



Session VIII: Panel Discussion - How to deal with workplace harassment!

Moderator: Ms. Charu Chadha, Editor, WOW and Business 360

Panelists:

1. Advocate Ms. Sushma Gautam – Litigation Officer, Forum for Women, Law and Development (FWLD)
2. Ms. Binda Magar – Gender and Social Inclusion Adviser, UNDP Nepal
3. Ms. Prajana Waiba Pradhan – Human Resources and Organization Development Coordinator, CARE Nepal.

Ms. Chadha opened up the session by sharing experience of her own workplace where one of her team members had been harassed by another and how they handled the case, the challenges she encountered during the process and her own realization as how important it is for HR personnel, top-level management to have knowledge about the issue and handling procedure. The discussion then was opened up for the panelist.

Ms. Gautam shed light on the current legal provisions, preventive measures, complaint mechanism after such incident. She presented three cases and shared the challenges she faced as a prosecutor, while dealing with those cases. She also mentioned that the current legal provisions are applicable only to the formal sector and there is a need to address the issues pertinent to informal sector as well.

Ms. Magar and Ms. Waiba shed light on the importance of setting up complain mechanism in the workplace and shared some of their experiences.

The panel discussion highlighted the gaps of the current legal provisions, the issues of lack of its implementation, practical challenges, lack of awareness of such provisions among professionals and lack of knowledge of procedures among the victims, social stigmatization etc.

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 by Mr. Jayendra Rimal, ED, Growth Sellers with the commitment to come forward with yet another HR Meet 2020 next year. G.S. ED 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.

HR Meet 2019 was organized in association with Access World Tech. Pvt. Ltd. DAV College of Management was the Knowledge Partner, Global IME Bank was the Banking Partner, IME General Insurance was the General Insurance Partner, Singapore Airlines was the Airlines Partner, IME was the Payment Partner, Dish Home was the Entertainment Partner, Desh Sanchar was the In-Kind Partner and Growth Leadership Academy was advisory partner for the event. The event was managed by Corporate Club and organized by Growth Sellers Pvt. Ltd. It was held in Soaltee Crowne Plaza, Soalteemode, Kathmandu.

As in the past years, the program received overwhelming positive feedback from the participants appreciating the importance of such event. A huge percentage of the participants rated HR Meet 2019 as 'excellent'. In particular, participants thoroughly enjoyed the session of Mr. Singhla and the audience was mostly engrossed in the session of Mr. Khanal. The audience raised many questions, which were addressed by the concerned resource person.

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