

MAY 2021

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Asia

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News boards in DABS and Dancham

COMMUNITY:

Harald Fries
"Outstanding Ambassador"

LEISURE:

Where to go kayaking
in South East Asia

**Eat more seafood
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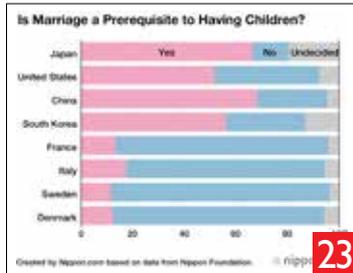
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Be the good example

You could very well be the first person from your Nordic nation that some of your Asian business partners have ever worked with. You may even be the only Nordic person.

That gives you a responsibility to be a good representative of the best from your nation.

You can be a hero simply by stating firmly that "We don't believe in corruption where I come from". No need to dwell on the fact, that over the years, some corrupt cases have actually been revealed also back in squeaking clean Scandinavia.

When it comes to conducting business on an ethical foundation, you have an excellent opportunity to be the good example. You are more than yourself - you are responsible for forming the opinion of the Asian people, that you do business with, about what it means to do sustainable business in the broadest sense.

The way you work with your staff, the way you work with your customers, the way you work with your suppliers, the way you work with the authorities - it can all be used to demonstrate, how we as Nordic businessmen and -women conduct business in an ethically sustainable way.

Of course we must first and foremost be profitable in order to be a good example. But we must also be living examples, that we don't believe profit maximization at any cost is sustainable. We should lead the fight for sustainability as we lead the fight against poverty because it is morally the right choice and also because it makes good economic sense.

Lifting the meaning and purpose of what you do up to a higher level will also make yourself a happier person.

We should set good examples and remain true to our Nordic values. Promoting trust, openness, gender equality, socio-economic equality and sustainability. Action, not just talk, will help transplant the very same values, that has benefited our societies for so many years, to your particular Asian business environment.

There is a quote that is often attributed to Mahatma Gandhi: "You must be the change you want to see in the world."

In fact, Gandhi never said anything like it. But that doesn't make it less good advice, does it?



Gregers Moller
Editor in Chief

I wrote this opinion in March 2018, but it was never published on the ScandAsia.com website. I think it is still a very valid point. https://issuu.com/scandasia/docs/scandasia_18050016

ScandAsia

ScandAsia is a printed magazine and online media covering the people and businesses of Denmark, Sweden, Norway, Finland living and working in China, Hong Kong, Thailand, Malaysia, Singapore, Indonesia, Philippines, Vietnam, Cambodia, Laos and Myanmar.

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Publisher :
Scandinavian Publishing Co., Ltd.
211 Soi Prasert Manukitch 29
Prasert Manukitch Road
Bangkok 10230, Thailand
Tel. +66 2 943 7166-8
Fax: +66 2 943 7169
E-mail: news@scandasia.com

Editor-in-Chief :
Gregers A.W. Møller
gregers@scandmedia.com

Advertising :
Finn Balslev
finn@scandmedia.com
MB: +66 81 866 2577

Graphic Designer :
Peerapol Meesuwan
Peerapol@scandmedia.com

Production Manager:
Sopida Yatprom

Printing :
Thanathorn Print and
Packaging Part., Ltd.

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Developing Society's Game-Changers: Youth empowerment was always the passion of Erica Maesincee (Grad'13). Through her company, **Youth in Charge**, she works with Thai youth teaching them how to influence change in their schools, communities and even public policy makers such as the National Planning Agency.

Read Erica's full story:



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Elizabeth Romhild donates painting of old EAC Building in Bangkok



Earlier this month the Danish/Armenian artist Elizabeth Romhild donated and presented her painting of the old EAC Building in Bangkok to the building's owner, Khun Charoen, his wife Khunying Wanna, and their daughter Khun Wallapa Traisorat, at their residence.

Elizabeth Romhild has been a resident of Thailand since 1988 and she is especially known for her colorful paintings, distinctive bold strokes, and three-dimensional bronze sculptures. On her website, Elizabeth Romhild explains that she painted the painting of the old ECA Building in Bangkok in 1997 when her husband Peter was working with EAC on Oriental Avenue.

The painting was originally donated to Asia House in Copenhagen, where it decorated one of the meeting rooms. Due to recent downsizing, however, Asia House could no longer keep the painting

and it was returned to Elizabeth Romhild in Bangkok.

The old EAC building is owned by Khun Charoen Sirivadhanabhakdi and therefore Elizabeth Romhild decided to donate the painting to their family.

Following presenting the painting, Elizabeth Romhild wrote, "I had the great honor of presenting the painting to Khun Charoen, his wife Khunying Wanna, and their daughter Khun Wallapa Traisorat at their beautiful residence, where they also took time to show me around. Afterward, Khun Wallapa, who is CEO of Asset World Corporation Pcl., invited us for lunch together with Mr. Lee Lin, Head of Product Strategy and Development at AWC.

During the lunch, we were also informed about the future of the old EAC building, which will be very exciting. Over the next few years, the building will undergo a major renovation, while preserving the original

style, whereafter my painting will be displayed."

Elizabeth Romhild also recently exhibited her mosaic designs in collaboration with Sonite Surfaces Thailand at the Mango Art Festival. Mango Art Festival is a celebration of different creative and artistic expressions, from contemporary art to photography, to product design, exhibited in Bangkok and the Elizabeth Romhild x Sonite Surfaces collaboration include a number of her original paintings as mosaic art and various mosaic table designs.

Elizabeth Romhild's designs also appear on a variety of high-end brands including B&O, on a jewelry line for Maison Artinian and on collections of fine tableware, she launched six years ago. You can shop Elizabeth Romhild's collections and stay updated on her fascinating creative world through her website elizabethromhild.com



King Vajiralongkorn received Swedish and Finnish Ambassadors

The Swedish Ambassador H.E. Mr. Jon Åström Gröndahl and The Finnish Ambassador H.E. Jyri Järviaho both presented on 19 April 2021 their Letters of Credence to His Majesty King Maha Vajiralongkorn Phra Vajiraklaochayuhua of Thailand.

Accepting their credentials, they are now formally accredited as Ambassadors Extraordinary and Plenipotentiary of Sweden and Finland to Thailand. The audience took place at Ambara Villa, Dusit Palace.



Denmark allows vaccinated people to travel in and out of the country

According to an announcement from the Danish Ministry of Foreign Affairs, Denmark entered on 1 May 2021 phase 2 which means that the gradual reopening of travel activities in and out of Denmark would begin.

This means that the following new rules will apply:

- Fully vaccinated people and their traveling children under the age of 18 with permanent residence in Denmark will be able to travel to orange countries all over the world without the requirement for testing and isolation after returning home, however, children between 15 to 17 years will continue to have a test after entry in Denmark.

- Previously infected people with permanent residence in Den-

mark will be able to travel to orange countries all over the world without the requirement for testing and isolation after returning home.

- Fully vaccinated and previously infected must no longer present a negative test before boarding aircraft to Denmark from yellow and orange countries.

- Requirements for tests before entry into Denmark are relaxed, this means that the test must be carried out a maximum of 48 hours before entry (against the current 24 hours), regardless of whether you travel across the border or enter Denmark by plane.

- Foreigners who are permanently resident in orange EU and Schengen countries and who have been vaccinated in EU and Schen-

gen countries no longer need to present a negative test or have a recognizable purpose to be able to enter Denmark, and they are exempt from requirements for testing and isolation after entry into Denmark.

There are still particularly stricter requirements for entry from red countries and regions.

Swedish Embassy in Cambodia congratulates scholarship students



The Swedish Embassy in Cambodia congratulated on 29 April 2021 five Cambodian students for receiving scholarships for studies in Sweden for the academic year 2021/2022. The names of the lucky students were withheld.

The Swedish Institute awards scholarships to 371 foreign students for studies in Sweden for the academic year 2021/2022.

For more information please visit Swedish Institute.

