

TRAINING ON GENDER AND HYDROPOWER III

APRIL 2-5, 2023
 Chandragiri Hills Resort, Thankot, Kathmandu

The International Finance Corporation (IFC) and International Centre for Hydropower (ICH) are pleased to invite you to a three-and-half-day residential training on **Gender and Hydropower III**.

OBJECTIVES

This course builds on the foundational knowledge introduced by the **Gender and Hydropower Training (I and II)** held in Nepal in May 2019 and November 2021 and is designed to support industry professionals working in Nepal's hydropower sector to adopt and apply practical, gender smart approaches at workplaces and projects.

This training will showcase international examples and case studies from Nepal and the region including from the IFC led Powered by Women Initiative that is helping companies in Nepal reduce gender gaps by building community workplaces, engaging with women respectu stakeholders, and encouraging women in leadership, and in non-traditional roles.

This training will:

- Discuss emerging global trends and links between climate and gender, including climate governance, and innovations such as sustainable bonds to cut gender gaps.
- Share examples of how to incorporate and implement diversity, equity, and inclusion (DEI) into the workplace from commitments made by Powered by Women Nepal member companies.
- Build on practical knowledge and capacity of the participants on the benefits of integrating gender-based violence and harassment (GBVH) in policies, products, services and operations of the hydropower related companies.
- Identify impacts, risks, and opportunities of integrating gender in different phases of hydropower development through case studies showcasing good international industry practices (GIIP) and interactive group exercises.

PARTICIPANT CRITERIA

Individuals engaged in or responsible for or those that would benefit from direct knowledge of gender, for example – HR managers, Environment and Social specialists, Chief Executive Officers, Chief Operating Officers, among others. Participants are expected to attend all 3.5 days of the training and will be provided a certificate only if they complete all sessions.

Registration is required by both ICH and IFC.
 Please register twice for your application to be accepted.

Via ICH: Course Name: 2023G5 Gender and Hydropower III <https://form.ich.no/>

Via IFC: <https://forms.office.com/r/Z3YQyedRNA>

Application deadline: 17 March 2023

For questions on registration or to request a formal letter to validate participation, contact monde@ich.no, laura@ich.no, and bsfarmasnet@ifc.org.

Agenda

Day 1: Sunday, April 2, 2023

8:00-10:00 **Travel to Hotel**
IFC will be organizing a shuttle service from a central location in Kathmandu for interested participants. Details for the pick up and drop facility will be shared closer to the training dates. Participants wishing to make their own travel arrangements should do so at their own cost.

10:00-10:30 **Tea/Coffee Break after arrival**

10:30-11:00 **Opening Session**

Welcome Remarks
 Babacar Sedikh Faye, Resident Representative, IFC, Nepal

Opening Remarks
 Jan Erik Studsrød, Counselor, Energy and Climate, Embassy of Norway, Nepal

Key Remarks
 Kate Lazarus, Senior ESG Advisory Lead, Asia Pacific, IFC

Key Remarks
 Laura Bull, Head of Studies, ICH

11:00-11:30 **Objectives, Training overview and Introductions**

11:30-11:40 **Interactive Poll**

Women in Leadership

11:40-12:30 **Energy sector trends and innovations drawing on global, regional, and national levels**
 Mary Hatherly, ICH

12:30-13:30 **Lunch**

13:30-14:30 **Sustainable Bonds: Bridging the Gap for Gender Equality- Due Diligence**
 Erick Quesada, ICH

Case of ICE and Exercise on Thematic Bonds
 Emma Tristan, ICH

14:30-15:30 **Gender and Climate Nexus**
 Kate Lazarus and Shalaka Joshi (tbc), IFC

15:30-15:45 **Coffee Break**

15:45-17:00 **Climate Governance and the Board's role in overseeing GBVH issues**
 Andrea Cullinan, IFC (tbc)

Experience Sharing by PbW Member: Examples on how Board is ensuring Gender DEI and has set measures to address GBVH within the company
 IFC

17:00 **Interactive Poll and Closing**

18:00-20:00 **Welcome Dinner and Cultural Event**

Day 2: Monday, April 3, 2023

Hiking along a designated trail (OPTIONAL)

7:00-8:00 **1 hr hike for early risers from the hotel.**
(Please pack your walking shoes if you are planning to join the hike).

