



## IFC POWERED SERIES - Webinar 11

# Engaging Men in Advancing Women in the Workplace

24 August 2022

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

### Background

Powered by Women (PbW) Initiative is grounded in the belief that gender equality and diversity within the hydropower sector will not be possible without the support and active engagement of male colleagues. All nineteen PbW member companies have strong support from both male and female leadership to advance the case for diversity and equality at the workplace. Sixteen percent of the PbW focal points are men who are emerging role models and champions advocating for gender friendly policies and respectful workplaces.

These monthly "Powered" series 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

This webinar will help you:

- Understand how men can support female colleagues as champions at work and
- Learn from companies and organizations that are mobilising men in addressing Gender-Based Violence against Women

### Audience

The webinar is aimed at PbW leaders, senior management, PbW focal points, Human Resource Officials, grievance handling officers, respectful workplace advisors and representatives and male colleagues interested in advancing diversity and equality at the workplace 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.



**KAVITHA GUNSEKERA**  
Head of Global Talent Development, Fortude, Sri Lanka

Kavitha Gunsekera is the Head of Global Talent Development at Fortude, a part of the Brandix Group of Companies. Prior to her tenure in Human Resources, Learning and Development, she worked in media and communications space. At Fortude, she is responsible for learning interventions across the employee life cycle, while also spearheading team building, leadership development, succession planning, rewards & recognition and organizational development. She believes that businesses prosper with a diverse workforce; she currently champions the Diversity and Inclusion (D&I) initiatives at Fortude, having done so at multiple conglomerates in the past.



**HARISH SADANI**  
Co-Founder and Executive Director, Men Against Violence and Abuse (MAVA), India

Harish Sadani is a leading gender rights activist. Since 1993 he is the co-founder and executive director of Men Against Violence and Abuse (MAVA), where he works with young men and boys to prevent violence against women. He has mentored thousands of adolescent boys and young men across India to address healthy relationships, toxic masculinity and sexuality-related matters and redefine masculinity using his unique way of interventions. Currently, he is also a Consultant and Trainer to Corporates, Universities and NGOs on gender sensitivity, anti-sexual harassment at workplace and other gender related issues. He is a TEDx speaker and has been invited by national and international bodies like UN Women and UNFPA to share insights and build capacities of various stakeholders on pioneering gender-based violence against women. In recognition of his pioneering work, Harish has been awarded with the Ashoka Changemakers' Award (US) 2010, Maharashtra Foundation Award 2011, the Muktaa Sanmaan Award 2014 by IBN Lokmat news-channel of the CNN Group and the Sandvik India Diversity Award 2017 by Sandvik Asia Pvt. Ltd. Harish, holds a Master's degree in Social Work from the Tata Institute of Social Sciences, Mumbai, India.



**KUMAR PANDEY**  
Chairperson, National Hydro Power Company (NHPC), Nepal

Kumar Pandey is the Chairperson of National Hydro Power Company (NHPC), a publicly listed hydro power generating company, which is also in the process of developing numerous other hydro power plants. Mr. Pandey has also served in the capacity of General Secretary and Vice President, at the Independent Power Producers' Association-Nepal (IPPAN), an umbrella organization of hydropower investors and developers. He has more than 25 years of extensive experience in engineering, project development, and project management in the US and Nepal. Mr. Pandey has had extensive experience in the hydro power industry, with involvement ranging from project identification and optimization, project planning, engineering design, management of construction, and operation of hydropower plants. He is a male champion of the Powered by Women Initiative since its launch in September 2020.

### Agenda

10:55-11:00	<b>Join the Zoom meeting</b>
11:00-11:05	<b>Agenda and Introduction</b> Bipina Sharma, PbW Nepal Coordinator, IFC
11:05-11:10	<b>Welcome Remarks and Objectives</b> Kate Lazarus, Senior Asia ESG Advisory Lead, IFC
11:10-12:10	<b>Moderated Panel Discussion: Engaging Men in Advancing Women in the Workplace</b> Panelists: Kavitha Gunsekera, Head of Global Talent Development, Fortude, Sri Lanka Harish Sadani, Co-Founder and Executive Director, Men Against Violence and Abuse (MAVA), India Kumar Pandey, Chairperson, National Hydro Power Company (NHPC), Nepal Moderator: Bipina Sharma, PbW Nepal Coordinator, IFC
12:10-12:25	<b>Q&amp;A</b>
12:25-12:30	<b>Next Steps and Wrap Up</b> Bipina Sharma, PbW Nepal Coordinator, IFC

Please click on the zoom link here to register for the webinar by August 22, 2022.

[CLICK HERE TO REGISTER](#)

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

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### 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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