Sweden receives hundreds of international scholarship students every year. Photo: Melker Dahlstrand / melker@dahlstrand.se



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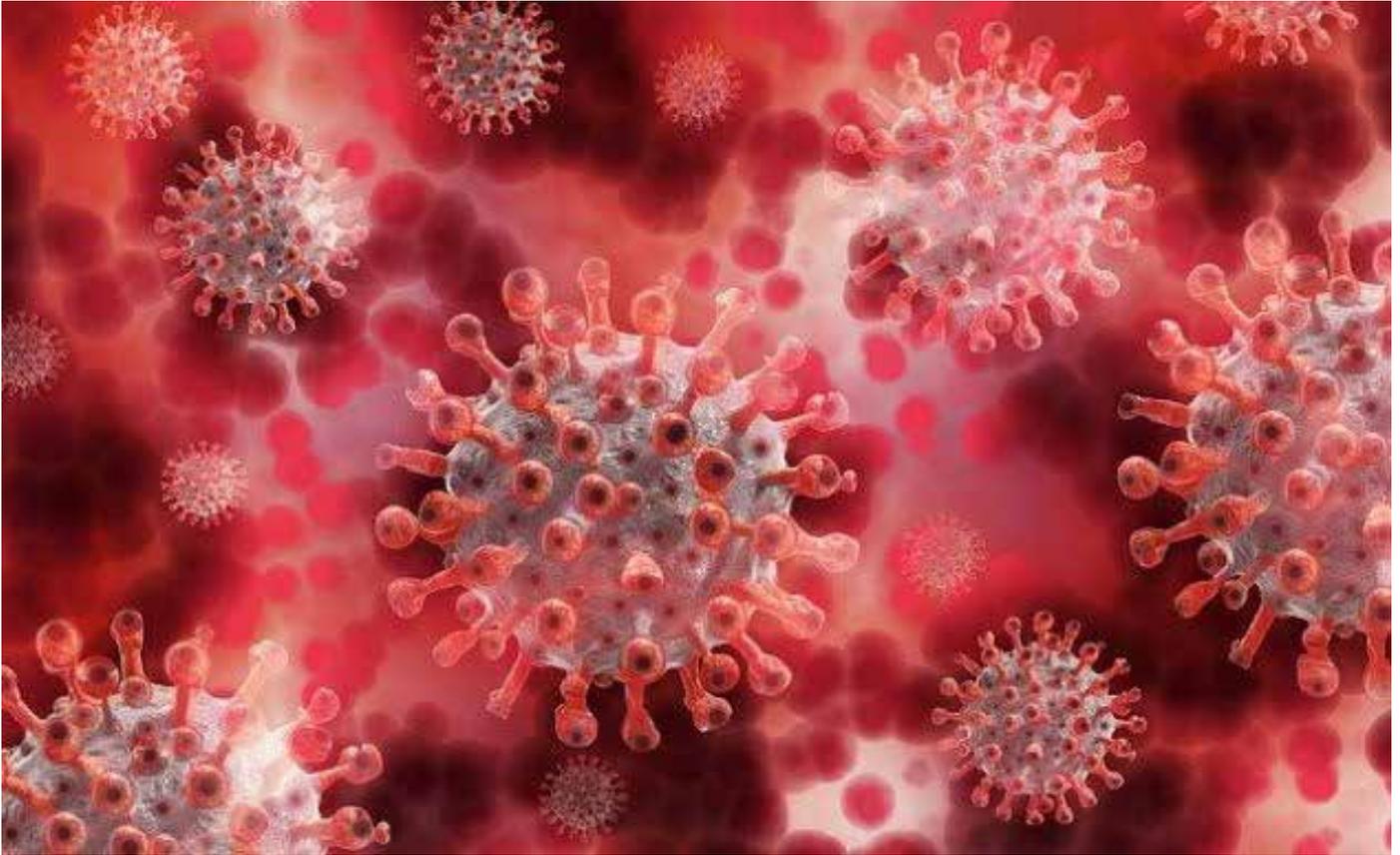


Photo: Pixabay

The best and worst countries to live in during the corona pandemic

Singapore is the best country to live in during the pandemic, according to Bloomberg's Covid resilience list which ranks how countries have dealt with the Coronavirus.

The top of the rankings is dominated by Asian countries with Finland as the only Nordic country to make it into the top 10. Denmark and Norway occupy 14th and 15th place.

Only 53 countries have been included in the list and the rankings take into account ten parameters, including the strength of a country's restrictions, performance of its health sector, freedom of movement, and pressure on its hospital capacity.

Completing the top 15 is Singapore, New Zealand, Australia, Is-

rael, Taiwan, South Korea, Japan, The United Arab Emirates, Finland and Hong Kong, Vietnam, Thailand, China, Denmark, and Norway.

According to the list, Malaysia (20), Sweden (32), and Indonesia (34) are better to live in than the Philippines which is ranked lowest of the Asian and Nordic regions at 45th.

Christina Boutrup, a journalist, author, and China expert is not surprised that many Asian countries end up at the top of such a list. To local media TV2, she says that these countries have been very quick to close their borders and they are extremely effective in infection detection – plus they have tried it before.

In 2003, the SARS epidemic broke out in several East Asian countries, and that experience has

had a significant impact on corona management in those countries, Christina Boutrup says.

"The population is generally more afraid of getting sick, they were quick to put on masks and the authorities were quick to take the situation very seriously," she says.

Nearly 1 000 Filipino crew members of Norwegian cruise go home

According to reports from the Department of Transportation (DOTr), nearly 1 000 repatriated crew members of a Norwegian cruise ship have arrived home to the Philippines.

Media Inquirer.net writes that the crew members aboard MV "Norwegian Encore" arrived back at the Port of Manila on 11 April with the help of DOTr's maritime sector and they will all be assisted onside by the Bureau of Quarantine's supervised doctors and healthcare personnel.

According to Eligio Fortajada, Philippine Ports Authority Port



Manager, the repatriated seafarers all underwent profiling from the Department of Health and will undergo the mandatory quarantine and testing protocols set by the

national government.

Since 2020 nearly 500,000 overseas Filipino workers have returned home, the Overseas Workers Welfare Administration states.

Swedish Ambassador to the Philippines receives 'Most Outstanding Ambassador Award'



Ambassador Fries with members of Rotary Club of Manila (and the Carlos P. Romulo Foundation for Peace and Development.

The Swedish Ambassador to the Philippines Harald Fries received the 'Most Outstanding Ambassador Award' for his diplomatic work in the Philippines, The Embassy of Sweden in Manila writes.

The award was presented to the Ambassador by The Rotary Club of Manila (RCM) and the Carlos P. Romulo Foundation for Peace and Development in a simple ceremony at the Embassy of Sweden.

During the ceremony, RCM highlighted the Embassy of Sweden's achievements under the leadership of Ambassador Harald Fries, particularly regarding trade promotion, advocacy of gender equality, and repatriation of stranded Swedes in the Philippine archipelago.

Norwegian Cultural Center Singapore's launch on 1 June

The Norwegian Cultural Center in Singapore is welcoming everyone to join their official launch on 1 June with a reception at HUONE Singapore from 5-7 pm. The launch will feature special live performances as well as delectable Norwegian delicacies and drinks.

If you wish to join the celebrations of this landmark cultural initiative for Singapore and Norway, please RSVP before 13 May at rsvp@norwegianculturalcenter.sg

In collaboration with the Norwegian Seamen's Church in Singapore, Norwegian Business Associa-

tion Singapore, Singapore Dance Theatre and Resound Collective, The Norwegian Cultural Center in Singapore is a cultural organization devoted to build and facilitate cultural exchange between Norway and Singapore by organizing exhibitions, performances, workshops, and many more.

From the Norwegian Cultural Center:

"We believe arts and culture play an important role in our daily lives, and through our love of visual arts, music, theatre, dance, and literature, we aim to foster cultural

enrichment for a young and diverse audience. We welcome all who wish to be a part of our community – Singaporeans, Norwegians, and everyone in between."

Find more information about The Norwegian Cultural Center Singapore here: <http://www.norwegianculturalcenter.sg/>



Former Danish Prime Minister: If China threatens Taiwan, we should be ready for war



Anders Fogh Rasmussen, former Danish Prime Minister and Secretary-General of NATO

Anders Fogh Rasmussen, former Danish Prime Minister and Secretary-General of NATO, recently said that if China threatens Taiwan, Denmark and the rest of NATO must be ready to help Taiwan, and "it must be done militarily." The former Prime Minister made the statement during the Danish program Lippert on TV2

news where politicians are invited to discuss their opinions freely.

Taiwan has since the end of the Chinese civil war in 1949 functioned as an independent country yet China continues to regard the island state as a Chinese province that will soon be reunited with the mainland. Especially in recent years, the Chinese military has violated Taiwanese airspace with fighter jets, while the regime's naval ships often sail through the strait near Taiwan.

"There is already a military defense agreement between the United States and Taiwan, in which the United States supplies the Taiwanese with weapons. Therefore, there is no doubt that the United States will respond. But I think we need to help the Americans. NATO and the democracies of the world must stand together and defend Taiwan," Anders Fogh Rasmussen said.

When asked if he is talking about a war between NATO and China, the former Prime Minister said that he does not believe that will happen.

"But the best way to prevent it from happening is to send a very clear message to the Chinese. If they even consider attacking Taiwan, there will be a strong military response," he said.

In 2019, Chinese President Xi Jinping called the reunification "inevitable." And several times the year 2049, the 100th anniversary of the creation of the People's Republic, has been mentioned as a possible cut-off date.

Meanwhile, Taiwan is trying to completely break away. The country has its own flag, defense, currency, and since 1996 a democratic system that protects the freedoms of the more than 24 million inhabitants.

Man wanted for murder of Norwegian still free in Thailand



Former Minister of Justice Per-Willy Amundsen.
Photo: Lars Eivind Bones / Dagbladet

The man who is accused of killing Norwegian Nerid Høiness in Laos last year is according to reports still free in Thailand and former Norwegian Minister of Justice Per-Willy Amundsen wants a Norwegian boycott of the holiday country, local media Dagbladet reports.

