



IFC POWERED SERIES - Webinar 4

OPERATIONALIZING A RESPECTFUL WORKPLACES PROGRAM

April 21, 2021

11:00 – 12:30, Nepal Time over ZOOM

Introduction

The Powered Webinar series aims to provide companies that have signed up to the **IFC Powered by Women Nepal** commitments to action on gender equality with some of the tools and resources to build knowledge and network and in the process enable them to achieve their commitments.

This monthly one and half hour webinars will host interactive sessions with key speakers on topics linked to the company 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 on the commitment on: Enhancing **Respectful Workplaces**.

Objectives of the webinar:

- Learn how family friendly policies can promote respectful workplaces and contribute to employee productivity and wellbeing.
- Learn about the role Respectful Workplaces Advisors can play in enabling a conducive workplace environment that respects staff confidentiality and guides employees on workplace issues.

Audience

The webinar is aimed at Powered by Women leaders, HR and private sector employees of 19 companies associated with the hydropower industry in Nepal.

Speakers



SHALAKA JOSHI
Gender Lead, South Asia, IFC

Shalaka Joshi is the Gender Lead, South Asia for IFC, where she works on gender in the private sector. She has over 17 years of global leadership experience in early-stage investing, social venture, financial inclusion, entrepreneurship, livelihoods and market-based solutions to poverty in emerging markets, especially in Asia. She has worked in key positions in ICICI Bank, Unitus Impact (now Patamar Capital) and Tonic Global, and serves on the Boards of the Equality Fund, UnLtd India and IEF. She is also a part of the Investment council for the Government of India's Women's Entrepreneurship platform and the Advisory Council for the global Gender smart Investing Summit. She has recently been accredited as an international mediator from the Centre for Effective Dispute Resolution, UK.



SYEDA FAIZA JAMIL
Corporate Responsibility and Communications, Lead Artistic Milliners, Pakistan

Syeda Faiza Jamil has 6 years of dedicated Research and Innovation experience in the field of performance textiles, sustainability, and water chemistry. In this role, she has worked closely with British Council and IFAI (International Fabrics Association International), USA and has pursued her doctoral degree from IMRI- University of Bolton, UK. In 2015, she joined Artistic Milliners (AM) as Corporate Responsibility and Communications Lead where she is gearing AM to its core values of social and environmental sustainability. Currently, her focus is on promoting gender equity and traceability in denim supply chain. Apart from passionately involved in her work, she takes time out for globe-trotting and reading literature.



AFIFA RAIHANA, Ph.D.
Senior Environmental Specialist, IFC

Afifa Raihana is a Senior Environmental Specialist at IFC, World Bank Group based out of Dhaka, Bangladesh and works across India, Pakistan, Afghanistan, Nepal, Sri Lanka, and Bhutan. She has more than 18 years of experience in Sustainable Finance and climate change. She has worked both on investment and advisory projects across multiple regions. Afifa has been instrumental in developing policies and procedures on Sustainable Finance for Central Banks across South Asia and Middle East. She graduated from Dhaka University in Economics and then did her MSc from Oxford University, UK in Environmental Change and Management and completed her PhD from Bath University, UK. Her second book Learning and Sustainable Development: A case from the business sector (textile and garments) in Bangladesh was published in 2013.

Agenda

10:50-11:00	Join the Zoom meeting
11:00-11:05	Introduction and Agenda Bipina Sharma, PbW Nepal Coordinator, IFC
11:05-11:25	Ensuring Respectful Workplaces through Family-Friendly Policies and Practices Shalaka Joshi, South Asia Gender Lead, IFC
11:25-11:40	Spotlight: Experience Sharing from Pakistan Syeda Faiza Jamil, Corporate Responsibility and Communications Lead, Artistic Milliners Limited, Pakistan
11:40-12:00	Q&A Sophia Tamot, ESG Consultant, IFC
12:00-12:15	Role of a Respectful Workplace Advisor Afifa Raihana, Senior Environmental Specialist, IFC
12:15-12:25	Q&A Sophia Tamot, ESG Consultant, IFC
12:25-12:30	Closing Remarks Kate Lazarus, Senior Asia ESG Advisory Lead, IFC

Please register by 20 April 2021.

[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: <https://bit.ly/3oYpRZS>

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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