Introduction

The Powered Webinar series are monthly, one and half hour interactive seminars for member companies of the IFC’s IFC’s Women in 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.

The focus of this webinar is to enhance the understanding of companies on how to go about developing policies to prevent sexual harassment at the workplace and in the event they do occur, how to address and manage such behaviour at the workplace.

Objectives of the webinar:
- Learn what constitutes sexual harassment at the workplace and how companies can work to prevent it.
- Understand the link between gender friendly policies, company culture, and companies’ triple bottom line.

Audience

The webinar is aimed at Powered by Women leaders, senior management, officials from human resource, designated grievance handling officers, respectful workplace advisors and interested representatives from 19 companies associated with the hydropower industry in Nepal.

Agenda

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<th>Time</th>
<th>Session</th>
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<td>10:55</td>
<td>Welcome Remarks and Objectives</td>
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<tr>
<td>11:00</td>
<td>Kate Lazarus, Senior Asia ESG Advisory Lead, IFC</td>
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<tr>
<td>11:00</td>
<td>Introduction and Agenda</td>
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<td>11:10</td>
<td>Bipina Sharma, PbW Nepal Coordinator, IFC</td>
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<td>11:10</td>
<td>Developing and Implementing a Workplace Policy for Prevention of Sexual Harassment</td>
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<td>11:20</td>
<td>Andrea Cullinan, Global Thematic Lead, Gender and Gender-Based Violence, IFC</td>
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<td>11:45</td>
<td>Sharing from a company: Business Benefits of Adopting Gender Friendly Policies</td>
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<td>Company Representative</td>
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<td>12:10</td>
<td>Facilitated Discussions</td>
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<td>12:20</td>
<td>Sophia Tamot, Sustainability Specialist, ESG Advisory, IFC</td>
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<td>12:25</td>
<td>Next Steps and Wrap Up</td>
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<td>12:30</td>
<td>Bipina Sharma, PbW Nepal Coordinator, IFC</td>
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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 driving private sector contributions towards sustainability. Our advisory services help companies to
- Understand the drivers and barriers to sustainable development
- Align ESG strategies with business goals
- Develop a comprehensive ESG strategy including plans for sustainability
- Help companies manage and mitigate risks related to ESG

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. Through capacity building, training, and knowledge sharing, companies have signed up to be powered by women initiatives to achieve a gender equality and diversity.

An IFC-funded 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.

Speaker

ANDREA CULLINAN

Global Thematic Lead, Gender and Gender-Based Violence, IFC

Andrea is the Thematic Lead for Gender and Gender-based violence in the IFC’s Global Environment, Social and Governance sustainability advice and solutions department. She brings twenty years of expertise as a gender-based violence specialist, principally working with governments and civil society actors to develop and implement gender-transformative policies, increase women’s participation in renewable energy, and support gender sensitive policies to prevent sexual violence in the workplace. She brings her fresh national and global experience, coordinating efforts across the Asia Pacific region and other regions, to address issues that span from anti-violence initiatives to civil society, business, NGOs, donors and government.

Andrea has worked extensively across Asia, Africa and the Pacific, with postings including Sudan, South Sudan, Libya, Ethiopia, Kenya, India, Maldives, Thailand, Timor Leste, Afghanistan, this brings real-life practical understanding of contextual challenges and support needed to facilitate private sector to development settings.

CLICK HERE TO REGISTER

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

www.ifc.org/sustainability
www.ifc.org/hydroadvisory

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