According to a recent article published in Dagbladet, the media reports that 30-year-old Nerid Høiness and her 38-year-old Japanese boyfriend Hiroyuki Ogu last year in January went on a motorcycle trip from the holiday island of Koh Phangan in Thailand to Vang Vieng in Laos where Nerid Høiness was reportedly abused and beaten to death.

Dagbladet states that several witnesses have explained to the police in Laos that they had heard screams from the room the couple rented at the hotel for several days. On January 9, several people reported that they saw Hiroyuki Ogu carrying Nerid's lifeless body out of the hotel, where he then strapped her body onto the motorcycle. Two weeks later, the body of Nerid Høiness was found dumped in the jungle in Laos. Laos police started

their investigation and her boyfriend Hiroyuki Ogu was accused of the murder. Dagbladet states however that 467 days after the murder, Hiroyuki Ogu is still not caught.

According to Dagbladet, Lawyer Sidsel Katralen, who is an assistant lawyer for Nerid's family, confirms that little has happened.

"Japanese Hiroyuki Ogu is internationally wanted via Interpol for the murder of Nerid. Beyond that, neither the police nor other authorities in Laos, Thailand, or Norway have done much to get him arrested," says Sidsel Katralen.

Dagbladet writes that Sidsel Katralen and the former UN police chief Øyvind Olsen have located Hiroyuki Ogu several times. "We have given the information both to the Norwegian authorities and to the police both in Bangkok and Koh Phangan. Unfortunately, he is still not caught, Sidsel Katralen says.

Now the former Minister of Justice and current member of the Storting's Justice Committee Per-Willy Amundsen (Frp) has had enough. To Dagbladet, he says, "It is a complete scandal that the man who abused and killed Nerid Høiness

has not been arrested and brought to justice".

Per-Willy Amundsen says that it is incomprehensible that he has not been caught after the police in Laos put out an arrest warrant and the police in Thailand have been made aware of his whereabouts several times.

The former Minister of Justice is now asking the Norwegian government to intervene and pressure the authorities in Thailand.

"If he is not arrested, the Norwegian government should warn Norwegian citizens to travel to Thailand. In Norway's official travel council, there should be a warning against traveling to a country like Thailand, where the man who killed Nerid Høiness still goes free," Per-Willy Amundsen says to Dagbladet.

We must protect our oceans – but giving up seafood is not the solution



There's no doubt Netflix's most recent documentary about oceans, *Seaspiracy*, has caused quite a stir, writes the Norwegian Seafood Council in a recent announcement.

Basically, however, the seafood council finds it great that the role of seafood in the future of food-debate and health of our oceans are being talked about outside of the fish pond.

Renate Larsen, CEO of the Norwegian Seafood Council says "It is just a shame the program's "solution" to save our oceans is to give up seafood all together. That is the last thing we should do – the world needs more food from the ocean, not less!"

"The public outcry caused by the documentary is very understandable. Many of the issues highlighted in the documentary are totally unacceptable and requires debate and devoted focus by leaders at the highest level.

Unfortunately, the programme uses outdated facts and paints a one-sided picture of an incredibly diverse industry where there are both good and bad players," she says.

We must be better at protecting our oceans

The documentary has met with a lot of criticism from industry, scientists and NGOs, who have come out to correct misinformation and questioned the integrity of the production:

The New York Times published a particularly damning review and fisheries scientist Emily De Sousa systematically fact checked each of the documentary's statements in this article on Sustainable Fisheries.

Larsen says "We agree wholeheartedly with the documentary makers in that we must show great respect for the oceans and its fish stocks. It is very

“

It is a shame the program’s “solution” to save our oceans is to give up seafood all together. That is the last thing we should do – the world needs more food from the ocean, not less!

”



Renate Larsen, CEO of the Norwegian Seafood Council

much in line with Norwegian practices where our fisheries and aquaculture are based on world-class independent scientific advice allowing for responsible harvesting.”

There is such a thing as sustainable fisheries and aquaculture

Norway is a small country but a major seafood power. Every day 37 million meals of Norwegian seafood are eaten around the world.

Larsen says “Here in Norway, we have a strong track record of responsible wild resource and aquaculture management through an ecosystem-based approach, coupled with strict regulation. We are very proud of our science-based ocean management model, and for being pioneers within the marine research field,”

Norway has more marine scientists per capita than

any other country, and our Institute of Marine Research is one of the biggest of its kind in Europe. Keeping our oceans healthy is a global issue, and Norway has been taking a leading role internationally, heading up the High Level Panel for Sustainable Ocean Economy. Prime minister Erna Solberg has also been named Patron of the Ocean Decade Alliance.

Larsen says “As a seafaring nation it is of the most critical importance to protect and preserve our ocean resources in a sustainable way, now and for the future. We have come a long way, but we must continuously strive to get better,”

An opportunity to speak up for seafood

The documentary has firmly placed the debate about future food systems and seafood’s role in it on the public agenda. Seaspiracy’s popularity has been documented by Intrafish, stating that the film is among the platform’s top 10 most popular lists in many markets, and also benefiting from several celebrity endorsements.

“What Seaspiracy fails to acknowledge is that responsible fisheries and aquaculture do exist. As a responsible seafood nation, we see this as an opportunity to talk to a wider audience than ever about how sustainable seafood is a delicious, healthy and nutritious part of the solution, not the problem,” says Larsen.

A 2019 report from the UN High Level Panel of Sustainable Ocean Economies concluded that if wild fisheries and aquaculture is managed in a sustainable way, the oceans could provide over six times more food than it does today, and aquaculture represents the biggest potential.

“With the UN’s first ever summit on food scheduled to take place in October this year, 2021 is gearing up to be a year when seafood has a chance to claim the position it deserves. But it requires action – and we are ready for it,” concludes Larsen.

DABS welcomes new board committee



The Danish Business Association Singapore announced a welcome note earlier on 6 April 2021 to the new Committee, that read:

At DABS we are proud to unveil our new leadership with the announcement of the DABS Committee.

A warm welcome to our new committee members. We are looking forward to each of your unique talents all focusing on DABS' main goal; to provide a platform where people can meet, network, gain knowledge and provide learning for our members.

Dancham elected 3 new board members

The Annual General Meeting of the Danish Thai Chamber of Commerce was attended by only 12 members, but since the membership has gone down, the required quorum of 10 percent of the total 100 members was met and the AGM could be concluded according to the Statutes.

After the annual report of President Claus Rasmussen, the meeting voted in one new regular board member, Worapatr Nilklang from the Padiworada Group. Two substitutes were also elected, Michael Joergensen of Vestergaard Co., Ltd. and Lars Bank. The new board members replaced Ms. Siriporn Wongurai and Mr. Supareak 'Charlie' Chomchan who left the board during the past year.

The decline in membership was also reflected in the financial report, which saw the year 2020 end with a deficit of 250,000 THB, despite Secretary General Michael Andersen having gone down to part



time work and several other saving measures. A new income item was assisting the Thai-Finnish Chamber of Commerce with certain admin tasks, which benefitted both chambers.

Treasurer Kent Hvid Nielsen presented a very conservative budget for the current year, which would reduce the loss to less than half this amount.

One of three changes to the Statutes was of particular interest since it would allow any member to represent the Danish Thai Chamber of Commerce in other meetings and

institutions on the condition that their representation is approved in advance by a majority of the board of the Chamber. If managed wisely, this could extend the influence and presence of the Chamber far beyond what the current board is capable of.

Placing the meeting in the restaurant of The Stable Lodge was a welcome end solution after first announcing the location to be the Royal Danish Embassy, then Grundfos – and finally Stable Lodge restaurant, where the members enjoyed small Danish styled "pindemadder".



*Pandas have one chance a year. Therefore, Copenhagen Zoo is actively trying to get them to mate.
Photo: Thomas Sjørup / Ritzau Scanpix*

Copenhagen Zoo tries to get Chinese owned pandas to mate

Copenhagen Zoo is trying hard to get their two Chinese pandas to mate. It is not as easy as such however and the male panda seems uninterested, writes Danish media BT.

The male panda named Xing Er and the female panda named Mao Sun in Copenhagen Zoo has only one chance a year to mate. The male panda however does not show quite the same interest in mating as the female panda which is why the efforts to get the two pandas to mate have not yet been successful.

This year is the second time that Copenhagen Zoo has tried to get the pandas to mate, but so far without success. According to Mads Bertelsen, veterinarian and zoological director at Copenhagen Zoo, it is, unfortunately, a well-known phenomenon, especially among young

male pandas as they do not really understand what this is about.

“When you are a panda, and there is only one chance a year to practice, it takes time to gain experience in the art of love. So it can take a long time before it succeeds, Mads Bertelsen says.

