

IFC POWERED SERIES - Webinar 9

Workplace Policy for Prevention of Sexual Harassment

 23 March 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. 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.

Speaker



ANDREA CULLINAN

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

Andrea Cullinan 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, previously working with United Nations leading many initiatives aimed at promoting women's rights, innovation, good practices and increased capacity across numerous projects. She has held national, regional and global roles, coordinating efforts to address GBV across multi-stakeholders such as civil society, business, NGOs, donors and government. Andrea has worked extensively across Africa and Asia-Pacific with postings including Sudan, South Sudan, Libya, Ethiopia, Kenya, Indonesia, Philippines, Thailand, Timor Leste, Afghanistan. She brings real-life practical understanding of contextual challenges and support needed to facilitate private sector in development settings.

Agenda

10:55-11:00	Join the Zoom meeting
11:00-11:05	Welcome Remarks and Objectives <i>Kate Lazarus, Senior Asia ESG Advisory Lead, IFC</i>
11:05-11:10	Introduction and Agenda <i>Bipina Sharma, PbW Nepal Coordinator, IFC</i>
11:10-11:50	Developing and Implementing a Workplace Policy for Prevention of Sexual Harassment <i>Andrea Cullinan, Global Thematic Lead, Gender and Gender-Based Violence, IFC</i>
11:50-12:10	Sharing from a company: Business Benefits of Adopting Gender Friendly Policies Company Representative
12:10-12:25	Facilitated Discussions <i>Sophia Tamot, Sustainability Specialist, ESG Advisory, IFC</i>
12:25-12:30	Next Steps and Wrap Up <i>Bipina Sharma, PbW Nepal Coordinator, IFC</i>

Please register for the webinar by 22 March 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 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 Reform efforts 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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