

**ICH Value Creation  
through Education!**



**International Centre  
for Hydropower**



# **ICH Gender and Inclusion Training Series: Global Movement for Sustainable Energy**

**June 16th to June 21st 2025**

**Oslo, Norway**



**International Centre  
for Hydropower**



**International  
Finance Corporation**  
WORLD BANK GROUP



**Norad**



**Norway**

Welcome to the ICH Global Gender and Inclusion Training Series in Norway!

We are thrilled to have you join us in this transformative journey towards a more sustainable and equitable energy sector. Together, we will drive progress, inspire solutions, and secure a brighter tomorrow for future generations.

**30 years**





**International Centre  
for Hydropower**

## Background

**T**he ICH Gender and Inclusion Training Series is a global initiative to inspire and empower women worldwide. This series seeks to transform the energy sector and contribute to a more sustainable and equitable future.

In recent years, ICH has significantly increased its engagement with gender and inclusion training programs and initiatives across Africa, Asia, and Latin America. Through strategic alliances with its members worldwide and partnerships with regional multilaterals such as IFC, World Bank Group, and IDB Invest, ICH has conducted deep-dive training on gender and hydropower. In addition, IFC led the Powered by Women (PbW) Initiatives in Myanmar and Nepal to advance gender diversity and equality in the hydropower sector. PbW brought together the private sector to address gaps in women in leadership, in non-traditional jobs, in respectful workplace policies and practices and in the environmental and social impact assessment.

These programs focus on developing human capital and providing risk management tools to integrate gender principles into strategic and operational plans. Groundbreaking case studies delivered by experienced practitioners highlight innovative approaches to the hydropower sector's potential for environmental, social, and economic value creation.

The ICH Gender and Inclusion Training Series will bring together regions, individuals, and agencies that are working towards a gender-diverse energy future. By uniting participants worldwide, our initiative aims to strengthen ongoing efforts, identify collective actions, and promote gender equity in the context of a just energy transition.

## Why Norway?

Key initiatives and efforts in Norway, such as the Norwegian Action Plan for Women's Rights and Gender Equality, Agenda 2030 and Sustainable Development Goals (SDGs), and the Nordic Energy Equality Network (NEEN), reflect Norway's dedication to creating a more inclusive and sustainable energy sector. By leveraging Norway's expertise and forward-thinking policies, we aim to set a global standard for gender inclusion in the energy sector, fostering a diverse and innovative workforce.





# 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.



## Course Highlights

This intensive training includes workshops and formal visits to leading Norwegian institutions and organizations. During this week, participants will:

- 1 Share global and national experiences of inclusive practices and their integration into policies, guidelines, and frameworks for action.
- 2 Recognize terms, concepts, and practical frameworks surrounding gender, inclusion, intersectionality, and just transition.
- 3 Analyze the dynamics of gender diversity and transformational leadership to foster an inclusive renewable energy sector.
- 4 Understand the differences between leadership and management with a gender lens.
- 5 Explore practical approaches to adaptive and transformational leadership in the hydropower business case.
- 6 Review case studies on women as stakeholders: Strategies for managing social change in Africa, Asia, Europe, and Latin America.

### Hands-On Workshop

- Gender aspects
- Inclusive engagement: How to incorporate gender concerns in baseline community assessments and facilitate gender-equitable participation.
- Gender-sensitive resettlement process: Key elements
- Gender in organisations: Scope, opportunities, and challenges.
- Gender and bureaucracy







# Methodology

The practical nature of the courses facilitates the integration of knowledge into implementation practices, utilizing case studies and insights from experienced practitioners. This program aims to equip companies and hydropower projects with practical tools that ensure sustainable outcomes and foster a vibrant, diverse, and efficient workforce.

## Sustainability E-Learning requirement

ICH is proud to announce a new web-based e-learning course. All selected participants will complete the course at their own pace before starting the training. This will give a common understanding of the elements of sustainability at the core of ICH's mission. Full details will be forwarded to you upon successful application to the course.

**Join us for a unique career development opportunity!**

## Tentative Schedule

Date	Activity	Accommodation
Sunday, 15th June	Welcome dinner at the hotel (5 PM)	Provided
Monday, 16th June	The Power of Mentorship, Regional Presentations	Provided
Tuesday, 17th June	Five Capitals and Sustainability through a Gender Lens	Provided
Wednesday, 18th June	Series of visits and organizational insights	Provided
Thursday, 19th June	Strengthening the Business Case	Provided
Friday, 20th June	Leadership Development, Voices and Strategies for the Future	Provided
Saturday, 21st June	Participants leave	





## Target Group

Individuals engaged in or responsible for gender-related roles, such as HR managers, E&S specialists, CEOs, and COOs from the public and private sectors.

## Admission Requirements

- Minimum of five years' work experience
- Proficiency in English (certificate required)
- Women are encouraged to apply
- Seats are non-transferable
- No accommodation for spouses or companions
- ICH Code of Conduct applies to all participants and lecturers



**Course Fee**  
**USD 5000**

## Sponsorship

A limited number of sponsored seats are available for participants from developing countries prioritised by the Norwegian Agency for Development Cooperation (Norad). Sponsored seats cover:

- Accommodation during training
- Breakfast, lunch, and some evening meals
- Transport during training





## ✓ Application Process

Prospective candidates must complete the application form by 15th April 2025.  
**Successful applicants will be notified on 20th April 2025.**

**Apply Here:**

[https://ich.heiapply.com/static/ich/registration\\_redirect.php?muid=202501](https://ich.heiapply.com/static/ich/registration_redirect.php?muid=202501)



## i Contact Information

For more information, please contact:

**Laura C. Bull**  
Head of Studies ICH  
laura@ich.no

**Jo Pereira**  
Project Manager ICH  
jo@ich.no

Visit our website: [www.ich.no](http://www.ich.no)  
International Centre for Hydropower (ICH)  
SP Andersensveg 7/ N-7031 Trondheim, Norway



International Centre  
for Hydropower



Norad



**ICH Value creation  
through education!**

**30 years**