Denmark rented in 2019 two pandas from Chengdu Panda Base in China after several years of preparations. Denmark has rented the pandas for 15 years which means they still belong to China and so do any future cubs. But the big panda is an endangered species and every panda counts so

The cost of renting the pandas is one million US dollars a year for 15 years. In addition, there are costs for operating and caring for the pandas. The idea of sending a pair of pandas to Denmark arose in 2010

with the then head of the Danish consulate in Chongqing in China, Hans Halskov.

The same year, the management of the Copenhagen Zoo met for the first time with the management of Chengdu Panda Base in China to discuss the idea. It was not until April 2014 that it was revealed during a Danish business promotion in China that China would rent out two pandas to Denmark.

The big panda is an endangered animal and 20 years ago it was very critical. The great efforts to save the species with breeding in captivity have however been successful and today there are twice as many as there were in the 1980s.

“But it is nevertheless still an endangered species. And every new panda counts,” Mads Bertelsen says.



Fix the system, not the women in it

Farzana Shubarna, now a director at a fast-moving-consumer-goods company, recalls the humiliating experience of being presented to her regional teams by one male mentor. “In the first country, he introduced me saying, ‘this is the regional director for operations and supply chain. She is here for diversity.’” Farzana says she smiled at her colleague’s uncomfortable introduction and brushed it off. The second time she cringed as he introduced her

as the token woman on the team. His third attempt to undermine her was thwarted as she reeled off her work and academic history to her new colleagues. “This is the right message to our team,” she told him.

Ms. Shubarna admits that it takes experience and confidence to push-back on flippant discriminatory remarks. Even then, it is not the responsibility of an individual to fight systemic prejudice. Women are often blamed for gaping gender inequality because they shy-away from

reporting misconduct or don't push as hard as men for promotions or pay rises – a message underpinned by countless self-help books, seminars and confidence coaching specifically targeting female employees.

Eight years ago, **Sheryl Sandberg**, billionaire and chief operating officer of Facebook released *Lean In*, a book igniting a debate about women in leadership and gender equality. But asking women to apply a DIY approach to overcome gender discrimination and then to 'lean in' to drive their own advancement, overlooks systemic workplace issues.

Critically, the responsibility lies with business leaders to implement policies that will change organisational systems and practices so that women are rewarded equally. "You lead by example," says Isabelle Alvarez, Managing Director of Victor Buck Services Asia and a member of EGN Singapore, an executive networking group that offers safe, gender neutral spaces to discuss issues with others in and outside your own industry. Peer networks that cater to professionals in senior positions is a good place to foster positive ideas about how to address gender disparity. "It is important to see people that are good leaders, to mingle with them, learn and discuss with them. It is about building resources, trust and relationships," says Ms. Alvarez.

Women ask, but don't "get"

Common wisdom would have us believe that women are holding back, unable to circumnavigate the structural barriers in the workplace that prevent promotions and higher pay. It is true to some extent. Gender stereotypes continue to stalk women from childhood into adulthood that arguably inhibit women's ability to ask for more. Societal expectations and social perceptions that have been drilled into women by education institutions, social media,

community and family influences are not so easy to shrug off in professional life, says **Eileen Lau, Director, ING** and an EGN Singapore member. "Like 'don't get hurt, don't climb so high, don't talk so loud, that's not very ladylike,' but boys are rewarded when they take risks and they are more aggressive, even physically," says Ms. Lau, "that behavioural stimuli you internalise when you become an adult in the workspace."

A marketing consultant, **Oliver Meakings** recently gave some advice on Twitter reinforcing the idea that women hold back: "Female freelancers please increase your day rates. Hiring 6 freelance positions last few days. Men are consistently asking for double their female counterparts - same experience, previous work, career milestones. You're worth it." He received 34,000 likes and his post was shared over 9,000 times. An empowering message, but if it was that easy, wouldn't women be doing it already?

The fear of being penalised for being assertive can manifest as a reluctance to ask for more, resulting in pay and promotion disparity. Women, who are as confident as their male counterparts, may be warier of self-promotion due to perceived social consequences which experts coin as the "backlash effect". "If a male and a female colleague at the same level, in the same company were to go for a promotion on the same role, you will find that females tend to shy away from applying for the promotion or gunning for it or fighting for it, unless they are sure that they are at least 100 percent qualified. For men, they tend to go for it anyway, even though they don't meet 100 percent of the criteria," says Ms. Lau who took almost a year to build the courage and 'evidence' to back her request for a promotion.





A woman's perceived reticence to take leadership roles as quickly as men is only part of the problem. There is lots of evidence to suggest that women are asking for raises and promotions – they just don't "get". One study, 'Do Women Ask?' found that women ask for a raise just as often as men, but men are more likely to be successful. Women who asked obtained a raise 15% of the time, while men obtained a pay increase 20% of the time, the study found. This points to a deeper rooted problem that goes beyond women not having the confidence to ask.

Deliberate inclusivity

Huge strides have been made and the hiring, promotion and retention rates of women are improving as gender diversity is tackled more seriously in the workplace. "You can see pretty major shifts and changes in recent years, one of which is gender diversity targets," says Ms. Lau. But there is room for improvement when translating policy on paper into actions. Achieving parity may require a deliberate effort in hiring, advancement and retention efforts, says Ms. Alvarez.

Reporting and tracking gender parity progress would also increase the accountability that is currently missing in some companies, according to **Mercer's Let's Get Real About Equality** report. While a majority of the companies they surveyed say that there is a commitment to improving diversity and inclusion, only 64% track gender representation with less than half that have a documented, multiyear strategy. "There is minimal data-based evidence, strategic planning or dedicated staff," according to the report.

"Gender pay gap is but the symptom of many root causes, including biases in workplaces and in society," says **Dr Patrick Liew, Executive Chairman, GEX Ventures** and EGN Singapore member. Addressing gender disparity has to happen well before the boardroom, Mr Liew argues, from encouraging men and women to share responsibili-

ties at home to actively encouraging young women to enter into traditionally male-dominated sectors. Education has a huge part to play in closing the gender gap. "It has to be holistic. People writing about it, people teaching about it...universities preparing young women to learn how to be confident in boardrooms, or in negotiation...just doing it at a company organization level, you're missing a whole decade of development of a woman's psyche," says Ms. Shubarna.

An emphasis on the importance of building and participating in a strong support network of peers and mentors needs to be drilled in from adolescence. Professional networks lead to more job and business opportunities, but EGN's members also believe networks can be a cradle of support in harder times. "In a network of peers, you tend to be more open when talking about your challenges, personal failings and vulnerabilities without feeling you will lose credibility in your leadership," says Ms. Lau. An external network of peers will also afford an escape from the company echo-chamber allowing a greater capacity to innovate. What you learn from peer networks cannot be found in textbooks, says Ms. Alvarez.

EGN Singapore has just launched its Women's Executive Leadership peer group - a safe space to encourage more women to anchor in their leadership purpose.

Find out more here: <https://www.egnsingapore.com/launch-of-womens-executive-leadership/>

Contact information: **Nick Jonsson**

Co-founder and managing director, **EGN Singapore**

Nij@egn.com, +65 8618 3872

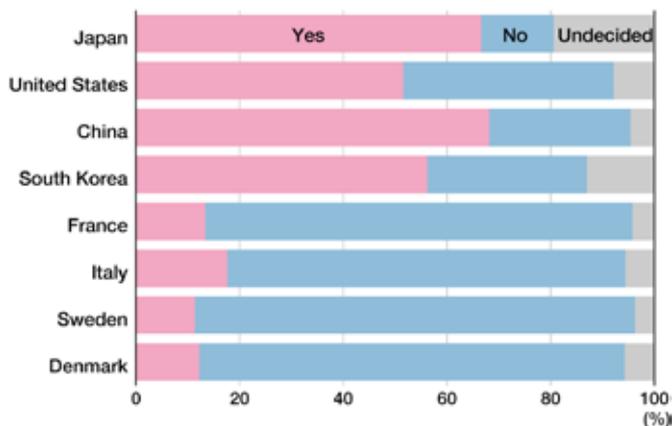
www.egnsingapore.com

LinkedIn: <https://www.linkedin.com/in/nick-jonsson/>

Nick Jonsson is a #1 international best selling author on Amazon for his newly-launched book, 'Executive Loneliness'

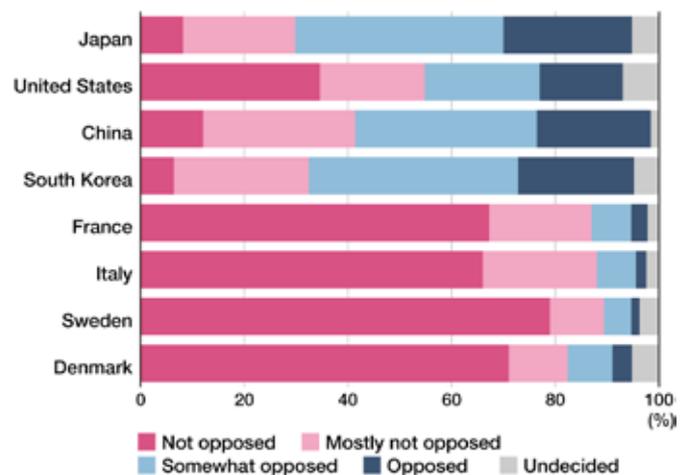
Survey: Asian Women less open to having children outside marriage than Nordic women

Is Marriage a Prerequisite to Having Children?



