

Webinar for NMB Bank:

BUSINESS CASE FOR ADDRESSING WORKPLACE BULLYING AND SEXUAL HARASSMENT

April 7, 2021

10:00 – 11:30, Nepal Time



Introduction

Over the past few years, the private sector has increasingly recognized workplace bullying and sexual harassment affects employee wellbeing and impedes business efficiency and growth. Despite the recognition, there is a lack of common understanding among the private sector about what behaviors and actions constitute workplace bullying and sexual harassment and how to respond.

NMB Bank, a key client of IFC, has requested the delivery of a webinar on workplace bullying and harassment to improve their understanding of these key issues. This builds on a similar webinar organized by the Powered by Women (PbW) Initiative Nepal on March 4, 2021 and was attended by PbW members companies including their focal points, human resources staff and employees working in the hydropower industry.

Objectives of the webinar:

- To increase knowledge of NMB bank management and staff on what constitutes workplace bullying and harassment, and
- Why businesses should respond.



Audience

The webinar is aimed at Senior Managers, Credit Team including employees working at different departments within the NMB Bank.

Speakers



SHABNAM HAMEED

Global Lead: Workplace Responses to GBV, Gender and Economic Inclusion Group, IFC
Pronouns: She/Her, They/Them

Shabnam has led IFC's work on workplace responses to gender-based violence since 2016. Prior to working for IFC as a Senior Researcher at the University of New South Wales she helped establish domestic and family violence as a workplace issue in relevant Australian legislation. Shabnam has provided consultancy and training services to organizations and companies such as Commonwealth Bank Australia and Deloitte. Shabnam has over 10 years of experience in industrial relations.



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 Toniic 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.



AFIFA RAIHANA

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 work 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. Afifa has 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.



KATE LAZARUS

Senior Asia ESG Advisory Lead
IFC

Kate Lazarus is IFC's Asia Lead for Environment, Social and Governance (ESG) Advisory based in Myanmar. In 2018, Kate received the 'Top 30 of IFC Individual Corporate Awards' for staff whose exceptional contributions, collaborative behaviours, and innovative thinking have consistently resulted in the achievement of significant milestones to help a sector or country reach market potential for private sector investment. She developed, manages and leads an advisory program on environmental and social (E&S) standards in the hydropower sector in Lao PDR, Myanmar, Nepal and Pakistan. She coordinates the ESG Landscape project and the Powered by Women initiative in Myanmar and Nepal to promote gender diversity in the renewable sector. Lived and worked in Asia for 20 years, her expertise focuses on water governance, multi-stakeholder dialogues, renewables, CIAs, human rights/conflict, environmental flows, and benefit sharing. She is the editor of the book Water Rights and Social Justice in the Mekong.

Agenda

9:50-10:00	Join the Zoom meeting
10:00-10:05	Introduction Santosh Pandey, Country Officer, IFC, Nepal
10:05-10:40	Business Case for Addressing Workplace Bullying and Sexual Harassment Shabnam Hameed, Global Lead, Workplace Responses to GBV, Gender and Economic Inclusion Group, IFC
10:40-10:50	Cost of Sexual Harassment for Private Sector: Examples from Bangladesh Afifa Raihana, Senior Environmental Specialist, IFC
10:50-11:20	Q&A in the plenary Shalaka Joshi, South Asia Gender Lead, IFC
11:20-11:30	Summing up the discussions and Wrap Up Kate Lazarus, Senior Asia ESG Advisory Lead, IFC

Please register by April 2, 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 and understands the 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/30YpRZS>

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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