Ensuring Respectful Workplaces

9:00-9:10 **Interactive Poll**

9:10-10:30 Video clip: **Gender Based Violence Harassment and Bullying in the workplace.**

Group Exercise

A Case Study analysis on Gender and Masculinity followed by critical thinking and strategy building group work.
 ICH

10:30-11:00 **Business Benefits of Respectful Workplace Policies**
 Shalaka Joshi, IFC

a. **Codes of Conducts to address Sexual Abuse and Harassment in the workplace**
 Mary Hatherly, ICH

11:00-11:15 **Coffee Break**

11:15-12:00 **Business Benefits of Respectful Workplace Policies (contd.)**

b. **Gender and Family friendly policies**

c. **GBVH policies**
 Disha Pandey, IFC

12:00-13:00 **Lunch**

13:00-14:00 **Group Discussion and Role Play – What board members, senior management, HR managers, and employees can do respectively to ensure adoption and effective policy implementation.**

14:00-15:30 **Establishing an Effective GRM to respond to GBVH at the corporate and community level**
 IFC

15:30-15:45 **Tea/Coffee Break**

15:45-16:45 **A Panel discussion with PbW member companies integrating GBVH in GRMs at corporate and project levels (BPC, Urja, HCEL)**
 PbW members

16:45-17:00 **Interactive Poll and Closing of the Day**

Day 3: Tuesday, April 4, 2023

Session for PbW members only

8:00-9:00 **PbW Closure Report Planning**
 - Sharing of Endline Template
 - Discuss Methodology to Capture Impact Stories
 - Content of PbW Closure Report
 Bipina Sharma and Megan Patricia Knight, IFC

Engaging women as community stakeholders

9:00-9:15 **Interactive Poll**

9:15-10:30 **Gender in land acquisition and involuntary resettlement**
 Kate Lazarus, IFC

Equal legal rights to economic resources, property ownership and control
 Mary Hatherly and Stephen Sparkes, ICH

10:30-11:15 **Group Discussion: Risks and Opportunities of considering Gender in land acquisition and involuntary resettlement**

Questions: the risks and opportunities of considering (or not) Gender in land acquisition and involuntary resettlements?
 ICH

11:15-11:30 **Coffee Break**

11:30-12:00 **Group Discussions (contd.)**

12:00-13:00 **Lunch**

13:00-14:00 **Gender and Hydropower- From Corporate from Communities**
 Mary Hatherly and Erick Quesada, ICH

14:00-14:30 **A panel discussion on women in non-traditional roles from different PbW member companies.**
 Sophia Khatun Tamot, IFC

14:30-15:45 **Gender and Contractor Management**
 IFC, NWEDC

15:45-16:00 **Tea/Coffee Break**

16:00-16:45 **From Thinkers to doers**
Putting Philosophy into practice
 ICH - The project experience

16:45-17:00 **Interactive Poll and Closing**
 ICH

Day 4: Wednesday, April 5, 2023

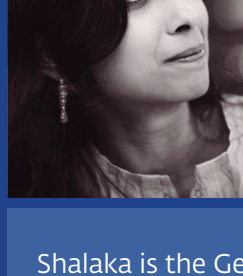
9:00-10:00 **Outcomes and group reflections on thematic bonds exercise**
 ICH

Reflections from participants on the overall training
 Around the room

10:00-10:30 **Closing and Certificates**
 Laura Bull, ICH
 Kate Lazarus, IFC

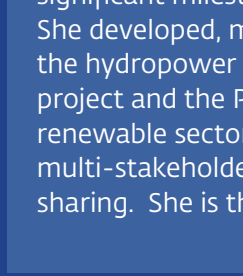
10:30 **Departure from Hotel**

Speakers & Trainers



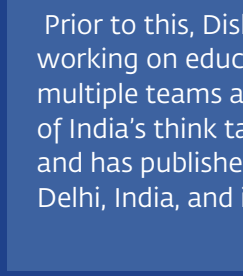
LAURA C. BULL
 Head of Studies & Head Latin America, ICH

Laura is ICH's Head of Studies and Head of Latin America and the Caribbean region portfolio development for social and environmental Human Rights clusters within the international course portfolio development for the organization. In the latest six years, her passion for sharing knowledge and interest in Gender has led her to develop the ICH Gender Training Series. Laura is an experienced manager with a demonstrated history of working in international environments with the public and private sectors. She is skilled in Sustainable Development, Corporate Social Responsibility, contemporary political processes, Rural Community Development, and Conflict Transformation. She has a Master's in Applied Econometrics from the University of Santiago de Compostela (Spain), and has completed advanced studies in Political Science and Law including a PhD, in Contemporary Political Processes from the same University. Laura has continued her professional journey, further studying Conflict Management at the Netherlands Klingendal Institute for International Relations, specializing in Water Conflict Management at Unesco IHE. Laura has a specialized interest in ethnic minority issues, peacebuilding and Gender capacity building. She has worked in Asia, Norway, Latin America, and the Caribbean with ICH member organizations and strategic partners in the hydropower and renewable energy sector for over 15 years. Laura is originally from Colombia, living in Norway for the past 20 years.



