



International Centre  
for Hydropower



# GENDER EQUALITY TRAINING

SCREENING YOUR BUSINESS FOR RISKS AND OPPORTUNITIES

JUNE 27-28, 2019 PANAMA CITY, PANAMA

## Workshop Background

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One of the 17 Sustainable Development Goals (SDGs) is to achieve global gender equality.

Gender equality means both investing in women's economic empowerment and, eliminating all forms of violence against women and girls in the public and private spheres, including trafficking and sexual exploitation.

According to the United Nations, the empowerment of women and girls is essential to expanding economic growth and promote social development. The full participation of women in the labor force would increase national growth rates. On the other hand, the cost of violence against women could amount to 2 per cent of the global gross domestic product (GDP).

Observing this dual approach, IDB Invest, with the support of the International Centre for

Hydropower (ICH), developed a training to assist companies:

- a. identify opportunities for promoting a more diverse and inclusive business and
- b. avoiding risk and negative impacts for women and girls.

In this fast-tracked, two-day course, gender specialists from IDB Invest, ICH, and other private sector and civil society representatives will give examples of best practices and present tools and initiatives that can guide participants in developing an outline for a **gender plan** applicable to their business.

Case studies from renewable energy project's will illustrate important topics, like gender-based violence prevention, inclusiveness consultation, and female employment in non-traditional roles.

## Workshop Objectives

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1. Present a comprehensive gender equality approach that includes preventive & proactive measures, screening for risks, and opportunities.
2. Present case studies that illustrate lessons learned from hydropower projects.
3. Share tools & guidance material on gender risk assessment, stakeholder engagement, meaningful stakeholder consultation, land acquisition & resettlement, health and safety & women empowerment.
4. Facilitate the development of a **gender action plan outline** for every participant

## Workshop Agenda

Time	Topic
<b>Day 1</b>	
<b>09.00-09.30</b>	<b>Opening Remarks</b>
09.30-10.45	<p>During all risk sessions:</p> <ol style="list-style-type: none"> <li>1. Preventive Approach - identifying risks in your business.</li> <li>2. Case study to illustrate the session: hydro power project</li> </ol> <p>Specific Topics:</p> <ul style="list-style-type: none"> <li>• <u>Identification of Risks and Impacts – “Know your project”</u>: <i>How to scope your project and identify key gender risks.</i></li> <li>• <u>Exercise with IDB Invest Gender Risk Assessment tool</u></li> </ul>
<b>10.45-11.00</b>	<b>Coffee Break</b>
11.00-12:30	<p>Specific Topics:</p> <ul style="list-style-type: none"> <li>• <u>Gender based violence in the community</u>: <i>How to prevent gender-based violence by workers or contractors; how to work with the local communities to prevent sexual exploitation.</i></li> <li>• <u>Special presentation</u>: World Childhood Foundation.</li> </ul>
<b>12:30-13:30</b>	Lunch
13.30-14.30	<p>Specific Topics:</p> <ul style="list-style-type: none"> <li>• <u>Labor conditions</u>:</li> <li>• <u>Gender-based violence prevention in the workforce</u>: <i>How to establish grievance mechanisms that are adequate for sexual harassment cases</i></li> <li>• <u>Occupational Health and Safety</u>: <i>How to assess OHS aspects taking into consideration differences in gender</i></li> </ul>
14.30-15.30	<p>Specific Topics:</p> <ul style="list-style-type: none"> <li>• <u>Inclusive engagement</u>: <i>How to incorporate gender concerns in baseline community assessments and facilitate gender equitable participation. Gender sensitive resettlement process: key elements</i></li> </ul>
<b>15.30-15.45</b>	<b>Coffee Break</b>
15.45-16.15	<ul style="list-style-type: none"> <li>• <u>Creating an outline for avoiding gender risks in your company</u>: <i>Initial steps - Mapping key topics, Internal process of validation, Identifying additional needed resources, Formal commitments and timeline</i></li> </ul>
16.15-17.30	<ul style="list-style-type: none"> <li>• <u>Sessions for participants to share their outlines</u></li> </ul>
<b>Evening</b>	<b>Reception</b>

Time	Topic
<b>Day 2</b>	
<b>09.00-09.30</b>	<b>Opening Remarks</b>
09.30-10.45	<ul style="list-style-type: none"> <li>• <u>A framework to assess opportunities</u>: <i>Employees, Value chains, Markets</i></li> </ul>
<b>10.45-11.00</b>	<b>Coffee Break</b>
11.00-12:30	<ul style="list-style-type: none"> <li>• <u>Business case for women in non-traditional roles</u>: <i>Leadership, Employees, Value chains and procurement, Customers, Social license to operate, Impact investment</i></li> </ul>
<b>12:30-13:30</b>	<b>Lunch</b>
13.30-14.30	<ul style="list-style-type: none"> <li>• <u>Barriers women face (considering intersectionality)</u>: <i>Direct discrimination, Unconscious bias, Social norms, Unpaid work, Lack of access to traditional jobs, Sexual harassment</i></li> </ul>
14.30-15.30	<ul style="list-style-type: none"> <li>• <u>Turning opportunities into tangible results</u>: <i>Getting the buy-in, Importance of data, Identifying the right stakeholders to ensure sustainability, Tools</i></li> </ul>
<b>15.30-15.45</b>	<b>Coffee Break</b>
15.45-16.45	<ul style="list-style-type: none"> <li>• <u>Client's best practices in accessing non-traditional jobs</u>: <i>sharing private sector's experiences</i></li> </ul>
<b>16.45-17.00</b>	<b>Final remarks, Certificates, and Group Photo</b>