

**ICH Value Creation  
through Education!**



# **GENDER TRAINING SERIES**

**Building Capacity for Transformation  
Gender and Inclusion Foundation Course**

**Chandragiri Hills Resort, Thankot, Kathmandu**

**28 - 31 May 2024**



International Centre for Hydropower ICH and International Finance Corporation are pleased to invite you to two exciting events!

## **Gender Summit 28th May 2024- Kathmandu**

The Summit will include the launch of IFC's: Powered by Women: Driving Sustainability and Innovation Through Gender Diversity in Nepal's Hydropower Sector including a roundtable discussion on key gender work in Nepal.

**Followed by a residential training course in Thankot to support industry professionals working in the renewable energy sector. It aims to build confidence to develop practical gender-smart and inclusive approaches in workplaces and at project sites.**

Whether you're new to gender and inclusion or looking to deepen your knowledge, this program aims to provide you with valuable knowledge and practical tools.

A just transition to renewable energy isn't possible without inclusive practices.

ICH and IFC are proud to collaborate, building capacity and confidence to develop sustainable, renewable energy for all.

Application deadline 28th March



International Centre  
for Hydropower

**I**n the last five years, ICH has increased its engagement with a range of gender and inclusion initiatives globally. In Nepal, ICH in partnership with IFC have conducted three deep dive trainings on gender and hydropower focused on developing human capital and providing risk management tools to incorporate these principles into strategic and operational plans through groundbreaking case studies delivered by experienced practitioners. ICH and IFC's training programs include innovative approaches to the hydropower sector's potential for environmental, social, and economic value creation prompting cultural transformation in participants' work environments, adopting new trends, striving for efficiency, and being responsive to the needs of the different stakeholders.

IFC has recently completed its two- and half-year initiative Powered by Women Nepal that saw 19 hydropower sector companies successfully reduce gender gaps in their operations and projects through the adoption of inclusive and family friendly policies, anti-gender-based violence and harassment provisions, workers and community based grievance redress mechanisms including strategies to encourage female recruitment and retention in non-traditional roles and engagement in community consultations. This training will feature experienced practitioners from the hydropower companies that participated in the initiative who are now leading by example.

Norad is the Norwegian agency for development cooperation. Norad supports ICH in striving for a greener future in a world without poverty. Norad aims to leave no one behind and therefore aligns with the need for a just transition to renewable energy. IFC through the Norwegian Embassy in Nepal has been supporting gender trainings over the **past few** years.

By the end of this Foundational Gender and Inclusion Training, we aim for participants to not only have a solid understanding of inclusion and gender-related issues, but also be familiar with practical tools to foster inclusion in their daily interactions and within the wider organizational context.

## Objective

- Foster an understanding of the importance of gender equality for the sustainable development of the power sector.
- Familiarization with latest tools and knowledge products to incorporate gender and inclusive perspective in companies' institutional and management structures.
- Sharing of global / national experiences on inclusive practices incorporated into policies, guidelines, and frameworks for action.
- Understanding terms, concepts and practical frameworks around gender, inclusion, intersectionality and just transition.
- Analyzing the dynamics of gender diverse and transformational leadership for creating an inclusive renewable energy sector.



## Course topics

- Understanding Gender
- Inclusion Basics
- Intersectionality
- Legal and policy framework
- Unconscious bias
- Creating Inclusive and Respectful Workplaces
- Communication and Language
- Addressing Harassment and Discrimination
- Climate Change and Gender

### Training Methodology

- Through Interactive Sessions, facilitated discussions, case studies, and group activities ICH and IFC will lead the participants through an active learning journey.
- All topics delivered by experts with real-world project experience or people with lived experiences, sharing ideas and practical advice/
- **Self-Reflection:** Encourage participants to reflect on personal biases and experiences to validate and promote individual growth.
- Periodic quizzes and assessments to reinforce key concepts.
- **Feedback sessions:** Provide a platform for participants to share thoughts, ask questions, and provide feedback.

## Sustainability E- Learning requirement

ICH is proud to announce a new web-based e-learning course. The course will be completed at your own pace by all selected participants before starting the training. This will give a common understanding of the elements of sustainability at the core of ICH's mission. Full details of this will be forwarded to you on successful application to the course.

## Speakers & Trainers

All lecturers and resource persons are well-known specialists in their field and have extensive international and regional experience. Attending the courses is an opportunity to discuss current issues related to hydropower and other renewables with professionals from the region and further afield.



## Target group

Participants should be experienced in developing or implementing human resources/management policies as well as in both leadership and junior levels. They would benefit from a foundation course in gender and inclusion. This might include HR Managers, Social Specialists, and Chief Executives. Participants should have a genuine passion for the topic and are looking to boost their skills in gender and inclusion areas. This foundation course may not benefit participants who have previously attended all three gender and hydropower training offered by ICH and IFC and are considered to be at an advanced level of managing gender-related risks in the sector. Others new to the topic are encouraged to apply.

Participants are expected to attend full-time for all training days and will be provided an attendance certificate only if they complete all sessions and assignments.



# ✓ Applying for the course

Applicants should hold an applicable degree or possess relevant background knowledge. Proficiency in English is compulsory for this course. Applications must be made online via [www.ich.no](http://www.ich.no) 

**Application deadline March 28th** - 2024 No applications can be accepted if received after the deadline.

ICH policies and the academic committee require applicants to describe their role and why this training program will apply to their job position.

ICH reserves the right to accept or reject applicants based on their qualifications and experience.

Successful applicants will be informed by **April 2nd** 2024 and receive further practical information about the course.



For detailed information regarding the training course, please contact:

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[www.ich.no](http://www.ich.no)

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**ICH building capacity for a new generation  
of hydropower practitioners**