



IFC POWERED SERIES - Webinar 2

HUMAN RESOURCES AND WOMEN IN NON-TRADITIONAL ROLES

January 20, 2021 | 11:00 – 12:30, Nepal Time

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 webinar 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.

Objectives of the webinar

- Learn how businesses can create opportunities for women in non-traditional roles in their organizations and international best practice
- Learn about the role of HR management in recruitment and retention of female talent



Audience

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

Speakers



Ms. Maisa Galal
HR Director
Nissan Motor Africa

Maisa has over twenty-five years of experience in HR. She is an experienced professional with extensive practice in Change Management, Compensation and Benefits, Industrial Relations, Organizational Development including Talent Acquisition and Talent Management, Performance Management, Medical, Security and Administration. She is the Co-Chair of Women @ Nissan, AMI Region, Nissan Motor Corporation, the Co-Chair of the HR Committee of the American Chamber of Commerce in Egypt, Board member of the Human Power Association of Egypt, and is an active contributor to a number of social responsibility organizations and boards in Egypt.

Prior to Nissan, she worked as the VP- Human Resources for Arab Bank Egypt; Chief Human Resources Officer for Coca Cola; Human Resources Director for General Motors Egypt and North Africa Operations, the MENA Region Director for Program Development with the Institute of International Education, and Director of the Professional Resources Center of AMIDEAST. She launched the GM North Africa Women Council, the GM NEXT Club for Hi-Potential leaders, led the making of GM North Africa a Workplace of Choice, as well as implemented the Business Partnership Concept with all function. She is a strong advocate for diversity and inclusion. She was selected as one of the 50 most influential women in Egypt for the year 2018. She holds an MBA in International Business from the Maastricht School of Business.



Mr. Yuvraj Shrivastava
Chief of HR and Admin
Ncell Axiata Ltd – Nepal

Mr. Shrivastava has over 17 years of experience in HR in various large organizations across India. He is with Ncell Axiata Ltd., in Nepal since March 2018 as Chief HR & Administration Officer. He has served at Aircel India (Maxis Communication Bhd.), Videocon Industries Limited (Consumer Durable & Telecommunication), Bharti Retail Pvt. Ltd. (JV with Walmart), Option One Mortgage Corp., Vodafone India (aka Hutchison India) & Vishwas Power Pvt. Ltd (ABB India). Shaping high performing cultures at large corporations (4000+ Employees) and major growth brands, he has led the delivery of optimal results in highly volatile Telco scene in India. His expertise lies in adopting and implementing contemporary human capital practices thereby attracting, retaining and developing high potential talent and developing executable strategies to motivate teams in achieving corporate objectives through various economic cycles. He possesses in-depth competencies on Strategic HR Design & Planning, High Potential Talent Acquisition, Transformational HR Practices and Culture, Performance Compensation Plan, Digitization, Succession Planning & Development, Change Management & Reengineering, overall communication framework and Employer Branding. He holds a Post Graduate Diploma in BM (HR) and is pursuing a Doctorate (PhD) in Human Resources.

Agenda

10:50 – 11:00	Join the Zoom meeting
11:00 – 11:05	Introduction & Objectives Bipina Sharma, PbW Nepal Coordinator, IFC
11:05 – 11:10	Voices of Representatives from the Hydropower Sector highlighting the challenges and barriers that women face in the sector
11:10 – 11:15	Status of women in non-traditional roles within the Hydropower Industry Kate Lazarus, Senior Asia ESG Advisory Lead, IFC
11:15 – 11:30	HR and Women in Non-Traditional Roles Maisa Galal, HR Director, Nissan Motor - Africa
11:30 – 11:50	Q & A Disha Pandey, South Asia Gender Specialist, IFC
11:50 – 12:05	HR and Women in Non-Traditional Roles Yuvraj Shrivastava, Chief of HR and Admin, Ncell Axiata Ltd - Nepal
12:05 – 12:25	Q & A Disha Pandey, South Asia Gender Specialist, IFC
12:25 – 12:30	Closing and next steps Sophia Tamot, ESG Consultant, IFC Bipina Sharma, PbW Nepal Coordinator, IFC

Please register by January 18, 2021.

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In Partnership With



Norwegian Ministry of Foreign Affairs



Background

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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