

## Terms of Reference

### Gender and Geothermal – Background and Guidance Note

#### Context and Background

Economies are more likely to grow sustainably when men and women fully participate as employees, entrepreneurs, consumers, community stakeholders and leaders. Improved access to energy can improve the quality of women's and men's lives in many ways, including time savings due to electrification, lighting for reading and access to entertainment via radios and televisions; and access to new jobs and improved livelihoods through energy services, infrastructure and technologies.

ESMAP has played a pivotal role in ensuring that gender issues move beyond advocacy and box-checking and have a real tangible impact in terms of project design and impact. ESMAP has invested in building a foundation of knowledge from online tools, briefing notes, studies, and training resources, while also providing practical technical support to project teams during design and implementation. Through the AFREA and ASTAE Gender and Energy programs, more than 20 projects have received technical support on gender – leading to projects being gender-informed, meeting WBG corporate standards, and project teams entering into new dialogues on gender and energy with their clients. Based on the practical work of the AFREA and ASTAE gender and energy programs, and ESMAP's continued efforts on knowledge generation and sharing – ESMAP has helped curate a strong set of project examples, knowledge resources and roster of experts that has been continuously called upon during corporate policy development, reviews and external exchanges.

Going forward over the course of ESMAP's new Business Plan FY17-20, ESMAP is focused on ensuring greater understanding on gender issues across the energy sector and developing broader engagement on gender and energy across the region and ESMAP-owned thematic programs. ESMAP, together with the World Bank's Social Development team supported research on electricity infrastructure in several countries around the world to explore the gender-specific impacts of generation, transmission, and distribution projects. Going forward, new gender and background notes are planned in areas such as geothermal, energy efficiency, mini-grids, clean cooking and subsidies. Based on the successful operational approaches of the AFR and EAP gender and energy programs, additional regional programs are being developed to help provide in country and regional support for ongoing and new projects and policy dialogue.

#### Gender and Geothermal

The Government of Iceland (GoI) and the World Bank have had close cooperation in supporting geothermal development. Iceland has contributed funds to ESMAP since 2005 and funded a position of a geothermal specialist within ESMAP since 2009. From 2011 the GoI and the World Bank have cooperated further under the Iceland World Bank Compact on upstream geothermal development in East Africa. This cooperation has been particularly fruitful in Ethiopia where the GoI has funded surface exploration studies in two fields where exploration drilling is being prepared using IDA funding from the World Bank. The GoI and the World Bank are continuing to cooperate in this field looking forward with reference to ESMAP's Business Plan for the period 2017-2020. With the overall objective to contribute to SDG 7, ensure access to affordable, reliable, sustainable and modern energy for all, and support the COP21 call to action, the parties agree that the cooperation will continue to strengthen the deployment of the Global Geothermal Development Plan. The cooperation will also implement focused activities in countries where geothermal resources have been demonstrated, to ensure sustainability of geothermal development. The focus will be on cross cutting components with universal applicability in the sector.

There are also two United Nations University (UNU) Training Programs hosted in Iceland that may contribute and benefit from the work on gender and geothermal - the Geothermal Training Programme (UNU-GTP) and the Gender Equality and Studies Training Programme (UNU-GEST). The UNU-GEST is engaged in ongoing research on women in the geothermal sector through a research project and documentary film making on women in geothermal in different countries, which could be useful input for this work. It is anticipated that as a result of this work the UNU-GTP can potentially incorporate “gender in geothermal” in their curriculum and training.

One of the main themes and areas of interest between the GoI and ESMAP will be developing some basic knowledge resources and experiences on improving gender equality in geothermal development. There is limited research and literature on understanding the gender and social specific impacts of geothermal development. Some of the key issues would be around potential resettlement/land rights if applicable; local labor/employment opportunities, access roads connecting to project sites leading to changes in communities such as access to markets, but also unintended consequences of gender based violence/STDs due to increased transport/mobility within communities. There is also work to be done around capacity building and awareness raising on gender issues within firms, organizations and government agencies that support the design and development of geothermal projects while also looking at improving their gender balance and organizational capacity to address gender issues. Some entry points to identify issues would be through ongoing social/environmental/poverty assessments carried out prior to the project starting, or working with the contracting companies for improved Corporate Social Responsibility (CSR) policies to ensure community sensitivities where appropriate. There may even be potential for job creation and health benefits due to thermal spas and health facilities that can be built. Since geothermal projects often have a smaller footprint than other large infrastructure projects, there is also a need to study the key issues that are specifically applicable to geothermal.

## Objective of Assignment

The objective of this assignment is to define gender aspects of geothermal development; develop actionable guidelines for incorporation of gender equality and social inclusion into geothermal projects; and outline a roadmap of potential future country engagement.

