



Gender Sensitization & Protection against Harassment of Women at the Workplace (Amendment) Act 2022



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INTRODUCTION

With increasing participation of women in financial intermediation in the wake of SBP's Banking on Equality (BoE) Policy and the target of ensuring 20% female participation by 2024, it is imperative to have greater focus on Gender Sensitization. This becomes even more critical in rural/remote areas where females seem to be hesitant to work in banking sector. Similarly, dedicated and trained women champions shall be placed at 75% of all bank to help guide female customers by June 2024.

Moreover, Govt. of Pakistan (GoP) has recently announced major amendments in "Protection of Women against Workplace Harassment Act 2010 (Amended 2022)". Accordingly, all banks have been mandated by SBP and GoP to provide trainings related to gender & protection against workplace harassment etc. in order to eliminate implicit gender biases and improve their understanding of the legal and regulatory requirements.

OBJECTIVES

- To understand the factors that can play major role in enhancing women's participation in financial sector workforce
- To understand cultural context and how to improve workplace environment
- To understand gender biases and how to remove those biases
- To understand legal and regulatory requirements with reference to workplace harassment and gender mainstreaming and changing role of workforce

Target Audience

- Bank's Area Managers, Branch Managers, Regional Heads, Operation Managers who deal with the diverse workforce and can also disseminate knowledge to them.
- Bank Officers involved in day-to-day dealing with Customers.
- Bank Officers working in remote/rural areas, branchless Banking agents, Women Champions etc.

Contents

- An overview of Gender, Gender Mainstreaming and Gender sensitization
- Workforce Diversity – benefits and challenges
- Understanding & Tackling Gender Bias
- What internal changes your bank can make to achieve gender equality
- Gender sensitization can improve capitalization on talent and the bottom-line
- Women, the world of work and financial inclusion gap
- Towards a gender friendly work environment
- Customer/employee interaction
- How gender sensitization can help implementation of regulatory and legal requirements:
 - ✓ Making BOE policy a successful endeavor: Environment matters
 - ✓ Gender mainstreaming policies for Banks – a regulatory requirement
 - ✓ Women Branchless Banking agents particularly in remote and rural areas – context matters
 - ✓ Improving Gender ratio in Financial Institutions – roles & responsibilities
 - ✓ Other initiatives by SBP
- International Recommendations and barriers for Women Financial Inclusion
- Recent amendments in “Protection of women against workplace Harassment Act 2010 (Amended 2010) viz-e-viz changing role of Banks

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