

## 女性职业发展

女性职业发展(WLN)项目是为了发展女性的领导品质,使她们在罗门哈斯公司的职业发展更加生机勃勃。罗门哈斯公司在中国的女性职业发展项目始于2004年,该项目包括公司内部论坛及跨公司的活动。

内部论坛是一种非正式的互动交流会。每次论坛设一名志愿发言人,女同事们在会上就某一论题交换想法和经验。罗门哈斯公司在亚太地区的很多女性经理人和她们在中国的女同事们分享了经验。罗门哈斯公司总部的高层领导也被邀请到中国同事中间进行面对面的交流。

跨公司的女性职业发展项目由罗门哈斯公司倡导,并推广至许多其他公司。第一次跨公司女性职业发展活动于2005年12月开展,发言人和讨论小组成员来自上海市外国投资工作委员会,杜邦公司,通用电器公司和罗门哈斯公司。参会者交换了在亚洲及中国推动女性职业发展的最佳经验和主要挑战。2006年6月,跨公司女性职业发展活动的主题是“你的事业掌握在你手中”。来自罗门哈斯公司,陶氏化学公司和杜邦公司的一百多位女职工参加了这次活动。

罗门哈斯公司有一个内容广泛的介绍“女性职业发展”活动的录象带图书馆,全世界的员工都可以通过网络观看。“女性职业发展”为女性职工提供了一个平台,大家可以在那里学习、模仿和提高领导能力,这也是罗门哈斯公司非常珍惜和尊重的。同时,跨部门的职工通过对公司、产业和职业等方面的交流而获得对企业和职业发展的全面了解。其次,“女性职业发展”创造了一个在组织内部共享实际经验的机会,为妇女提供具体建议,增强她们职业发展的信心。最后,“女性职业发展”为多样化和非歧视的工作环境提供了可能,使女性职工、公司和整个工业界都受益。

### 在中国关于企业社会责任其它方面的努力

- 向江西地震灾区捐赠物品
- 向东南亚海啸受灾国家捐款
- 参加泰瑞福克斯慈善慢跑活动
- 彭城培智学校助学活动
- 在南京工业大学和华东理工大学设立奖学金
- 赞助清华大学化工系体育活动
- 乳胶漆消费教育活动
- 对贫困家庭和孤儿的助学活动

## Women's Leadership Network

The Women's Leadership Network (WLN) at Rohm and Haas Company develops the leadership qualities women need in order to pursue vibrant career paths within their company. In China, the Rohm and Haas WLN began in 2004 and consists of internal forums and cross-company WLN projects.

The internal forum is an informal interactive session where women share their ideas and experiences on a selected topic with a volunteer speaker. Several women managers in the Asia Pacific region have shared their experiences with their female colleagues in China. Top executives from the home office are also invited to have face-to-face interaction with Chinese colleagues.

The cross-company WLN projects were initiated by Rohm and Haas and have spread to many other companies. The first cross-company WLN was held in December 2005. The speakers and panelists came from the Shanghai Foreign Investment Commission, DuPont, GE, Deloitte, and Rohm and Haas. Participants exchanged their best practices and key challenges in promoting women's leadership in Asia/China. The June 2006 WLN theme was "Your Career Is in Your Hands." More than 100 female employees from Rohm and Haas, Dow Chemical, and DuPont participated in this event.

Rohm and Haas Company has an extensive videotape library of WLN presentations available to all employees online worldwide. The WLN provides a platform where women can learn, model, and promote the leadership qualities valued by Rohm and Haas Company. At the same time, cross-company people exchange ideas on their companies, industry, and occupation, through which they gain an overall picture of the industry and of their careers. In addition, the WLN creates an opportunity for real-case experience sharing that gives women concrete advice and enhances their confidence in their career development. Finally, the WLN creates the possibility for workplace diversity and nondiscrimination, thus benefiting all women employees, the company, and the whole business community.

### Other CSR efforts in China

- Donation to Jiangxi earthquake victims
- Donation to earthquake and tsunami victims in South Asia
- Terry Fox Run donation for cancer research
- Fellowship to Pengcheng Special Education School
- Scholarship for Nanjing University of Technology and East China University of Science and Technology
- Sponsorship for sports activities of Tsinghua University Chemical Engineering Department
- Paint quality education program
- Supporting orphans/kids from poor families



### 罗门哈斯(中国)投资有限公司

核心业务：特殊材料  
进入中国市场年份：1979  
全球职工人数：17,000  
在华职工人数：1,100  
网址：www.rohmhaas.com; www.rohmhaas.com.cn

### ROHM AND HAAS (CHINA) HOLDING CO., LTD.

Core business: Specialty materials  
Year of China market entry: 1979  
Employees worldwide: 17,000  
Employees in China: 1,100  
Website: www.rohmhaas.com; www.rohmhaas.com.cn