## Scope of Work (February 2017-December 2017)

### **Define gender aspects of geothermal development and developing actionable guidelines for incorporation of gender equality and social inclusion into geothermal projects**

The World Bank and the GoI both recognize the central importance of incorporating gender equality and social inclusion in development projects. GoI wants to support ESMAP’s efforts to raise the profile of gender equality in geothermal projects, building on the ongoing work at the World Bank related to gender in infrastructure and energy projects as well as the newly adopted Environmental and Social Framework. This will involve seeking lessons from previous work in gender and energy as well as exploring gender aspects specific to geothermal development. The output of this work will be guidelines for project managers and developers on the incorporation of gender aspects into the preparation and implementation of geothermal projects. Key tasks may include the following;

- **Portfolio Review** of all WB supported geothermal projects to identify gender and social aspects that were either included in the design, or had the potential/missed opportunity to include. This will help to understand the trend of potential entry points within project design for potential guidance to teams.

- **Literature and project document review** to capture any specific issues on gender and geothermal, such as identifying adverse and positive impacts of geothermal on women and the specific opportunities that geothermal development presents to women (direct uses, services, etc). This would build off the *Gender and Electricity infrastructure* report that ESMAP and the WB's social team have developed and delve more specifically on the issues around geothermal projects. This would also consist of a review of all the standard processes geothermal projects go through such as environmental and social assessments, to identify entry points, potential survey questionnaires or methods that could be useful to teams going forward.
- **Interviews with energy and social task teams** to get a sense of the key issues they encounter during project preparation and implementation and what the value add of this work would provide to their teams. This will help identify the output and potential future engagement with regional and project teams. For example, they may identify low capacity on the government or implementing firms side on gender issues so may request a guidance note tied together with basic training at the country level, etc. If relevant and possible, 1-3 field visits to project sites may be needed to carry out additional interviews with beneficiaries, governments or other stakeholders.
- **Identification of key partners** who can support project teams on gender and geothermal issues. As part of the background work, it is important to understand who are the various organizations engaged in the gender and infrastructure space and the various activities they are working on that could contribute to this work – eg organizational training with utilities or energy agencies on gender balance in energy technical jobs; or specific social mitigation/scale up efforts on generation projects, etc. This would also include of summary of the various organizations or individual consultants who could support project teams in various capacities – training, research, piloting activities, etc.
- **Developing a Roadmap for future Country Engagement.** Subsequent to developing the guidelines and background notes on gender and geothermal, the GoI and ESMAP want to support piloting incorporation of gender equality and social inclusion into ongoing geothermal projects by the World Bank. This would be considered a second phase of this assignment and overall work program. However, given that many of the project teams will be consulted during the development of the guidelines and background notes, there will be potential entry points identified for potential collaboration and input. Therefore, it is expected that a roadmap of potential future country engagement would be developed highlighting potential projects that need support, activities (eg trainings, surveys, research, etc) or partners/experts who would be interested in collaborating in this second phase of this work program.
- **Field Visit and Technical Consultation Workshop.** To help share initial findings and recommendations and carry out a field visit and stakeholder consultations – a technical workshop should be organized in a country which is actively engaged in geothermal development projects.

**Output:** Background note on Gender and Geothermal with actionable guidelines for incorporation of gender equality and social inclusion in geothermal projects and a roadmap of potential future country engagement.

**Timeline:** It is expected this work will take place between February 2017 through June 2017, with the first milestone delivery date being the ESMAP Donors Meeting and WB Energy and Extractives Forum and Training event – end March/beginning April. For these events – it is expected that a draft for events output

could be shared for feedback or some of the findings integrated and highlighted during relevant sessions and presentations. The final product should be delivered by end June for publication and dissemination in FY2018.

## Reporting and Timing

The firm/consultant will report to Thrainn Fridriksson, Energy Specialist, ESMAP and Vanessa Janik, Operations Officer, ESMAP. The work will be undertaken with deliverables issued during the period of February-December 2017 with potential for extension based on performance, delivery and program needs. The quality and substance of the work, including work plans and intermediate outputs, will be reviewed and validated through the technical oversight and collaboration between ESMAP, the Iceland MFA and the Iceland UNU-GES team.

## Criteria and Qualifications:

This work is envisioned to be carried out by a multi-disciplinary team of 2-3 experts with the following skill sets:

- Advanced degrees, and technical and field level experience in the areas of geothermal development; and social and gender issues.
- Minimum of 5 years of directly relevant Bank and/or external experience
- Experience in carrying out portfolio reviews, literature reviews and project leader interviews.
- Experience in field based work and consultations
- Country level experience on piloting gender and social interventions within development projects a plus.
- Proven ability to work independently and produce high quality outputs on a compressed timeframe
- Proven ability to develop and write technical reports in English
- Experience working directly with project teams and interacting with governments on geothermal, gender, social and energy specific issues. Experience in developing country context preferred;
- Ability to work virtually and attend meetings in World Bank DC offices as required. Willingness to travel as needed.