Created by Nippon.com based on data from Nippon Foundation. nippon.com

General Thoughts About Having Children Outside Marriage



Created by Nippon.com based on data from Nippon Foundation. nippon.com

According to an international survey by the Nippon Foundation of female attitudes, East Asia women showed a tendency to view giving birth out of wedlock negatively whereas most Northern European women were accepting of having children outside marriage.

The Nippon Foundation's survey compared the attitudes of 500 women between the age of 18 to 69, concerning declining birth rates each in China, Denmark, France, Italy, Japan, South Korea, Sweden, and the United States. The survey asked the women several questions that highlighted regional differences in views toward having children and marriage.

The study showed that the women had very different personal views on having children outside of marriage. In Japan, 67 percent of the surveyed women viewed giving birth out of wedlock as negative and said they considered marriage a prerequisite to having

children. A majority of respondents in China and South Korea had similar views whereas more than 80 percent of women in Denmark, Sweden, France, and Italy, did not consider marital status a deciding factor in choosing to have children.

The survey also found that women in Japan, South Korea, and Italy found it difficult to give birth and raise children in their country. 80 percent of the women in South Korea saw their country as unfavorable to having and raising children in and over 70% of Italians and Japanese held the same opinion of their countries. Views in China, which recently ended its one-child policy, also tended to be negative.

By comparison, around 80% of respondents in the Nordic region of Denmark and Sweden saw their countries as good places to have and raise children. The two countries are also known to have secure social safety nets.



Dedicated couple behind VIVIN Grocery & Restaurant

Meet this young couple, Samantha and Nicolas, who are dedicated to food and who run VIVIN Grocery & Restaurant, a local Artisan shop on Sukhumvit, soi 63 (Ekamai).



On a Wednesday morning I was invited to visit the VIVIN Grocery of which I had never heard of before. This small, charming and cozy restaurant is well-hidden on 379/78 Soi Sukhumvit soi 63.

I took the BTS from Asoke to Ekamai and from there a motorbike. The motorbike guy knew his way, as he must have taken customers there before. Upon arrival I was greeted by Samantha whom I had the pleasure to have met once before.

The shop/restaurant is named after Nicolas Vivin, the owner.

Nicolas was born in France near Lyon. He worked for the famous "TROISGROS" (Three fats), a restaurant that has held 3 Michelin stars for over 50 years and managed by the same family for 4 generations. At TROISGROS he learned much and his passion for food grew.

From a young age Nicolas watched his mother cooking. His father is a medical doctor, his mother the perfect hostess, and the couple was known to regularly invite friends for lunches and dinners. Nicolas' job as a young man was to set the table and fold the napkins (as long as he lived with his parents) at which he became an expert. Nicolas calls it "ART DE TABLE" (Table Art).

We all must agree that it makes a huge difference to be seated at a beautifully set up table. Napkins, plates, glasses, flowers and candles, all this make a difference and can even increase the tastiness of the food.

In 2013, Nicolas first set foot in Thailand. He had, by telephone, applied for an internship at the legendary Oriental Mandarin Hotel on the banks of the Chao Phraya River in Bangkok. He was a lucky guy to secure an internship at this prestigious hotel.

He arrived in Bangkok and immediately took charge of the Hotel Oriental Mandarin's shops around Bangkok, as well as the restaurant at the Emporium Shopping mall. He stayed for half a year and then decided to go back to Europe and the famous Hotel School in Lausanne, Switzerland.

After having completed the hotel school course in Lausanne, Nicolas decided it was time to return to Thailand again. He then completed another internship at the Conrad Hotel Bangkok, in banquet and catering. He admits that he never really has worked in the kitchen apart from at TROISGROS.

In 2010 he met Thai/Australian woman Samantha. They ran into each other at a pool party in a condo.

Samantha was born and raised in Melbourne, Australia. She came to Thailand to take a course in the Thai language.

"I got trapped and I didn't go back to Australia" she says. Her parents run a Guesthouse in Phuket called "Boomerang Inn", but unfortunately they had to close it temporarily due to Covid.

Samantha founded her PR agency 5 years ago and she provides advisory services to numerous clients, among them several restaurants. She also finds time to support her husband at VIVIN Grocery.





VIVIN Grocery opens early at 7.30 am and stays open until 9 pm. You can enjoy a nice breakfast and hot food from 9 am.

I had the pleasure to taste one of their signature dishes, a fluffy omelet inspired by Mere Poulard.

Ann Boutiaut Poulard, also called Mere Poulard, (Mother Poulard) was a woman who distributed her now-famous cakes to the children of visiting pilgrims. Her omelet recipe is today known and eaten around the world from France to Taiwan and Bangkok. The omelet at VIVIN GROCERY is folded at the table.

Mine was filled with goat cheese and I must admit that I never have had a similar omelet before, absolutely divine.

Around 94 % of the products used at VIVIN GROCERY come from Thailand. There are a few exceptions like the "Foie gras" (goose liver) that comes from France as well as some wines and butter. Most wines come from the vineyards in Khao Yai, olive oil and balsamic vinegar are imported from Italy and Greece. Saffron they take from Iran, the absolutely best tasting saffron in the world, Nicolas points out.

Beluga caviar is also sourced from Iran. "We only serve and sell the top Beluga", Nicolas lets me know and

my mouth starts watering. The most expensive Beluga aged 20 years old Sturgeon fishes is very expensive, but offers the guests a taste of heaven.

The best pepper in the world comes from Cambodia and is called KAMPOT and at VIVIN you can try black, white and red.

The couple also produces in their kitchen cold cuts and charcuterie like bresaola, duck rillettes, dried duck magret, foie gras whole duck liver terrin,

Duck liver mousse and also all the desserts are made in-house. They dry and transform some cheeses such as Molene Truffle Cheese and Coline as well.

Everything is organic or biodynamic, with no chemicals. Nicolas and Samantha are proud to be able to introduce all local products and they urge their customers to think of sustainability and try to push people to seek out alternatives and new options.

I can warmly recommend a visit to VIVIN. If you don't eat there, you can buy their grocery products. There are many homemade types of Chutney, pasta, breads, etc. If you look for that special "give away gift", you will find it on their shelves.

Bon appetite!



Copenhagen Noma's Chef Kenneth Foong: 'Where to Eat and Drink in Singapore'

Singaporean chef Kenneth Foong recently took the helm as head chef of renowned restaurant Noma in Copenhagen. From his new home in the Danish capital, he reflects on what he misses most from home, and where he longs to eat when he next returns.

In 2018, Kenneth Foong left Cure in Singapore where he was head chef to take up an internship at Noma in Copenhagen. Just two years later, he was thrilled to be named Noma's new head chef. He told Asia Tattler in an interview "I fell in love with the way the restaurant is run, the culture, the people. And of course the country of Denmark itself, and Copenhagen, which is just beautiful to live in."

That said, Singapore still holds a special place in his heart. "I miss my family, my friends, the food," says Foong, who is looking forward to his next visit. And given the many places he shared with Tatler Dining in which to savour the best that the Lion City has to offer, it's bound to be a food-and-drink-fuelled trip when he does make it back.

What do you miss most in terms of food and drink when you are away from Singapore?

I miss the variety and the accessibility. Food in Singapore is everywhere and there is so much variety, not just in terms of the types of cuisine but the different genres, from fine dining to local to hawker. And it's easy to satisfy a craving as Singapore is a small country so nothing is that far away. I really miss waking up at 2 in the morning and going for a local bite somewhere. Unfortunately, that's not something you can do in Copenhagen.

What is the first dish you eat when you return and where do you go for it?

I go to Hong Kong Street Chun Kee in Alexandra Village and I have the fish noodle soup. A big part of this is nostalgia because I grew up going to that place every Sunday with my family, when we would sit down around the table and talk about life. It has that connection I'm constantly craving, especially when I come home.

Source: Singapore Asia Tattler

Great places for sea kayaking in Southeast Asia

Southeast Asia offers some of the most spectacular places for kayaking. Sea kayaking is popular worldwide because of the possibility to enjoy and exercise in a natural environment for a better quality of life.

When sea kayaking enthusiasts prefer Southeast Asia over other regions it is because of the great variety of options and different natural environments this vast region offers. Here, it is possible to experience kayaking in the open sea, in more protected bays and up the major majestic rivers in all their extension.

Although the weather is never too cold for sea kayaking, some seasons are more recommendable for some locations than others. As recommended by KayakerGuide here are the best seasons and places to enjoy kayaking in Southeast Asia.

The best season for kayaking

In general, the best season to go and enjoy these natural environments is undoubtedly from October to February. However, Southeast Asia is crossed by the Equator. Here it is necessary to consider exactly which area you wish to visit.

Those who wish to visit the southern hemisphere within Southeast Asia can choose spring and summer to enjoy these natural environments. The natural environment is much more beautiful between October and November and water levels are higher.