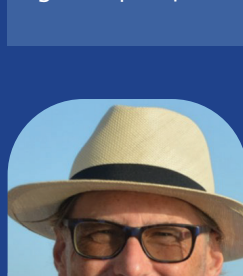
MARY HATHERLY
 Senior Gender Advisor ICH
 Lawyer

Mary is a lawyer who has worked for over 30 years in the area of stakeholder and Indigenous relations in both the public and private sectors. As a result of her work with hydro, mining and oil and gas companies in Newfoundland, Ontario and Nunavut, she has developed a deep understanding of federal and provincial regulatory requirements applicable to terrestrial and off-shore resource development projects during the environmental assessment and permitting processes. She has extensive experience in the design and implementation of engagement strategies as well as the negotiation of a wide range of agreements with Indigenous groups and other stakeholders including impact and benefit agreements and gender equity and diversity plans. She is also a regular lecturer for the International Centre for Hydropower (Trondheim, Norway) and has delivered courses in Norway, Costa Rica and Honduras on stakeholder engagement and conflict resolution, Indigenous rights in environmental assessment and natural resource development. Her professional experience has given her an in-depth knowledge of domestic law and international instruments and standards applicable to Aboriginal/Indigenous engagement as well as principles of sustainable resource development and community capacity building.



SHALAKA JOSHI
 Gender Lead, South Asia, IFC

Shalaka is the Gender Lead, South Asia for IFC, where she works on Gender in the private sector. She has over 17 years of global leadership experience in early-stage investing, social venture, financial inclusion, entrepreneurship, livelihoods and market-based solutions to poverty in emerging markets, and especially in Asia. She has worked in key positions in ICICI Bank, Unitus Impact (now Patamar Capital) and Tonic Global, and serves on the Boards of the Equality Fund, Unifit India and IEF. She is also a part of the Investment council for the Government of India's Women's Entrepreneurship platform and the Advisory Council for the global Gender smart Investing Summit. She has recently been accredited as an international mediator from the Centre for Effective Dispute Resolution, UK.



KATE LAZARUS
 Senior Asia ESG Advisory Lead, IFC

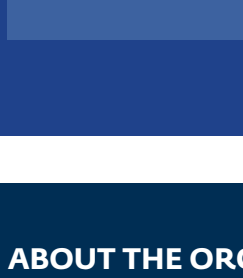
Kate is IFC's Asia Lead for Environment, Social and Governance (ESG) Advisory based in Bangkok. In 2018, Kate received the 'Top 30 of IFC Individual Corporate Awards' for staff whose exceptional contributions, collaborative behaviors, and innovative thinking have consistently resulted in the achievement of significant milestones to help a sector or country reach market potential for private sector investment. She developed, manages and leads an advisory program on environmental and social (E&S) standards in the hydropower sector in Lao PDR, Myanmar, Nepal and Pakistan. She coordinates the ESG Landscape project and the Women initiative in Myanmar and Nepal to promote gender diversity in the renewable sector. Lived and worked in Asia for 20 years, her expertise focuses on water governance, multi-stakeholder dialogues, renewables, CIAs, human rights/conflict, environmental flows, and benefit sharing. She is the editor of the book Water Rights and Social Justice in the Mekong.



DISHA PANDEY
 Gender Specialist, South Asia, IFC

Disha Pandey has spent nearly a decade working across the gender, policy, skilling and education ecosystems. She is the South Asia Gender Specialist at the International Finance Corporation. In her current role, she supports the mainstreaming of gender solutions to the private sector as part of IFC's development agenda. Her work involves developing and rolling out gender research products and implementing IFC's gender program in South Asia including delivering client engagements on women's employment, value chains, and entrepreneurship in the region.

Prior to this, Disha has spent over 6 years in leadership roles at grassroots and consulting organizations working on education, livelihoods, and gender interventions in 16+ states in India. She has also led multiple teams and managed public policy interventions with 3 large Indian states and the Government of India's think tank (NTI Aayog). Disha completed her Master's degree at the Delhi School of Economics and has published a paper on 'Inclusive education with the Oxford University Press. Disha is based in New Delhi, India, and in her free time enjoys experimenting with new cuisines, reading fiction, and doing yoga.



