

GENERVISION CAPE

在2021年,
In 2021,

我們舉辦了
We hosted

11

場社區活動
Community events

主題涵蓋
Covered Themes



性別平等
Gender Equality



身心健康
Mental Health



負責任消費
Sustainable Consumption



環境保護
Environmental Protection

 **GENERVISION HOUSE** | 世望屋

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We wish you a happy new year! Here, we would like to share with you our annual work review.

In the past year, we have organized 11 community events, ranging from sustainable development thematic workshops to experiential activities using recycled materials. Our various online contents have also reached a total of 68,000 audiences.

We sincerely wish to continue growing with you in 2022.

For a sustainable future, for our home.

我們將可持續發展推廣至超過
Our sustainable development
advocacy reached over

68K

名受眾
audience



月刊
Monthly Newsletter



貼文及文章
Posts & Articles



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Message From Our Team



Arianna

2021 was the first year of the establishment of Genervision House. It is a year in which the pandemic continues to plague the world and Macau has experienced many significant changes. Although the reality is not always as expected, I often feel fortunate to be in a time when information is so well developed.

The Internet has given us the platform and tools to put our ideas into practice, to create new things, and to call for more action. Because of the Internet, we have been able to spread our voices, gather more similar voices, and gradually build a small but smart, flexible and solid team. In this year, we put our hearts and souls into our common goal, and we kept adjusting and polishing in learning and doing. During this year, we have been motivated by the perseverance of all team members, the benevolence of people from all walks of life, and the support of various like-minded partners. No matter how the world changes, we believe that if we do the right thing, time will tell. Thank you for 2021 and look forward to 2022!

In the past year, I worked with the members of Genervision House to build a small community focusing on Macau's sustainable development brick by brick. The support and encouragement from friends and supporters, and the impeccable cooperation and trust of team members are the motivation for me to continue to work hard.

I look forward to the coming year that Genervision House will bring the Sustainable Development Goals to everyone and everywhere of Macau, and bring together more dedicated Macau citizens to participate in sustainable development.



Gladys

From an emerging thought during the pandemic to the evolution of a community full of enthusiasm, each step of Genervision House's organizational growth is a testament of everyone's joint efforts to create and realize our vision for the society. Because of our team's dedication and impeccable cooperation as well as support from passionate individuals from all walks of life, we are able to continue to create more possibilities and embrace more challenges with much faith. Next year, Genervision House hopes to generate further societal attention on and actions for sustainable development, and ultimately advance the Sustainable Development Goals - that are closely relevant to our everyday life - in Macau. We welcome anyone of you who has the same hope to join our team!



Christy



Bella

Genervision House is unique in different ways - an association that is flexible, versatile and blooming. What makes it enchanting is the sparks it brings whenever discussion occurred with members or event participants, each time I could get a new angle out of it, and I believe this is the exact element that will drive Genervision House to go further and beyond. In the coming year, I hope to see more of you who are interested in sustainable development joining us!



Mikas

I have come to know everyone at Genervision House in the past six months and am very inspired by their enthusiasm and aspirations. In the coming year, I hope Genervision House can keep promote sustainability goals and bring change to the community!



Samson

I was really glad to have joined Genervision House in January 2021, and it has been exactly one year now. I still remember how excited I was when I first heard that someone in Macau was trying to promote the SDGs, and every discussion, every activity, every article was not only a process of outreach, but also an opportunity for us to learn more about Macau and the concept of sustainable development. 2022 is still full of uncertainties, but I hope we can keep our faith and strive to shape a better future!

I'm thankful for the opportunity to join Genervision House and contribute to sustainable development together with my friends on this platform! In the New Year, I look forward to having more friends join us, reaching our full potential and promoting sustainable development together!



Andy

The year 2021 has been a year of growth for Genervision House, with a wide variety of workshops and offline activities held in just a year, gathering a group of like-minded people and gaining the support of the community. It is a pity that I am not able to participate and witness the growth of Genervision House in person, but now I am looking forward to meeting you all back in Macau when I have finished my studies. I wish that in the coming year, Genervision House will continue to do its best to contribute to the sustainable development of Macau, and I hope that you will continue to keep up with our latest news and activities.



