

Session VII: Panel Discussion

Dealing with gender issues at workplace

Panelists:

- Dr. Amina Singh, Assistant Professor, Kathmandu University School of Education;
- Ms. Seema Golchha, Director, Golchha Organization
- Mr. Sanjog Thakuri, Youth Activist

Moderator:

- Ms. Sulakshena Tamrakar, Senior Human Resource Manager, Save the Children



Session VII: Panel Discussion (Dealing with gender issues at workplace)



Dr. Amina Singh
Assistant Professor, Kathmandu University
School of Education



Sanjog Thakuri
Youth Activist



Seema Golchha
Director, Golchha Organization



Ms. Tamrakar opened up the session by providing a brief on gender role in our modern day society as well as in our workplace. She further emphasized that with the global and technical advances, we can witness many changes and women empowerment taking place in our workplace. The moderator forwarded her first question to Dr. Amina Singh to provide her insights on the emerging gender issues in our workplace. Dr. Singh stated that gender issue has always been there and to be able to mitigate this one needs to

understand what does gender really mean and could always adopt best practices and ideas to tackle with this issue. She focused on the social norms that we have been practicing for a long period of time and the need to understand whether we solve our social problem first or the problem at workplace. Ms. Golchha highlighted on gender-related issues and the best practices that Golchha Organization has been implementing where she mentioned that the female staffs are taken care of with utmost care and enforcement of zero tolerance policy on sexual harassment instances. Mr. Thakuri clarified on the role of men in promoting gender equality and understanding what gender equality means. He further stated that it is not only the matter of female gender equality but male gender equality as well. He emphasized that we are not against men, but we are against ill norms of patriarchy. When we talk about gender equality, it is both beneficial to males as well as females.

Ms. Golchha mentioned about having a female HR Head in her organization. She also stated that we are seeing changes in women empowerment and involvement. She further stated that being a woman is definitely going to be a tough journey to fulfill a variety of roles and women needed to accept the fact that they are not a superwoman.

Ms. Tamrakar closed the session with a concluding remark that "As an HR professional, I need to ponder upon what I can do to balance gender bias and what is my role in it."

Conclusion

The two-day Meet came to an end with overwhelming participation from various sectors and various places of the nation signifying the growing popularity of this annual event. The program served as a great platform for both HR and non-HR-Professionals to nurture themselves, interact with eminent scholars, resource persons and network with fellow professionals. .

The Meet came to a closure with delivery of vote of thanks speech by Growth Sellers Chairman, Mr. Mohan Ojha with the commitment to come forward with yet another HR Meet 2019 next year. G.S. Chairman expressed his hearty thanks to all the Title sponsors, sponsors supporters and endorsing agencies listed below without whose generous assistance and contribution the program would not have gotten the mileage it gained.

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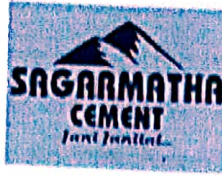
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The program received overwhelming positive feedback from the participants appreciating the importance of such event. The participants rated HR Meet 2018 as 'excellent'. In particular, participants thoroughly enjoyed the session of Mr. NS Iyer the most and had active participation in the panel session of 'Role of Government in managing human capital', 'Innovative tools in managing HR' session of Mr. Jayan Nyachhon and panel discussions 'Employment opportunity and skill gap' and 'Dealing with gender issues at workplace.'

What our participants have to say about HR Meet 2018?



"HR Meet 2018 was a perfect platform for expanding knowledge, networking and sharing experience. Hats off to the organizers. In my opinion, it is better to choose specific topic with more experience sharing sessions than a single presentation. Overall, the event was fruitful and the management was flawless. I look forward to be a part of such conference in the future."

Mr. Deepesh Acharya,
Director, Human Resource & Administration Department
Nepal Telecommunications Authority



"I find HR Meet 2018 a good platform to learn and increase networking. The organizers were very warm, cordial and co-operative. The food served in the conference was also good. Looking forward to participate in the next year also"

Ms. Mona Chitrakar
HR Officer
Surya Life Insurance Co. Ltd.



"Thank you for organizing this meet so well. I did get to learn a lot and meet new people during this two days conference. So congratulations to Growth Sellers team for successfully organizing it."

Ms. Sophiya Shakya
HR Officer
Kathford Int'l College