ERICK QUESADA RAMÍREZ
 Senior Coordinator "Gender and Human Rights Programme" ICE - State Owned Utility, Costa Rica
 ICH - Gender team

Erick is a psychologist with postgraduate degrees in Public Health and Education. In recent years, he has specialized on gender issues, violence of Gender, masculinities, sexual diversity, and human rights. He is currently in charge of the Corporate Gender Program and Human Rights of ICE, is a co-founding and current member coordinator of the Men's Network for Gender Equality of the Public Sector and member of the Men - Engage Costa Rica Network. Erick is also a regular lecturer for the International Centre for Hydropower (Trondheim, Norway) and has delivered courses for the Gender training series in global portfolios and Latin America and the Caribbean region.



STEPHEN SPARKES, PhD
 Vice President for International Power, Statkraft, Norway

Dr. Stephen Sparkes completed his PhD in Social Anthropology at the University in Oslo in 1998. He is presently working at Statkraft of Norway, as Vice President for International Power and is responsible for social and environmental development for international projects. He has worked in Asia, East Africa and South America in the water resource and hydropower sectors for over 25 years, specializing in participatory planning, consultations, ethnic minority issues, resettlement, and capacity building. Dr Sparkes was Social and Environmental Division Manager for the Theun-Hinboun Expansion Project in Laos from 2006 to 2011. He has been a lecturer at the International Centre for Hydropower in Trondheim, Norway for about 20 years.

SOPHIA KHATUN TAMOT
 Sustainability Specialist, IFC

Sophia has over 20 years of experience working for governments, the private sector and development programs in sustainable infrastructure development, environmental and social safeguards, policy development, benefit sharing, and communications. Since 2017, she has been with IFC's Environmental, Social, and Governance Advisory in Asia Pacific working with the private and public sector to improve regulatory frameworks and promote good practice in environmental and social standards in industries like hydropower, agribusiness, and tourism. Prior to IFC, Sophia worked for the Government of Nepal where she set up the Investment Board's Environment and Social Unit and ensured that large scale projects complied with international E&S safeguards for the first time in the country. She was also part of the National Planning Commission's committee that introduced Nepal's first land acquisition, resettlement, and rehabilitation policy for infrastructure projects. Sophia has a MSc in Sustainable Development from the University of Sussex, UK, a diploma in Advanced Management from the National University of Singapore, and a MA in International Journalism from the University of Westminster, UK.

EMMA TRISTAN
 Environment and Safety Consultant

Emma Tristan is an environmental and safety consultant with 20 years' of experience across various geographies in the mining, construction, infrastructure, and food, and pharmaceutical industries. Emma has a PhD in environmental geochemistry and worked at ERM UK for seven years as M&A project manager, discipline lead for contaminated land risk assessment, and EHS management system Lead Assessor. For the past 13 years she has been the CEO of Futuris Consulting, a boutique EHS consulting firm with offices in Costa Rica. Her key areas of work have been in Environmental and Social Due Diligence and Management Systems for the financial market, EHS compliance auditing, ISO 14001 and ISO 45001 implementation and certification, soil and groundwater investigation and remediation and safety leadership through safety coaching and training.

ABOUT THE ORGANIZERS

International Finance Corporation (IFC)

The International Finance Corporation (IFC), a member of the World Bank Group, is the largest global development institution focused on the private sector in emerging markets. IFC's environmental, social and governance (ESG) advisory for the hydropower sector, an innovative program in Nepal, aims to create sustainable markets by increasing the share of new private sector investments in the hydropower sector that adhere to good international industry practices. The program works on upstream development to pave the way for sustainable investments by partnering with government to develop policies/regulations and guidance and build capacity, at the market level through industry networks/associations to address the environmental and social bottlenecks to developing the sector sustainably, and to individual private sector clients to improve their environmental and social systems and skills. IFC launched the Powered by Women (PbW) initiative in Nepal with renewable energy companies to promote business growth, efficiency, and sustainability through greater gender equality and diversity. Nineteen companies have joined the initiative and committed to actions to promote gender equality.

www.ifc.org/sustainability
www.ifc.org/hydroadvisory

International Centre for Hydropower (ICH) Gender Training Series, building transformational capacities

In the last five years, ICH has increased its engagement with a range of gender programmes across all regions. ICH has focused on training and strengthening human capital, providing management tools to incorporate these principles into strategic and operational plans. The practical nature of the courses leads to more integration of knowledge into implementation practices using case studies and experienced practitioners. ICH training programmes offer an innovative approach to the hydropower sector's environmental, social, and economic value creation. Prompting cultural transformation in participants work environments, adopting new trends, striving for efficiency in its value chain, and being responsive to the needs of the different stakeholders.

IN PARTNERSHIP WITH