Dino



Benjamin

As the latest team member to join the Genervision House, I am sincerely grateful that I got the opportunity to meet everyone here. What impressed is the enthusiasm and ideals from everyone to take practical actions to influence positive changes for our home city. In just a few months, it is enough for me to feel that even though we are still far from our vision and the road ahead is difficult with many uncertainties, everyone in the team will keep on going for the goals in different fields, and look forward to us in the future.

Genervision House Delivers SDG Workshops to Wynn Macau and Sands China

Last month, we engaged and provided workshops for team members from Wynn Macau and Sands China, touching on topics ranging from the concept of Sustainable Development Goals (SDGs) to the implementation of Sustainable Tourism practices and Macau's progress in achieving the SDGs.

Throughout the workshops, team members also actively participated in interactive role-playing discussions and learnt about corporates' best practices relating to the SDGs, including those of Wynn Macau and Sands China.

Wynn Macau's sustainability efforts stay true to its core principle to care about everyone and everything - including the planet. By combining environmental protection with community care, Wynn Macau is taking an innovative approach to contribute to the sustainable development goals, such as donating their fruit collections to the Fuhong Society of Macau through the "Food Donation Program", where service users at Fuhong can turn the fruits into fruit tea.

Sands China employs a systematic approach to sustainable development through the ECO360 program and its governance strategy targeting people, communities and the planet. The integrated resort developer and operator stays at the forefront of introducing cutting edge technology into the local sustainability scene, as well as raising the bar for implementing sustainable solutions on the ground, such as becoming a member of the Hong Kong Sustainable Seafood Coalition and prohibiting the use of shark fin in all of its restaurants. The sessions ended with a call to action for sustainable business and personal change.

Genervision House is grateful for the opportunity to engage with local stakeholders.



Sustainable Christmas Party

Together with Macau Society of Food & Environmental Health, we had a full house at the Sustainable Christmas Party in December!

For the party, we had handmade taro balls and herbal jelly and custom made Basque cheesecake from Eugenia's Kitchen, and they are all served in reusable dinnerware!

We also made two handicrafts today, including a snow globe made with recycled glass jars and papers, and a wood slice painting from salvaged wood.

Every detail of the party is an effort to achieve SDG12 - Responsible consumption and production.



Genervision House Joins the SDSN Youth, Mobilizing SDGs at Home

Recently, we sat down and shared Genervision House's story with Ms. Allego from Macao News.

"Our vision is big, and it definitely will take time, but we are hopeful," Un says. "We're just beginning, but we've seen a lot more new faces and heard a lot more new voices who care about this topic... We can all adopt [the 17 SDGs] in our daily lives. It's never too late to care about sustainable development."

Click [here](#) for the full interview.



The 2021 IMD World Talent Ranking's Answer to Macau's Talent Admission Scheme

The International Institute for Management Development World Talent Ranking 2021 - a renown report worldwide - has recently been released. The report has significant implications for Macau's Talent Admission Scheme consultation document.

The report adopts a three-pronged approach in measuring talent in countries, namely "Investment and Development", "Appeal" and "Readiness (meaning quality of skills and competencies of a country's talent pool).

Countries ranked top 5 - which are all Western European countries - are those that manage to strike a balance between the three factors. This suggests that while developing and retaining local talent, there is also a need to attract foreign talent. For example, as the top performing country, Switzerland has a large amount of public expenditure investment in education, provides apprenticeships, prioritizes staff training and has effective medical system, thereby experiences limited brain drain impacts and successfully attract foreign talent.

To promote Macau's economic diversification as well as the Master Plan of the Development of the Guangdong-Macau In-Depth Cooperation Zone in Hengqin, the talent admission scheme will adopt a step-by-step approach to import high-end talent, outstanding talent and senior professionals from the four major new industries - big health, modern finance, high-tech and culture and sports - in different phases. Although the document lays out the evaluation process, it does not mention how talent admission works along measures pertaining to the investment, development and increase in readiness of local talent. As a result, talent admission needs to balance the three indicators aforementioned. Compared to long-established industries (e.g. tourism, cultural and creative industry as well as convention and exhibition), these four new major industries lack foundation for development, and the scheme also needs to lay out clear and well-thought-out indicators for its action plan as well as the associated societal benefits.





Implications For Post-Covid Era

More importantly, the IDM also notes that in a post-Covid era, employee morale has become more critical, economic factors such as salaries are no longer the main driving force to attract employees to work. Factors such as living standard and organizational leadership have become important considerations.

