



IFC POWERED SERIES - Webinar 13

# Integrating Gender in Occupational Health and Safety



17 February 2023



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

## Introduction

As Nepal aims to add another 15,000MW of hydro electricity by 2030, women who make up over half (54.5 percent) of the country's population are bound to play an increasing role in Nepal's hydropower workforce. Workplace issues relating to occupational health and safety (OHS) often carry differentiated risks for men and women therefore presenting an urgent need for companies to adopt OHS policies and practices that are gender sensitive to enable a safe environment for all its employees, irrespective of gender.

OHS practices include the identification of potential hazards and responses to eliminate sources of risk or minimize workers' exposure

to them. Some OHS risks may be specific to women workers, partly because men and women may have different types of jobs, but also because of physiological differences. This webinar aims to help companies working in Nepal's hydropower sector learn about some good international industry practices (GIIP) on OHS for member companies to draw lessons from and contextualize to their own settings.

Each month, these webinars titled "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:

- Learn how companies can integrate gender into Occupational Health and Safety by hearing about examples of good international industry practices (GIIPs)
- Listen to how a Powered by Women member company has integrated Gender Based Violence and Harassment (GBVH) and is ensuring the health and safety of their staff and communities through their 'Toolbox Talks'



### Audience

The webinar is aimed at Powered by Women leaders, focal points, HR specialists, OHS specialists and staff associated with the OHS department/division within the companies.

## Speakers



### DEAN LAPLONGE, PhD

For the past two decades, Dean has worked across the globe supporting the efforts of international development banks and private sector businesses to improve prevention of and responses to gender-based violence and harassment and is now widely recognized as an international expert in managing the risks of these behaviors in workplaces and communities affected by business operations. He was a leading voice in raising concerns about gendered behaviors in the extractive industries and in 2010 facilitated a ground-breaking roadshow for the Department of Mines in Western Australia to explore how practices of masculinity affect safety on mine sites. Dean has also worked extensively in the humanitarian sector with various international agencies, including the United Nations, to research the prevalence of violence against women, girls and gender diverse persons and to develop programming and training for gender-based violence practitioners. In 2022, Dean was awarded a Visiting Fellowship at Carleton University in Ottawa, Canada, to pursue research on responses to gender-based violence in the private sector. He holds a PhD in gender studies (Australia) and a Masters' degree in international peace and conflict studies (Costa Rica). Dean is based in Nova Scotia, Canada. You can purchase a copy of his latest book – a collection of interviews with influential women on the island where he lives – through **Amazon**.



### SANJAY PRASAD GAIROLA

Sanjay works with Solu Hydropower Limited as General Manager – Environment, Health, and Safety. He has over 20 years of experience in Health, Safety Environment & Security (HSES) aspects in construction of refineries, liquified natural gas (LNG) trains, gas to liquid (GTL) plants, construction and modification works on off shore oilwell platforms, wind turbine jackets, process platforms, construction and operation of hydro power plants, construction of cement plants, gas power plants & desalination plants, high rise buildings, commercial complexes, shipyard works, metro rail and airport works with significant experience in Indian Naval aviation facilities. He is an electrical engineer with a Master's in Environmental Science and is a Chartered Member of Institute of Occupational Safety and Health, UK.

## AGENDA

(Nepal time) - February 17, 2023

10:50-11:00	<b>Join the Zoom meeting</b>
11:00-11:05	<b>Welcome Remarks</b> <i>Kate Lazarus, Senior Asia ESG Advisory Lead, IFC</i>
11:05-11:10	<b>Objectives and Agenda</b> <i>Bipina Sharma, PbW Nepal Coordinator, IFC</i>
11:10-11:35	<b>Knowledge Sharing: featuring Powered by Women Member, Solu Hydropower Limited's Toolbox Talks on integrating GBVH within OHS</b> <i>Sanjay Gairola, General Manager - Environment, Health, and Safety, Solu Hydropower</i>
11:35-12:10	<b>Integrating Gender in Occupational Health and Safety (OHS): Introduction to Good International Industry Practices (GIIP)</b> <i>Dean Laplonge, GBV Consultant</i>
12:10-12:25	<b>Q&amp;A</b> <i>Sophia Tamot, Sustainability Specialist, IFC</i>
12:25-12:30	<b>Wrap up and Next Steps</b> <i>Bipina Sharma, PbW Nepal Coordinator, IFC</i>

Please register [here](#) for the webinar by February 14, 2023.

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

IN PARTNERSHIP WITH



## 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.

## 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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