



BREAKING BARRIERS:

GENDER INCLUSIVE WORKPLACE

FEE:
PKR 20,000
(Plus Tax)



PROGRAM OVERVIEW:

In the 21st century workplace, gender inclusivity is a catalyst for progress. Organizations that embrace equity benefit from diverse perspectives, enhanced innovation, and stronger employee engagement. Globally, inclusive companies outperform peers by 35% (McKinsey, 2020). In Pakistan, where cultural norms and systemic gaps often hinder women and marginalized groups, fostering inclusivity is not just ethical—it is essential for sustainable economic growth.

This workshop empowers you to dismantle barriers, challenge biases, and contribute to a culture where every employee thrives.

 **AUGUST 21, 2025 (KARACHI)**

 **AUGUST 28, 2025 (LAHORE)**

 **NIBAF, PAKISTAN**

COURSE CONTENTS

GENDER INCLUSIVITY FUNDAMENTALS

- ◇ Core notion, business benefits, and global trends.

CHALLENGES IN PAKISTAN'S CONTEXT

- ◇ Cultural stereotypes, workplace harassment, and childcare gaps.

TACKLING UNCONSCIOUS BIAS

- ◇ Types of bias (affinity, confirmation) and micro-aggressions.
- ◇ Practicing inclusive communication.

POLICY & GLOBAL ALIGNMENT

- ◇ Pakistan's laws (Harassment Act 2010) and SBP's policies.
- ◇ UN Women's Principles and ILO benchmarks.

BUILDING AN INCLUSIVE WORKPLACE

- ◇ Inclusive hiring, flexible work models, and mentorship.
- ◇ Brainstorm solutions for your department.

WHY ATTEND THIS WORKSHOP?

- ◇ Transform your understanding of gender dynamics in the workplace.
- ◇ Equip yourself with tools to advocate for fairness and inclusion.
- ◇ Align with global standards while respecting Pakistan's cultural context.

FACILITATOR

MR. SOHAIL MUHAMMAD ALI is a capacity-building expert and international consultant with 20+ years of experience across sectors. Specializing in DEI and ESG, he has led research, evaluations, and strategic advisory for institutions like the IFC, World Bank, and UNSDCF, as well as corporates like Chevron Pakistan, Martin Dow and international CSOs including CARE International and Leonard Cheshire UK. His work promotes ethical governance, institutional accountability, and inclusive development across South Asia, Africa, and Europe.



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