Festival](#) (The Fun Empire)
- [10 chest exercises to tone your upper body and improve posture](#) (Today)

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## ON OUR RADAR

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### The Good

- [Miss England finalist makes history as pageant's first makeup free contestant](#) (The Independent)

### The Challenging

- [Treatment of Kenyan domestic workers in Hong Kong in spotlight amid reports of trafficking](#) (SCMP)

### The Unexpected

- [Here's why Wendy's in Canada has given its iconic red-headed mascot gray hair](#) (CNN)

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



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