Those wishing to visit the northern hemisphere within Southeast Asia should choose autumn or winter. Beyond that, there is not much difference. For cooler temperatures, choose sometime between October and February. Especially when people are close to the Equator, the climatic difference is not too great.

Those who wish to practice kayaking can find a wide variety of places along with a warm and pleasant environment almost any time of the year if they check local destination high and low season.

Some of the most popular sites

While there are a myriad of locations to choose among, KayakerGuide recommends these four locations.



*The diversity of the waters off the Raja Ampat islands is part of what makes it so fun.
Foto: Daniel Allen.*



In Indonesia, the Raja Ampat Islands are a unique destination to enjoying kayaking. Photo: Upplvelsebolaget

1. Raja Ampat, Indonesia

In Indonesia, the Raja Ampat Islands are a unique destination to enjoying kayaking in a warm and pleasant environment. Here it is also possible to enjoy other activities such as scuba diving. Throughout this area, people encounter spectacular landscapes that include pristine beaches, crystal clear waters, and a wide diversity of marine life.

The Raja Ampat Islands are an Indonesian archipelago off the northwest tip of Bird's Head Peninsula in West Papua. Comprising hundreds of jungle-covered islands, Raja Ampat is known for its beaches and coral reefs rich with marine life. Ancient rock paintings and caves are on Misool Island, while the crimson bird of paradise lives on Waigeo Island. Batanta and Salawati are the archipelago's other main islands.

Without a doubt, this is one of the most unforgettable places to enjoy kayaking. However, in these sites, it is necessary to have paddles and special equipment to protect the national park and the local community. It is a natural environment that is taken care of by the local authorities. It is also possible to find experienced kayakers on site who offer tours all year round.

2. Halong Bay, Vietnam

More easily accessible is Halong Bay in northeast Vietnam. This bay, is known for its emerald waters and thousands of towering limestone islands topped by rainforests. The region is also popular for scuba diving, rock climbing and hiking, particularly in mountainous Cát Bà National Park.

Junk boat tours and sea kayak expeditions take visitors past islands named for their shapes, including Stone Dog and Teapot islets. However, people also can practice kayaking independently. It is also highly recommended to visit these places between October and February. Cat Ba Island has the port of Ben Beo. Here, kayaks are usually rented for two people who wish to enjoy the whole day in these waters.

Despite its popularity, the area also offers uninhabited beaches, hidden caves, all kinds of lagoons, and natural tunnels. That is why a large number of people decide to return every year to this magical place with a unique nature.



Halong Bay in North Vietnam offers an abundance of sea tunnels and other kayaking experiences.

3. Inle Lake, Myanmar

Another way to enjoy kayaking in Southeast Asia between October and February is Inle Lake in Myanmar. Located in western Shan State, the picturesque Inle Lake is famous for its floating villages and gardens and the unique way of life of the local Intha people, with their living communities based entirely on the water.

The lake, which measures 22 km long by 10 km wide, and sits in a valley between two mountain ranges, feels like a different world to the rest of Myanmar: in villages and towns across the lake, wooden houses are built on stilts and fishermen steer their one-man boats with a characteristic rowing style, wrapping one leg around their oar.

Kayaking on the lake is a great alternative to the regular tourist boats and enables you to go places you choose individually. You will enjoy amazing natural environments.

Here people can enjoy restaurants on the water or stay in a bungalow on the water. This can be a good choice to enjoy several days of kayaking. It is even possible to enjoy the Jumping Cat monastery, one of the most famous monasteries in this area.

4. Tonle Sap Lake, Cambodia

Another very popular place in Southeast Asia for kayaking is the Tonle Sap Lake in Cambodia. Here people can enjoy the classic Asian culture with the locals. It is a lake located near Siem Reap. The special thing about this area is that there are calm waters that are combined with a pleasant natural environment. Here kayaking enthusiasts or those who are inexperienced can enjoy.

This allows the kayaker to adapt to the kayak while at the same time the person will be able to enjoy all the natural surroundings. There are even floating villages here that offer a paradisiacal environment like few other places in the world.

With some luck, people can meet some rare birds when visiting the mangrove forest. This is why it is a highly recommended place to visit between October and February.



The idea was born from my teenage daughters and the way they use Tik Tok. They use a lot of video and are constantly looking for entertainment online, Jonny Højdam says to JydskeVestkysten. Stock Photo: Søren Gylling

Danish company taps into China's 'live shopping' phenomenon with new app

China's 'live shopping' phenomenon has made its entry into Denmark during the pandemic and the so-called "yes thank you" offers on Facebook and live shopping is a huge economy in China and Asia in general. Now the Danish company "Mind the Media" wants to tap into the industry and make live shopping easier for shops with their new app, local media JydskeVestkysten reports.

According to the Danish Industry association 'Dansk Mode og Textil', live shopping is a "new sales channel, where you create a hybrid between the physical and digital". The process is quite simple but requires attention to detail. Stores go live on social media and provide inspiration and guidance about the products they have in the store. Followers can then bid and buy the products displayed and it only requires a social media profile, an inventory, and a smartphone to live stream. The process of collection payment and sorting through the comments however have proven to be difficult at times for the shops and that is what Mind the Media wants to help with.

With their soon-to-be-launched Moooce App, Mind the Media aims to put live shopping into a system and make the process easier for the shops. Moooce app means that stores are not dependent on social media in connection with live shopping. "We are just trying to put it in a system and make it easier for especially the small shops. We have just seen that it is a big administrative work to collect comments when you have sent live on Facebook and remember to collect money via MobilePay, so we have tried to collect it all in one platform, Jonny Højdam explains to JydskeVestkysten.

The platform can also be used for more than just live shopping, Jonny Højdam says. "It's still based on a video, but the videos do not have to be broadcast live and they can for example be linked to a product, a newsletter, or just shared on social media, he explains.

"Video is more entertaining, it is far more catchy and provides more engagement from users and more comments. It speaks to the spirit of our time," Jonny Højdam says

Less Asian children up for adoption in Denmark



In Denmark, most adopted children traditionally come from abroad, especially from Vietnam and South Korea, but for the first time in many years, there are more Danish than foreign children up for adoption in Denmark, JydskeVestkysten writes.

Since free abortion became legal in Denmark in 1973, there have been few Danish children up for adoption. Some years under 10 children but in 2020, there were 40 Danish children.

In 2020 only 23 children were adopted to Denmark from abroad which is the lowest number since foreign adoptions began in earnest.

According to JydskeVestkysten, this has led the National Board of Appeal (Ankestyrelsen) to offer couples and singles who are on a

waiting list for a foreign child to move to the list of Danish children. Currently, there are only 28 couples/singles on the waiting list for a Danish child. Some may become parents within a year while the waiting time for a child from abroad is somewhere between 44 and 50 months.

In Denmark, a Danish adoption is free for the adopters but adopting a foreign child can cost up to DKK 200,000 to 300,000.

Norwegian People Aid grants \$1.6 million for cluster munition clearance in Cambodia



Rune Kristian Dale-Andresen (L), NPA country director for Cambodia, and Heng Ratana, director general of CMAC with, sign an MoU for cluster munition clearance on Friday 9 April. CMAC

Norwegian People Aid (NPA), the Labour Movement's Humanitarian Solidarity Organization has granted \$1.6 million for cluster munition clearance and surveys in Cambodia, KhmerTimes writes.

The grant for the project "for cluster munitions remnants survey and clearance in eastern Cambodia" was implemented with a signed Memorandum of Understanding (MoU) between Cambodia Mine Action Center (CMAC) and Norwegian People Aid on Friday 9 April.

The project is set to a one-year period which began on March 1 this year and according to Heng Ratana,

director-general of CMAC, the MoU will facilitate the clearance of 23.7 square kilometers of land contaminated with cluster munitions and survey over 35 square kilometers. Last year's project with the same amount of funding cleared over 31 square kilometers of landmine contaminated areas, as well as found and destroyed 11,108 cluster munitions and explosive remnants of war.

Norwegian People Aid has been cooperating with CMAC since 1992 to remove threats of landmines and explosive remnants of war, returning hope, and rebuilding a prosperous future for Cambodians.

Norwegian faces hefty bill for 2nd quarantine after contracting Covid-19 in Cambodia

The 56-year-old Norwegian national Odd Edvin Engeland has been living in Cambodia for the past 14 years. He tested positive for Covid-19 on 24 March after a woman in his apartment building had contracted the virus. After 15 days and two negative tests, he was moved to a 2nd quarantine facility expecting it would be free but has now been informed that he has to pay a whopping \$90 a night for his additional 14 days quarantine.

To local media Khmer Times, Odd Edvin Engeland explains that following his positive results, health authorities took him to the Sakana Hotel on 27 March where he was quarantined in a small room with no information at all about anything. "I was tested on 24 March and 26

March and both the tests showed positive for COVID-19," he explains. His third test on 30 March was also positive but his tests on 4 April and 7 April came back negative.