Retaining and developing local Macau talent needs to progress alongside talent admission - this balance is determined by supplying foreign talent only when local talent is unable to fill the demand for certain jobs. In terms of developing and attracting local talent, there is still plenty of room for improvement. For example, there is a need to provide ways for career development for scholarship awardees upon returning to Macau, and taking the Singaporean scholarship system or Hong Kong Scholarship for Excellence Scheme as references, thereby providing follow-up support service for awardees (i.e. integrate mentorship, provide internship opportunities and establish awardee alumni network), so as to prevent brain drain.

**The IDM report only takes into account mainland China, Hong Kong and Taiwan in its research, while Macau is not included as a case study.*

Insights on Sustainable Development Practices in Airports

Ray Wong



Covering 14,000 square meters, Singapore's Changi Airport is an important hub connecting more than 80 countries. The airport has four terminals and the fifth one is under way. Transportation at the airport is very convenient. There is a light rail system directly to the city center nearby, and you can walk, use light rail trains or shuttle buses to change between terminals.

The indoor facilities of the airport are second to none. Each terminal has its own special features, including a roof garden, a waterfall symbolizing nature and green walls. Not to mention the Jewel Changi, with its Rain Vortex, Canopy Park and endless amusement facilities.

Despite the pandemic and the airport's passenger volume falling to 10 million in 2020, Changi Airport continues to upgrade itself in an orderly fashion.

Apart from the infrastructure development, Changi Airport also make a detailed disclosure on its sustainability performance. All the relevant figures are listed in the Airport's annual sustainability report. According to the official reports, the Airport received Level Three of the Airport Carbon Accreditation for its carbon management, achieved zero work-related fatality and was rated deficiency-free by the International Federation of Air Line Pilots' Association.

The Airport also adopts the ISO14001:2015 Environmental Management System (EMS), which is audited annually to determine its compliance with the "plan - do - check - act" management principles. As a result, the Airport's greenhouse gas emissions and total electricity consumption have fallen by 50% in 2020-2021 compared to the previous year. In addition, sensors have been installed to control the lights and minimize the amount of electricity wasted at the Airport to accommodate fewer people at certain times.

There are also standards in water management, such as retrofitting water-saving equipment, collecting rainwater, recycling cooling water for cooling towers and reuse. In terms of waste reduction, the airport produced 82% less waste and incinerated 15% less waste in 2020-2021 compared to the same period last year.

The Changi Airport has made a lot of efforts in sustainable development. And they are constantly striving for improvement every year. The data mentioned above can be extracted directly from its official website and they are transparent, which also encourages the public to monitor the Airport's operation and performance.



Let us put the focus to Macau's nearest city, Hong Kong. The Hong Kong International Airport, one of the busiest airports in the world, has also implemented 35 sustainable development technologies in the design, construction and operation of its buildings. They have planned to build an environmentally friendly midfield concourse with walls of optimised glazed façade that can reflect 40% of the sun's heat. North facing rooflights also reduce the need for artificial lighting during the day. Grey water and condensed water are collected, treated and reused as supplementary water for chiller systems. A total of 1,200 square meters of photovoltaic solar panels will also be installed on the roof to collect renewable energy. In addition, they are committed to promoting sustainable development in various ways by using non-volatile materials, setting up planting troughs and green walls, and providing charging facilities for electric vehicles and electric ground support equipment.



What about Macau?

In terms of transportation, the Taipa Ferry Terminal station and the Airport station of Macau light rapid transit system can effectively satisfy the current and future demand. In the early morning hours, additional shuttle buses can be added or the operation hours of the light rapid transit system in this particular section can be extended. In time, as long as it can connect with the Border Gate, Hengqin and New Urban Zone A, and together with public transport or short walk to reach the special scenic spots in the Historic Center of Macau, the city will surely be able to further improve its status as an international tourism and leisure center.

Macau International Airport Limited has decided to repurpose the existing Taipa Ferry Terminal into its second terminal. In addition to all the necessary facilities, it is suggested that they can take reference of the interior design of the Changi airport to add elements that represent Macau, such as the Historic Center of Macau, the cultural heritage, native Portuguese and traditional culture. As the visitors of the Airport are mainly from Mainland China at present, they can also start from the cooperation between Macau and Mainland cities to set up small exhibitions with various characteristics, so that tourists can have a sense of harmony and a more cordial feeling. Considering that 9 million tourists visit Macau every year, it's worth making their first impression of Macau even more impressive.

