

VIRTUAL LAUNCH

IFC Report on the Business Case for Gender Diversity and Equality in Nepal's Hydropower Sector and the Powered by Women Initiative

Tuesday, 22 September 2020
10:00 - 11:30, Nepal Time (NPT)

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In the current discourse on energy and gender in Nepal, hydropower increasingly is seen as one of the promising sectors that can bring about a lasting socio-economic transformation and benefit enormously from adopting gender smart strategies. As Nepal targets to achieve "Electricity for All" by the year 2030 (NEA, 2019¹) and is ramping up hydropower production to add 15,000MW to the grid by 2030, gender remains core to facilitating sustainable outcomes from hydropower development.

Nepal's women make up more than half (54.5%)² of the country's population of 30 million people. Despite increasing participation of women in the labor force, gender-based constraints for women across various sectors including in hydropower remain high. This is evident through the recent research commissioned by IFC on the Business Case for Gender Diversity and Equality in Nepal's Hydropower Sector. The findings from the IFC research reveal only 10 percent of women as employees (155 out of 1535) in the 20 participating companies with a majority of them in junior positions and only 8 percent in executive roles (13 out of 155 women). Where the study recommends enhancing women's participation throughout the supply chain of the hydropower sector for profitability and sustainable outcomes, it also emphasizes the importance of data in furthering the attainment of gender diversity in the hydropower sector. This shows that there is still a lot to be done to ensure that opportunities progress at an equitable pace for women and men alike in the hydropower sector in Nepal.

To improve gender diversity and equality in the hydropower sector in Nepal, IFC is launching the *Powered by Women* initiative in Nepal. *Powered by Women* began in Myanmar and is supported by the governments of Australia, Japan and Norway and aims to provide time-bound commitments for companies working in the hydropower sector to help improve their operations and impact through gender-smart initiatives.

About this webinar

- Introduce the *Powered by Women* initiative.
- Share key findings, recommendations and follow up actions from the IFC research on the *Business Case for Gender Diversity and Equality in Nepal's Hydropower Sector*, August 2020.
- Introduce the committed companies as implementing partners of the *Powered by Women* initiative.
- Hear from a panel of regional representatives on various topics related to *Powered by Women*.

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¹ NEA (2019), Annual Report, Kathmandu, Nepal

² https://data.worldbank.org/indicator/SP.POP.TOTL.FE.ZS?locations=NP&name_desc=true

Agenda

SEPTEMBER 22, 2020 (NPT TIME: HRS)	AGENDA ITEM	PRESENTER/MODERATOR
10:00-10:05	Welcome and Introduction	Moderator - Bipina Sharma, IFC
10:05-10:10	Opening Remarks	Babacar Sedikh Faye, Resident Representative, IFC
10:10-10:15	Key Remarks	Ashish Garg, Vice President, IPPAN
10:15-10:45	Gender landscape in Nepal Key findings from the <i>Business case for gender equality and diversity in Nepal's hydropower sector</i> <i>Powered by Women</i> initiative in Nepal	Shalaka Joshi, Gender Lead, South Asia, IFC Kate Lazarus, ESG Advisory Lead, Asia Pacific, IFC
10:45-10:50	Introduction of companies who have committed to <i>Powered by Women</i>	Moderator - Bipina Sharma, IFC
10:50-11:20	Panel Discussion on Key Learnings and Experience Sharing Panelists <ul style="list-style-type: none">Alakesh Chetia, Chief Executive Officer, Yoma Micro Power, MyanmarShabnam Hameed, Global Lead, Workplace Responses to Gender-Based Violence, IFC <i>Representatives from the companies participating in PbW initiative:</i> <ul style="list-style-type: none">Suman Joshi, Executive Director, White Lotus Power Private LimitedPratik Man Singh Pradhan, Vice President, Business Development and Projects, Butwal Power Company LimitedAbhigya Malla, Vice President, High Himalaya Hydro Construction Private LimitedDipesh Bista, Senior Manager, Environment and Social Department, Nepal Water and Energy Development Company Private Limited	Moderator - Justin Pooley, Manager: ESG Advice & Solutions, Asia Pacific, IFC
11:20-11:25	Closing Remarks	
11:25-11:30	Wrap up	Moderator - Bipina Sharma, IFC

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