"Following the negative test results, I was shifted to Queenco Hotel & Casino and quarantined in a room with bars in front of the window. I was happy to leave expecting I didn't have to pay anything," Odd Edvin Engeland said. On 11 April however, he was informed that he had to cover the cost of his stay himself. "This will cost me \$1,260 in total (14 days). I have a big apartment I can stay in. I also told them I will leave so they should call the police," he said.

According to Odd Edvin Engeland, the police arrived but only to

threaten him that he will be deported if he does not follow the rules. He now fears that he will need to stay at his 2nd quarantine for a total of 17 days because the results for his scheduled 21 April test could take up to three days to come back. To Khmer times Odd Edvin Engeland explained that his discharge form from the physician says: "Self quarantine 14 days from April 9. Stay at home."

"Who would ever want to go and get tested if it cost you \$1,530? And I don't know if they will come with other charges. What can I do?" Odd Edvin Engeland said

Khmer Times has contacted two spokespersons in the Ministry of Health Youk Sambath and Ly Sovann but has not received any response.

New restaurant Thai Tanic off to a good start in Denmark

Four owners, two of which are from Thailand, are behind a new takeaway restaurant that has opened in the Danish city of Vejle and focuses on Thai food with the very catchy name 'Thai Tanic'.

The newly opened takeaway restaurant is run by the company Master Chef Thai Food ApS, whose ownership is divided into four equal portions. Pramern Phayomhom – or Chef Bright – is among the co-owners, and he is the Thai chef that customers can meet behind the counter at Thai Tanic.

Chef Bright has his own restaurant in the town of Assens but plans to sell it and move to Vejle. He has more than 30 years of experience as a chef in Denmark and takes great pride in his food.

To local media Jyske Vestkysten, co-owner Jan Torben Kjær explains that Chef Bright's first task is to get the Thai Tanic up and running, and then he is also supposed to train

other chefs, Jan Torben Kjær says.

The third co-owner of the newly established takeaway restaurant is Suvanit Tumtaiwan, who is also from Thailand and who works as a chef in Vedbæk on the coast north of Copenhagen in Denmark. Thai Tanic's fourth co-owner is Nepalese Babita Khadka Chhetri, who also runs two street food stalls. Jan Torben Kjær is a taxi driver and has a graphic company which is how he got to meet Chef Bright who was a customer.

Jan Torben Kjær says that Thai Tanic has got off to a good start, "We posted some pictures on a couple of the local Facebook groups, and we have already had a lot of guests passing by. So thank you for that Vejle," he says.

The landlord of the premises where Thai Tanic is located is married to a Thai national and through the Thai network in Denmark, the parties found each other: "We know



Chef Bright (left) – is co-owner, while Chef Peeramat is among the employed chefs. Photo: Mette Mørk

that Vejle already has one Thai restaurant with Mie's Thai restaurant, but we thought it might need a little competition. There are many apartments in that part of the city, and Vejle has a large catchment area, so we thought it was a good place, Jan Torben Kjær says.

Although a few tables have been set up inside the room, the plan is not to have an actual restaurant with servings but more so focus on take-away.

Navarat has taken Thailand's massage techniques with her to Denmark

A new clinic offering certified Thai massage has opened its doors in the Danish city of Fredericia. The owner is Navarat Thomsen who is originally from Thailand but has lived in Denmark for the past five years together with her Danish husband Ole.

Before Navarat met her husband, she worked as a masseuse in Thailand and after arriving in Denmark she made sure to stay professionally up to date. Navarat has several educations and certificates behind her in various types of massage.

In an interview with local media JyskeVestkysten, Navarat says that her passion is to help people:



Navarat Thomsen has opened 'Navarats Thai Massage' on Egeskovej 90, Fredericia. Foto: Peter Friis Autzen

"I like to help people, that's why I am a masseuse. I love to help people who have pain in the lower back or neck. Or other places. When I have a problem, other people are

ready to help me. I also want to be someone who helps others", Navarat says.

Before opening her own clinic 'Navarat's Thai Massage', Navarat worked with Thai massage at a clinic on the island of Fyn in Denmark.

Her new clinic is open daily from 9-19 except Sundays and although she explains that it can be long days, she says "But I still always think of massage so I might as well do it".

Some of Navarat's customers from her time on Fyn have already made bookings at her new clinic and Navarat is excited to get started.

"It's great to get started. I have been looking forward to it", she says.



Malaysian living in Norway: Fasting during Ramadan is hard

Farah Elwani Abdul Rani, a Malaysian Muslim living in Asker city in Norway, the early sunrises and late sunsets in Norway make fasting hard. Local media The Star has spoken to her about how she manages to keep up with her traditions surrounding Ramadan while living abroad.

Farah Elwani Abdul Rani has been living in Asker city in Norway for over a decade with her Norwegian husband and their two children. She works as a preschool assistant and interpreter and she takes pride in observing the holy month and cherishes Ramadan and its traditions despite the challenges it brings in a country like Norway with the long days.

Waiting until dusk to break her fast is especially hard because the day is over 18 hours long due to the late sunset. On the day of the interview, according to the Muslim Pro

app Ramadan calendar, sahur (pre-dawn meal) must be taken before 2.53 am while iftar (break the fast) was at 9.07 pm in the Norwegian capital of Oslo. Farah Elwani however makes it work.

“When I first started fasting in Norway years ago, it was quite tough especially as it was summer and I had a breastfeeding baby,” she says.

“My Muslim friends here then advised me that if we feel that we can’t make it, then we can follow the fasting hours of Mecca, which I confirmed with an imam in Oslo. So when I feel like I can’t make it, that’s what I would do. Islam doesn’t force us to do what is beyond our capability.”

Farah Elwani is very proud of the Ramadan culture in Malaysia and she is missing it in Norway. She explains that Ramadan in Norway is not so much different than other

months but in Malaysia, it is filled with open-air bazaars, family gatherings, and food like kuih sampan and asam pedas. Farah Elwani also keeps her culture alive in Norway through Malay food which her family is very fond of.

Farah Elwani explains to The Star that she will not be having a Hari Raya open house this year due to the Covid-19 pandemic.

“It’s sad because my house was a place that friends from Malaysia, Indonesia, and Singapore would visit but this year I will not be inviting anyone. I will just video call my family back in Sitiawan. I’m usually at work during Hari Raya so I will ask my boss if I can have a five-minute break to say hi to my family and ask for maaf ampun (forgiveness),” she says.

Farah Elwani had to cancel her travel plans this year but she is hoping to come home to Malaysia next year.

China Cultural Centre to open in Finland

The Finnish government has adopted a decree bringing into force the establishment of a China Cultural Center in Finland, local media Foreigner.fi reports.

The purpose of the China Cultural Centre is to promote cultural cooperation between the two countries as well as mutual understanding and knowledge of Chinese culture in Finland.

The agreement between Finland and the People's Republic of

China was signed in Beijing in 2019 and entered into force on 17 April 2021. Before the signing in 2019, negotiations of the agreement had lasted several years.

According to the Ministry of Education and Culture, the China Cultural Centre in Finland will under the agreement be a non-profit cultural institute for which China as a whole is responsible for. Finland is not liable for any costs under the agreement nor does it require the



adoption of other legislation.

The agreement only concerns the China Culture Center that will be established in Finland and currently, Finland does not have plans of establishing a Finnish Cultural Center in China.

IKEA Philippines researching how people live at home



IKEA in the Philippines has been preparing for the opening of the world's biggest branch at the Mall of Asia complex later this year, ABS-CBN News reports.

The preparations have included exploring the homes of Filipino residents since 2016 to better understand people's needs, dreams, and challenges to scope out what new markets need.

Georg Platzer, IKEA Pasay City store manager said in a statement, "We've always been fascinated about people's lives at home. So we ask how they live their life at home. This helps us do what we do—create modern furniture design that helps people to not just survive at home, but thrive."

The Swedish furniture maker discovered that for Filipinos the

home is not just a physical space "but the people they share it with," as some live several generations together while other families live with their kids. Rising property costs and diminishing land spaces have also resulted in many Filipinos turning to smaller spaces and there also Filipinos who love to DIY their homes, including those that live in condominiums.

According to Georg Platzer, IKEA hopes to learn what Filipino needs for their dream home and the furniture maker plans to continue to explore how Filipinos live at home. The stories of Filipino homes can be viewed on IKEA's "Life at Home in the Philippines" page.

IKEA's Filipino branch is scheduled to open either in the third or fourth quarter of this year but no updates have been disclosed on whether or not the timeline was affected by the recent COVID-19 lockdown.



Danish-Chinese tailpipe company celebrates 75 years

The Danish company Tajco, which makes tailpipes for cars, recently celebrated its 75th anniversary. Simultaneously with the celebration in Denmark, the anniversary was also marked in China where the production takes place and the USA, Germany, Slovakia, and Japan, where Tajco has branches.

Tajco's factory in China have about 800 employees who every year, produce around eight million chrome-plated stainless steel pipe tails. Among Tajco's customers are well-known car manufacturers such as BMW, Audi, Volvo, Ford, Porsche, VW, and Bentley.

