

## **Women Employees Make a Mark at Bank Sohar**

In a very short period of time, Bank Sohar has established itself as an employer who follows the principles of international best practice in the management of human resources. The Bank's hiring procedures, compensation and promotion practices, personal and professional growth opportunities for both men and women nurture a healthy work environment and gives all employees a chance to give of their best. This environment is enabling and has encouraged several Omani women to pursue a career in banking at Bank Sohar.

“Bank Sohar has rigid criteria for hiring the right people and has invested in many highly qualified and experienced men and women from all over the country, said Munira Abdulnabi Macki – DGM HR & Corporate Support “Our selected women candidates have always met these criteria. Once selected, our men and women are trained to excel in customer service, product knowledge, technical and professional skills. They are trained to always deliver what they promise, and always promise to deliver. They work with the highest ethical standards, always as one team, as one family. We take care of them and they take care of our customers.” Two of the earliest employees of Bank Sohar were women. One of them took charge as Deputy General Manager Human Resources and the second as the Manager, Software Support.

Bank Sohar has staff strength of 447 and an Omanisation level of 86%. Today there are 132 women employees at the Bank. Around half of these women joined in the year the Bank set up operations and the rest joined in 2008 and 2009 as the Bank expanded its network. The women employees are distributed over different departments of the Bank like Treasury, Trade Finance, Marketing, Compliance, Accounting, and Privilege Banking. They are also at different locations in the branch's network between Shinas

and Salalah. Many of the women who joined had previous experience in banking but many were fresh graduates who had decided on banking as a profession. Bank Sohar's women employees are in positions of responsibility and officiate as Deputy General Managers, Assistant General Managers, Senior Managers, Branch Managers and executives in the different departments. It goes without saying that 29.53% of the women employees at Bank Sohar are Omani nationals.

The women members of the staff accept their quota of responsibilities, strive to meet their business targets and stake their claim to rewards as well. Bank Sohar follows a practice of recognising and rewarding individual effort almost on the spot and without waiting for the routine procedure of appraisal and evaluation. These are the Bank's coveted Ahsant Awards for the staff distributed every quarter. There are no reserved awards for the women staff, but every quarter the women employees have walked away with a fair share of the Ahsant Awards. At Bank Sohar, appreciation and recognition rise above gender and contribute to a level field in the work environment.

Community involvement and social responsibility are a part of the work ethic at Bank Sohar - blood donations, bake sales, beach clean-ups, awareness walks and it is the women members of the staff who lead by example. Bank Sohar's women staff have voluntarily pioneered and organised several events as part of their social responsibility.