



Addressing Sexual Harassment in the Workplace

How to develop frameworks to ensure a conducive work environment

Overview

In recent times, corporates have displayed progress in the development of policies on various aspects of human capital management, however, workplace harassment remains a sensitive area which is not being formally addressed by many corporates as part of effective workplace management. Sexual harassment, abuse and discrimination of women in workplaces, are quite widespread, mostly unreported and many a times ignored by Senior Management.

Consequently, recognizing this fact, the Securities and Exchange Commission of Pakistan (SECP) recently advised Boards of listed companies to oversee the implementation of gender diversity policies to attract and retain talented women, and also introduce measures for a conducive work environment including robust anti-harassment and speak-up policies. Further, Boards have been directed to form diverse committees overseeing the complaints pertaining to harassment etc.

PICG has therefore joined hands with Aahung to introduce this new workshop to create awareness and improve understanding amongst corporate Board members and Executives on the elements that constitute workplace harassment, the legal framework that exists in Pakistan in this regard, preventative measures that need to be taken and the role of the Board, Board Committees and Executives in the establishment of the required policies and procedures in this regard. Aahung is a non-profit organization that works to improve and advocate an enabling environment where every individual's sexual health and rights are respected, protected, and fulfilled. Aahung values respect, diversity, and equality for all people and takes a rights-based approach towards sexual health and well-being.



Outline

- What constitutes harassment?
- Perceptions, misconceptions & effect on performance.
- Legal requirements, policy framework and liabilities.
- Role of the Board and HR Committee in policy formulation.
- Practical solutions, guidelines, and framework formation.

Who Should Attend

- Board members
- HR Committee Members
- HR Executives
- Company Secretaries
- Other Executives

To Register (click the link below)

<https://forms.gle/pgWBSkZeqpCNmMqw7>

Nov 18, 2021

9:00 AM - 1:00 PM

Online via Zoom

Training Investment

PKR 20,000/- Non-Member

PKR 18,000/- PICG Member

Prices are exclusive of any taxes

Early Bird Discount - Nov 7, 2021

PKR 18,000/- Non-Member

PKR 16,000/- PICG Member

Customised programs can be developed for in company programs according to needs.

Trainers Profile

Aminah Zahid Zaheer



Presently, Aminah Zahid Zaheer occupies the position of Managing Director of Zahid Zaheer & Associates. Aminah has worked with some of the world's largest FMCG firms and has acquired over 20 years of Boardroom experience. She has served on diverse boards both in the private and public sector as board member. Aminah is currently serving on the boards of ORIX Leasing Pakistan Ltd, Feroze 1888 Mills Ltd, and Fauji Foods Limited in the capacity of an Independent Director. Prior to this, Aminah was employed with The Body Shop International Pte Ltd where she held the position of Regional Finance Director for Asia Pacific based out of Singapore.

Aminah has had an exposure to a cross section of industries within Pakistan and Asia Pacific, including Pharmaceuticals, Home Cleaning, Health, Personal Care and Cosmetics. She has lived and worked in multiple geographies within Asia Pacific, including China, Australia and, most recently, in Singapore.

Aminah completed a Masters in Business Administration from The Institute of Business Administration (IBA) Karachi University in 1990 with a major in Finance. She has also completed innumerable training courses with INSEAD in France, the Johnson Learning Institute and Cornell University in USA.

Aamna Latif



Aamna Latif is a Communications Manager at Aahung, a Karachi-based NGO that works to promote the sexual and reproductive health and rights (SRHR) of men, women, and children across Pakistan. Armed with a BBA/MBA (Hons) from the Institute of Business Administration, Karachi, Aamna worked in the domains of Public Relations and Marketing in the pharmaceutical sector for eight years before making the foray into the development sector where she has served for more than three years as a Communications expert. A passionate human rights activist, Aamna has hosted numerous webinars and moderated many discussions with guest experts on SRHR topics via Aahung's social media platforms, especially post-pandemic.