As for sustainability performance, no report has been published by MACau International Airport yet. On its website, there is only one page showing pictures of herbs and electric cars in the airport, but no actual data is shown. Therefore, it is suggested that the Macau International Airport can be more transparent in the disclosure of its actions and performance, so that citizens can effectively supervise and the organization can improve their own sustainable development management.

(Published in Plataforma Macau)

Why should we elect more female leaders?

According to the data provided by the Inter-Parliamentary Union, the percentage of women in parliament has doubled in the last 25 years - but that is only about 26% of parliament constituents today. In Macau, the number of women leaders and supervisors in the government is far less than men. If we look at the public policy advisory committees, male members outnumber female members by more than half, while the executive council consists entirely of males. Having equal participation in political decisions from both women and men is one of the critical targets set in the Beijing Declaration and Platform for Action. But we are still far behind in reaching the target.



Earlier this year, the Women's General Association of Macau surveyed the status of women's participation in social affairs and decision-making in Macau. The study found that the surveyed residents generally agreed that women's participation in social affairs contributes to gender equality, economic development and civic quality improvement. Having female leaders in the office is not only for reputation's sake. It is beneficial and more effective when a female takes up the leadership role.

In 2020, a study found that countries that performed well during the pandemic are often led by women, for instance, Denmark, Iceland, Germany, and New Zealand. Zenger/Folkman, a leadership development company,

assessed the leadership effectiveness between women and men leaders using a 360-degree feedback survey (a performance assessment of individuals done by taking into account feedback from key stakeholders in the individuals' work) and found that women were rated significantly more positively than men - even more so during the pandemic. Their study results indicate that women tend to perform better than their male counterparts in a crisis.

Some leadership competencies that women scored better on are: taking initiatives, learning agility, inspiring and motivating others, developing others, and building relationships. Coincidentally, these are the traits that the employees ranked the most important during a crisis. Women leaders scored higher because they express more awareness of fears that their subordinates might have, show more concern for subordinates' wellbeing, and having more confidence in their plans.

Leadership styles in the post-pandemic era need to be changed. Employees no longer appreciate the management style that emulates traditional men leaders, but that of women leaders. Nowadays, especially during a crisis, employees want leaders that can pivot and learn new skills; emphasize employee development even when times are tough; display honesty and integrity; and are sensitive and understanding of the stress, anxiety, and frustration that people are feeling. This is not saying that only women are capable of displaying these traits, but they are more often found in women leaders than in men. And perhaps these are the attributes that leaders should practice from now on for a higher level of employees engagement.

The following page features the 7 tips for leadership talent that can increase employee participation shared by Harvard Business Review:

領導才能#1 LEADERSHIP TALENT #1

沒有真本事的時候不要勉強爭取

爭取地位的動作和真正能力之間從來就沒有很強的關聯。當你真正有能力而不只是有自信、你的專業知識、過往成績和相關領導能力都得到認同時，才要「向前一步」。

Don't lean in when you've got nothing to lean in about

There has never been a strong correlation between leaning in and being good at something. Lean in when you are competent rather than confident, vetted for your expertise, track record, and relevant leadership competencies.

資料 Source: Chamorro-Premuzic and Gallop (2020)



女性領導才能#2 FEMALE LEADERSHIP TALENT #2

瞭解自己的極限

研究發現女性通常不像男性那樣過於自信。這反而使她們能夠理解自己是如何被他人看待的，並使她們能夠發現自己想要的位置和實際的位置之間的差距。那些以比別人更批判性的方式看待自己的人，更能做好準備。

Know your own limitations

Studies show that women are generally less overconfident than men. This is good news because it enables them to understand how people see them and gives them the capacity to spot gaps between where they want to be and where they actually are. People who see themselves in a more critical way than others do are better able to prepare.

資料 Source: Chamorro-Premuzic and Gallop (2020)



領導才能#3 LEADERSHIP TALENT #3

通過變革來激勵人心

與男性相比，女性更能通過提供靈感、轉變人們的態度和觀點、用意義和目的（而不是通過賞罰併進）來領導別人。變革型領導與更高度的團隊參與、績效和生產力有關聯；它是提高領導者績效的關鍵方法。

Motivate through transformation

Women are more likely to lead through inspiration, transforming people's attitudes and beliefs, and aligning people with meaning and purpose (rather than through carrots and sticks), than men are. Transformational leadership is linked to higher levels of team engagement, performance, and productivity, it is a critical path to improving leaders' performance.