Frank Lorenz, director, and co-owner of the company says to local media JydskeVestkysten that they

have tried to make the anniversary festive while complying with current corona restrictions. The reception was held at different times according to the different time zones.

In connection with the anniversary, the company also held an internal fitness challenge competition, where the employees competed against each other in who would take most steps during 8 to 28 March and the Chinese employees went to great lengths to win.

"The initiative has been well received in all departments. We had hoped for 200 participants but came up with 225 participants divided into 45 teams with five participants. Our original hope was that each team would reach 75 kilometers of running per week. We have a team

at the factory in China who have surprised us by having covered an overwhelming number of kilometers. The winning team ended up covering 3013 kilometers in the 22 days," Thomas Nielsen says.

In addition to the prizes for the individual participating teams, the company's internal fitness challenge triggers a donation per kilometer to an organization that plants trees in Ethiopia.

Novo invests in Indonesian health company

Novo Holdings, the Danish holding company behind Novo Nordisk A/S and Novozymes A/S, has invested in an Indonesia-based health tech platform, Halodoc. This is the first investment by the Novo Holdings Asian life sciences team in Singapore following its setup last year.

Halodoc is led by PT Astra Digital Internasional, a subsidiary of PT Astra International Tbk (Astra), and joined by existing and new investors including Temasek, Telkomsel's TMI, Acrew Diversify Capital Fund,



Bangkok Bank, UOB Venture Management, Singtel Innov8, BliBli, Allianz X, and Openspace Ventures.

The funds will be used to deepen Halodoc's penetration in

key healthcare verticals across Indonesia, improving patient experiences with technology-based solutions for the country's most pressing healthcare problems.

Danish engineering firm builds Cebu-Cordova Link



Fireworks light up the sky as the crosses at the pylons of the third bridge were lit up on Thursday night, April 15, 2021. CDN Digital photo | Morexette Marie B. Erram

Rooted in Danish Innovation origin, COWI is the owner's engineer for the Cebu-Cordova Link Expressway.

The project is expected to ease traffic congestion in Metro Cebu. It is also expected to support tourism growth by positioning Cordova as

the major gateway for island tourism in the Visayas region, Cebu and Bohol.

The Danish embassy in Manila expressed "Thanks to Secretary Tugade for welcoming Danish expertise and innovation keeping the doors open for future projects with



the Department of Transportation – Philippines."

On Thursday evening, April 15, 2021, the Cebu-Cordova Link Expressway (CCLEX) lit eight crosses placed on top of its twin pylons during a ceremonial event to commemorate 500 years of Christianity in the Philippines. Each cross has a height reaching up to 40 meters, and are placed on each side of the pylons.

Read more: <https://cebu-dailynews.inquirer.net/373118/ iconic-crosses-in-third-bridge-lit-up-as-cebu-celebrates-500-years-of-christianity#ixzz6ttrTjYEv>



Photo: Christine Aagaard-Kragh

Chinese couple converts Steakhouse into sushi ad libitum restaurant in Denmark

What started as a survival initiative during the pandemic has turned into a new business adventure for Lin Feng and her husband Gong Yao from China. To local media Jydske-Vestkysten, the couple talks about how serving sushi as takeaway during the pandemic spiked their new adventure.

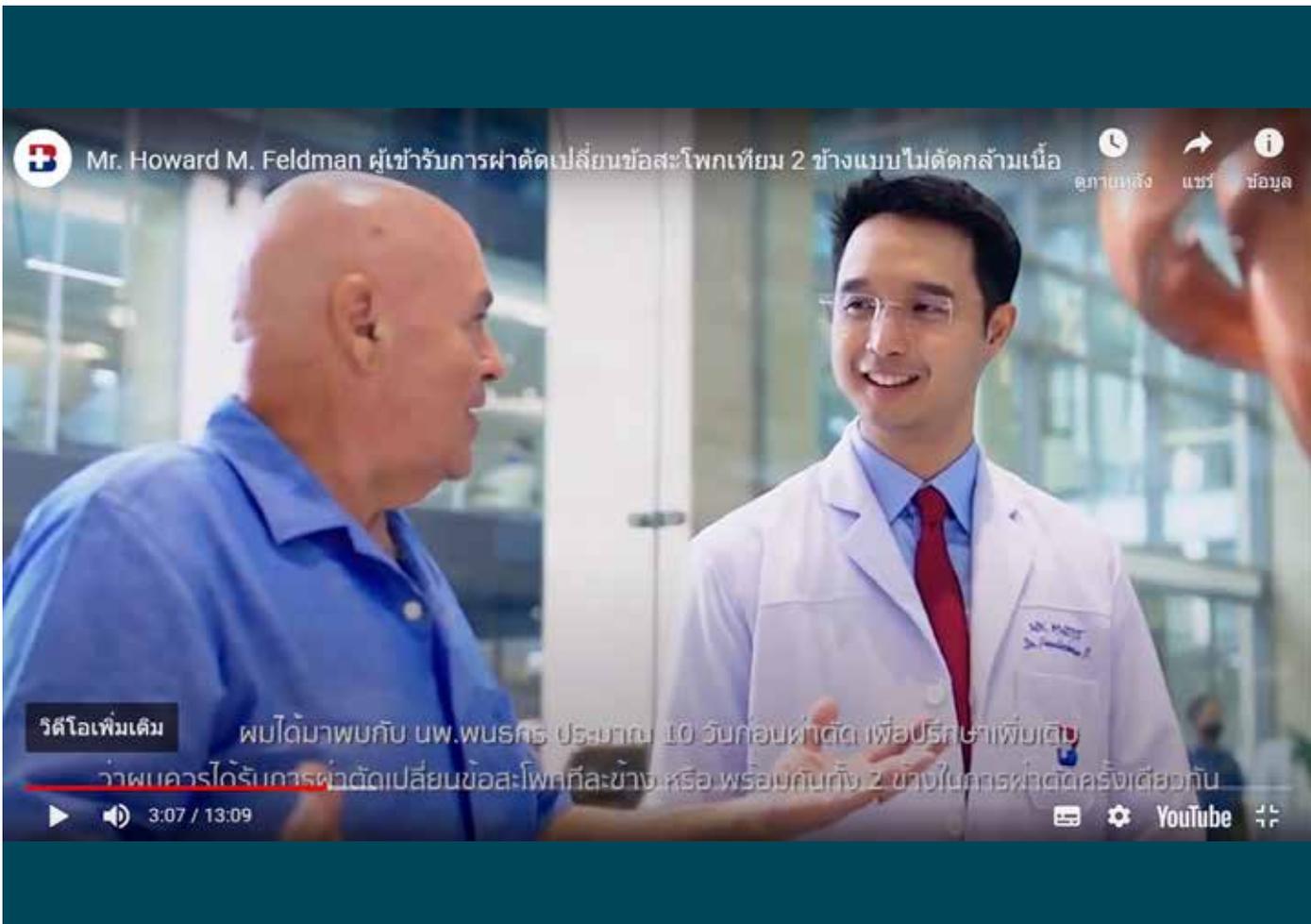
Lin Feng came from China to Denmark in 1997 and worked at several restaurants in both Copenhagen and Esbjerg before she and her husband Gong Yao opened the restaurant Big World and later Kong Svend's Steak House in the city of Varde. To keep their business running during the pandemic, the couple started making takeaway sushi and it has been such a great success that they are now converting Kong Svend's Steak House into a sushi

restaurant serving sushi ad libitum.

Kaito Sushi is set to open on 12 May and because the owners want the restaurant to be a place where the whole family can come and eat together they are keeping a few of their popular steak dishes on the menu. The focus will however be on sushi and sushi ad libitum is the concept, 44-year-old Lin Feng explains.

Making sushi takes time because every single piece has to be decorated nicely so the couple has brought in two new sushi chefs. Lin Feng has been ready to convert their restaurant for years but it has taken her husband Gong Yao a little bit longer to let go of Kong Svend's Steak House. "But then our takeaway sushi became so popular that he came and said that he could see that it was time for us to take the plunge", Lin Feng explains.

The concept of Kaito Sushi is sushi ad libitum but customers still place the order at the table so it's completely fresh sushi they get. Lin Feng emphasizes however that to avoid customers ordering more sushi than they can eat, there will be an extra cost of leftover sushi. "This is partly to counter food waste, but also because sushi is something that takes a long time to make. There is a lot of needlework in each piece of sushi. It is a small work of art that needs to be decorated and made delicious. But customers can order from the menu all the time while they are here, and there is also ice cream and coffee on the menu, Lin Feng explains.



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Students at ISB are able to be their authentic selves. They are encouraged to follow their own unique paths and journeys. They are able to see and achieve their potential, they are supported, they thrive.

We are exceptionally proud of all our inspiring students at ISB.

Follow our #isbstudentspotlight series.



39/7 SOI NICHADA THANI, SAMAKEE RD., PAKKRET, NONTHABURI 11120
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