

Terms of Reference

Consultancy reference: CCD/16/ERPA/58

GENDER INTEGRATION IN THE IMPLEMENTATION OF THE CONVENTION

BACKGROUND

The objective of the Convention to Combat Desertification (UNCCD) is to combat desertification and land degradation, and to mitigate the effects of drought in affected countries around the world, particularly in Africa, through effective action at all levels. The Convention, including the regional implementation annexes, calls for women from the regions affected by desertification and/or drought, particularly the developing country rural areas, to be actively engaged in programmes to combat desertification and mitigate the effects of drought. More specifically, in the policy planning, decision-making, implementation and review of national action programmes, from the local to the national level. It also specifies the need for capacity building, more specifically, institution building, training and development of relevant local and national capacities. The most recent decisions of the Conference (COP12) have also drawn attention to the importance of women in the future work of the Convention.

Decision 3/COP.12 stresses the importance of empowering women in efforts to achieve SDG target 15.3 and ensure this target addresses the wider elements of the 2030 Agenda, including empowering women (SDG 5). The decision requests the secretariat and appropriate UNCCD bodies to, *inter alia*, (i) develop guidance for formulating national LDN targets and initiatives, including capacity-building initiatives to address DLDD and (ii) improve the effectiveness of collaboration with the other Rio Conventions and other partners at national, and as appropriate, subnational levels to support the implementation and monitoring of LDN targets and initiatives. Decision 2/COP.12 on the alignment of the National Action Programmes invites affected country parties to develop and implement strategies to achieve the objectives of the Convention, in light of target 15.3 and of the 2030 Agenda for sustainable development. It requests the UNCCD to provide technical support for the implementation of these SDG targets. Decision 7/COP.12 on the future strategic direction of the framework of the Convention calls for an approach that takes into account the text of the Convention and relevant aspects of the SDG target 15.3, relevant COP decisions and developments under and synergies with the Rio Conventions.

In the last 20 years, at least 70 countries have carried out gender-related activities focusing on individual women or women groups. The activities demonstrate great variation in terms of the desired change, approaches to working with women and the technical capacity to address women's issues at the national and regional levels. By contrast, the Biological Diversity and Climate Change Conventions have progressively developed gender plans and programmes to support, respectively, the implementation of the national biodiversity action plans (NBSAPs) and Aichi targets, and the intended nationally-determined communications (INDCs). At the same time, the financing mechanisms that support the implementation of the Convention are increasingly requiring gender mainstreaming for financing. For enable the UNCCD parties and other stakeholders to address these gaps, build synergy with the gender programmes of the other Conventions and women's issues are reflected in the future work of the Convention, the secretariat needs the services of an experienced gender expert consultant.

OBJECTIVES

The objectives of the Consultancy are to strengthen gender integration in the implementation of the Convention, including the development of the Convention's future strategic direction by:

1. Identifying critical gender issues that would enhance the implementation of the National Action Programmes and attainment of land degradation neutrality target, for consideration by the Inter-Governmental Working Group developing the new Strategy and by the next Conference of the Parties
2. Identifying opportunities for synergies on gender with the Biological Diversity and Climate Change Conventions
3. Developing tools to strengthen gender mainstreaming in these processes
4. Assessing the feasibility and effectiveness of the tools through a few targeted pilot projects for their improvement and for the identification of the key capacity needs.

DELIVERABLES

1. A proposal for gender policy to strengthen the implementation of the National Action Programmes and the implementation of voluntary national targets for Land Degradation Neutrality and that takes into account the potential for synergies with the Conventions on Biological Diversity and Climate Change. The draft gender policy will, *inter alia*, specify:

- i. The different roles women and men play in land use and management and the value-added of a gendered-responsive approach in the implementation of LDN and aligned NAPs
- ii. The change and the outcomes envisioned at the local/land-user level
- iii. The gender gaps such as tenure, access to resources, local institutions and mechanisms that hinder the ability of men and women to prevent and/or restore degraded land
- iv. Actions needed at different levels to address these gaps, including the targeted incentives and capacities required at the national and local levels
- v. The most appropriate institutional mechanisms that for delivering the desired change, taking into account the regional differences
- vi. Areas where synergy with the biodiversity and climate change conventions would bring added value
- vii. Examples of innovative and/or best practices that showcase the desired change
- viii. Actions to monitor and evaluate change, including the measures how to measure the change

2. As appropriate, review and integrate the findings and case studies from 4 pilot projects in the background document to inform discussions at COP13.

METHODOLOGY

The Consultant will undertake a desk review and consult with key stakeholders. The desk review will focus on the key documentation from the UNCCD, including but not limited to, the COP decisions on gender taken to date, including COP decisions, past and proposed UNCCD plans and activities, past national reports, and materials on gender prepared or published by the UNCCD. S/he will also consult relevant UN documentation, including formal documentation such as Sustainable Development Goal 5 and Goal 15 target 3 on land Degradation Neutrality, the gender policies and plans of UN women, UNFCCC and CBD and other human rights-based document. Relevant published manuscripts, papers and reports relevant to gender and (un)sustainable land use and land management. As appropriate, the consultant will solicit input from key UNCCD stakeholders, including the parties, staff, private sector, UN, intergovernmental and civil society organizations.

REQUIREMENTS

- A masters degree and above, with specialization in gender and work experience in natural resources management/environmental sciences, economics, politics, international relations or policy analysis or a Masters in these social sciences. Experience in gender mainstreaming or working as a gender specialist is required.
- At least 10 years of work experience at both policy and national level implementation levels in at least two different regions of the world, including Africa. The UNCCD regions are Africa, Asia, Latin America and the Caribbean, Northern Mediterranean and Central and Eastern Europe.
- Fluency in English is required. Knowledge of another UN language is a distinct advantage.
- Experience working with governments, the United Nations or related intergovernmental processes is an advantage.
- Team-player with high motivation, strong communication and analytical skills, and the ability to work in different cultural environments.

DURATION

The consultancy will begin will start as soon as possible for a 6-week assignment spread over 2 months. Remuneration will be commensurate with experience and the task.

SUBMISSION OF APPLICATION

Applications should be submitted by e-mail to staffing@unccd.int specifying the position being applied for, **CCD/16/ERPA/58**, in the subject line.

Please attach UNCCD P11 History form and cover letter with a proposed work plan and milestones as well as and indicative lump-sum fee for these deliverables.

The deadline for applications is **25 November 2016**. Only applications submitted by the deadline will be considered. No telephone calls will be returned. Please address your application as indicated above and do not address or copy your application to an individual at the Secretariat of the UNCCD. No telephone calls will be returned. Applications will not be acknowledged; only short-listed candidates will be contacted. Candidates who do not receive any feedback within three months of the deadline should consider their application as unsuccessful.

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