資料 Source: Chamorro-Premuzic and Gallop (2020)



領導才能#4 LEADERSHIP TALENT #4

把你的員工放在第一位

把主要精力放在團隊而不是你自己

Put your people ahead of yourself
Put the main focus on the team instead of yourself

領導才能#5 LEADERSHIP TALENT #5

不用命令，用同理心

人皆渴望認可、欣賞和同理心。21世紀要求領導者與跟從者建立情感聯繫；善良體貼的人更能有效地領導他人。

Don't command; empathize

People crave validation, appreciation, and empathy, Twenty-first century leadership demands that leaders establish an emotional connection with their followers; someone who is kind and caring can lead effectively.

資料 Source: Chamorro-Premuzic and Gallop (2020)



領導才能#6 LEADERSHIP TALENT #6

專注於提攜他人

女性是真正的「人才經紀人」，會利用反饋和指導幫助他人成長。這意味著在與員工的關係中減少交易，更多的是戰略性的交流，還包括對招募比自己更有能力的人持開放態。因為她們比較不會因為自傲而阻礙她們發掘人才，使她們能夠釋放其他人的潛力，促進團隊的有效合作。

Focus on elevating others

Women are true talent agents, using feedback and direction to help people grow. This means being less transactional and more strategic in their relationship with employees, and it also includes the openness to hire people who are better than themselves, because their egos are less likely to stand in the way. This enables them to unlock other people's potential and promote effective cooperation on their teams.

資料 Source: Chamorro-Premuzic and Gallop (2020)



領導才能#7 LEADERSHIP TALENT #7

「謙卑」不要只說不做

沒有謙卑，任何人都很難承認自己的錯誤，從經驗中學習，考慮他人的觀點，並願意改變和變得更好。

Don't say you're "humbled." Be humble

Without humility it will be very hard for anyone in charge to acknowledge their mistakes, learn from experience, take into account other people's perspectives, and be willing to change and get better.

資料 Source: Chamorro-Premuzic and Gallop (2020)



McDonald's opens its first "zero emission" restaurant

Earlier this year, McDonald's, one of the biggest fast-food companies worldwide, announced its commitment to reach net-zero carbon emissions by 2050. To do so, the group has set a science-based target to reduce its greenhouse gas emissions and introduced plant-based options on its menu, to name a few of the group's initiatives.

The group recently opened its first net-zero restaurant in Shropshire, United Kingdom. The new branch, dubbed a "blueprint" for McDonald's future restaurants, is designed with environmentally friendly details, including a drive-thru lane built with recycled tires, and it's powered partly by solar panels and a wind turbine on its roof.

McDonald's 'green' ambition has received applause from some environmental groups, including the WWF. However, some environmentalists also call out the group for its greenwashing stunts. As one of the largest buyers of beef in the world, the group purchases about 955,000 tons of beef each year, which accounts for 30% of its carbon emissions. While the new restaurant is said to be zero carbon, it, however, doesn't remove beef burgers from the menu. As stated in their corporate strategy last year, the group plans to continue to tap into customer demand for their burgers, which can sustain or even push up the demand for beef.

Albeit a questionable zero-carbon blueprint, it's still good progress that McDonald's is making towards the sustainable development direction. What it needs is a bolder move to prioritize more environmentally and socially friendly foods.

Recycling station in Town



Following the opening of four "Environmental Fun Stations" in Lao Han, Seac Pai Van, Ilha Verde and Toi San in 2018, two new stations will be opened in S. Lourenco and Taipa at the end of this year to enhance the clean recycling network in the city.

We welcome the increase of new sites. Yet, as the population grows, the six clean recycling centers and environmental education resources are still insufficient to meet the needs of the population. For example, if you live in the Nape or Costa area, it takes more time to go to the stations or you have to wait for the recycling pop up station in the area to recycle. Indeed, many people who want to start recycling can be a little deterred.

Research on the recycling behavior of Chinese population shows that improving the accessibility of recycling facilities can reduce the behavioral cost of recycling action and encourage people to take action. If take-out can be ordered at the touch of a finger, can recycling facilities be just as simple? Of course, in addition to recycling facilities, education and other measures are also needed. It is best to reduce waste at the source.