



IFC POWERED SERIES - Webinar 10

How Gender crosscuts ESG

25 May 2022

11:00 am -12:30 pm, Nepal Time

Introduction

The Powered Webinar series are monthly, one and half hour interactive seminars for member companies of the IFC Powered by Women Nepal initiative to build their knowledge and to help them achieve their commitments on gender equality and diversity.

These webinars feature key speakers on topics linked to the PbW commitments to action, which include enhancing opportunities for women: in leadership, as stakeholders, in non-traditional jobs, and as employees.

Objectives of the webinar:

Studies around the globe have shown that companies with more gender diverse leaders and employees are not only creative and innovative in managing Environmental, Social and Governance (ESG) risks but benefit companies with economic, social, and reputational payoffs. This webinar will enhance the understanding of PbW member companies on how gender crosscuts ESG, and help companies to:

- Learn why gender is key to ensuring good Environment, Social and Governance (ESG) practices
- Identify how to integrate gender within existing Environmental & Social risk management frameworks
- Hear examples from companies like EDP from EL Salvador about their experience with gender diversity and increased ESG performance

Audience

The webinar is aimed at Powered by Women leaders, senior management, PbW focal points, officials from environmental and social departments, stakeholder engagement officers and interested representatives from the 19 companies associated with the hydropower industry in Nepal.

Speaker



KATE LAZARUS
Senior ESG Advisory Lead, Asia Pacific, IFC

Kate Lazarus is IFC's Asia Lead for Environment, Social and Governance (ESG) Advisory based in Bangkok. In 2018, Kate received the 'Top 30 of IFC Individual Corporate Awards' for staff whose exceptional contributions, collaborative behaviours, and innovative thinking have consistently resulted in the achievement of significant milestones to help a sector or country reach market potential for private sector investment. She developed, manages and leads an advisory program on environmental and social (E&S) standards in the hydropower sector in Lao PDR, Myanmar, Nepal and Pakistan. She coordinates the ESG Landscape project and the Powered by Women initiative in Myanmar and Nepal to promote gender diversity in the renewable sector. Lived and worked in Asia for 20 years, her expertise focuses on water governance, multi-stakeholder dialogues, renewables, CIAs, human rights/conflict, environmental flows, and benefit sharing. She is the editor of the book Water Rights and Social Justice in the Mekong.



MÓNICA FLORES
Human Resources Manager, Energía del Pacífico (EDP), EL Salvador

Mónica Flores is with Energía del Pacífico (EDP) working as a Human Resources Manager from past two years. She is a Salvadoran. A psychologist with a master's degree in human resources, she has worked in the electrical sector of her country for 14 years. Before joining EDP she was associated with the United Nations Development Program where she built the foundation of her work towards gender equality and raising awareness on the issues of women, especially on the prevention of gender-based violence which is currently one of her major responsibilities and areas of interest.

Agenda

10:55-11:00	Join the Zoom meeting
11:00-11:05	Introduction and Agenda Bipina Sharma, PbW Nepal Coordinator, IFC
11:05-11:35	Why Gender in ESG Matters: How the IFC Performance Standards incorporate gender Kate Lazarus, Senior Asia ESG Advisory Lead, IFC
11:35-11:45	Facilitated Discussions Sophia Tamot, Sustainability Specialist, ESG Advisory, IFC
11:45-12:15	Sharing of Experience: Positive correlation between gender diversity and ESG performance from EL Salvador Mónica Flores, Human Resources Manager, Energía del Pacífico (EDP), EL Salvador
12:15-12:25	Facilitated Discussions Sophia Tamot, Sustainability Specialist, ESG Advisory, IFC
12:25-12:30	Next Steps and Wrap Up Bipina Sharma, PbW Nepal Coordinator, IFC

Please click on the zoom link here to register for the webinar by May 24, 2022.

[CLICK HERE TO REGISTER](#)

After you have registered, you will receive a confirmation email with a link to the meeting.

IN PARTNERSHIP WITH



Norwegian Ministry of Foreign Affairs



Powered by Women Nepal

Powered by Women Nepal is a timebound initiative that works with renewable energy companies to build the case for gender equality and diversity and enhance business efficiency and sustainability. Nineteen companies have signed up to Powered by Women Nepal commitments to action for gender equality and diversity.

An IFC study carried out between 2019 and 2020 assessed the Nepal hydropower landscape from a gender lens to understand the role of women in the hydropower sector, their contribution to business productivity and opportunities and challenges, thus presenting a unique opportunity for renewable energy companies operating in this landscape to proactively take the lead in initiating positive change in the broader economy. The report can be found [here](#).

About IFC's Environment, Social and Governance (ESG) Advisory for Asia Pacific

ESG Advisory for Asia Pacific is a key part of our ambition to broaden IFC's influence and deepen its impact in moving the private sector in emerging markets towards sustainability. Our programs across Asia Pacific focus on providing integrated ESG upstream support and offer tailored advice and guidance to clients (public and private sector) in the areas of Corporate Governance, Environmental and Social Risk Management and Governance of E&S. Our advisory services also help support ESG improvements and reform efforts in emerging markets, while leveraging and integrating knowledge tools, expertise, and networks at the global and regional levels.

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www.ifc.org/hydroadvisory