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## TERMS OF REFERENCE

### Consultant to produce a GLO working paper and policy brief on gender and land restoration

Consultancy reference number: CCD/20/ERPA/21

#### Background

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Established in 1994, the United Nations Convention to Combat Desertification (UNCCD) is the sole legally binding international agreement linking environment and development to sustainable land management. The mandate of the Convention and its 197 Parties is to support “a future that avoids, minimizes, and reverses desertification/land degradation and mitigates the effects of drought in affected areas at all levels – and to achieve a land degradation-neutral world consistent with the 2030 Agenda for Sustainable Development.” The Global Land Outlook (GLO), the UNCCD’s flagship publication released every 4 years, is a state-of-the-art strategic communications product providing a transformative vision and framework for land management practice, policy and planning at global, regional and national scales.

The UNCCD is now commissioning a small number of working papers, of which this is one, for the second edition of the GLO (GLO2). The UNCCD, as with normal United Nations practice, will hold the copyright of the working paper. The publication of working papers in this format does not prevent authors from publishing them elsewhere, especially in peer-reviewed journals provided that UNCCD is properly acknowledged. Wider dissemination of the work done by working paper authors is encouraged, taking advantage of social media, public presentations and other venues. Each working paper will be published on the GLO digital platform and is expected to provide essential background and inputs for the GLO2 production team. All published GLO products can be found at: <https://knowledge.unccd.int/glo/global-land-outlook-glo>

GLO2 will primarily aim to support the effective implementation of the United Nations Decade on Ecosystem Restoration, being led by FAO and UNEP (<https://www.decadeonrestoration.org/>). It will showcase implementation pathways for meeting the objectives of the Decade, including achieving targets on Land Degradation Neutrality (LDN). GLO2 will build upon the key findings in GLO1 and the GLO regional thematic reports as well as those in recent peer-reviewed literature, scientific assessments, and reports published by the UN, international organizations, institutes and think tanks. GLO2 will focus on terrestrial ecosystems and will not directly address the coastal and marine. The human face of land and ecosystem restoration projects and programmes will be highlighted throughout GLO2. A positive narrative and future scenarios will stress the potential and opportunities afforded by a continuum of land management and restoration activities.

***Restoration continuum: A wide range of activities and interventions that improve environmental conditions (e.g. ecological productivity) by avoiding, minimizing and reversing land and ecosystem degradation. These activities can often be designed to deliver multiple benefits (i.e. goods and services) that contribute to the current and future sustainability of communities and the planet.***

In addition to providing substantive content and diverse policy perspectives for GLO2, working papers are expected to compile innovative case studies, on-the-ground examples and good practices from a wide variety of sources and countries. GLO2 will be launched at the UNCCD’s 15<sup>th</sup> meeting of the Conference of the Parties to be held in September or October 2021.



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## Thematic Content of the Working Paper and Policy brief

Land degradation and drought affect 2.6 billion people with half of these being women and girls. Women compose 43% of the world's agricultural labor force, rising to 70% in some countries. Security of tenure and resource rights, women's land rights (WLR) and land restoration are closely linked. The struggles for land and for gender equity are both related to power issues and to processes of empowerment. Only 30 percent of people in developing countries hold registered land ownership rights and it could take decades to scale this up. The remaining 70 percent of people have legitimate rights, but these are often insecure, particularly for women. Despite their significant participation in the smallholder agricultural sector, women typically do not have secure control over their farmland or over its productive resources.

Women's lack of control over land resources is linked to a lack of security of tenure, land documents and land ownership and because women's access to land is also mediated by their relationship to male relatives. Often this situation is exacerbated by inheritance systems and customary/indigenous law rooted in patriarchal norms. Census data shows that less than 20 percent of landholders globally are women. In Latin America, of the estimated 58 million women that live in rural areas, only between 8 and 30 percent own land. Women represent fewer than 5 percent of all agricultural land holders in North Africa and West Asia, while across Sub-Saharan Africa, women average 15 percent of agricultural land holders.

Many governments recognize that their land governance regimes should provide more security of tenure and resource rights to all its citizens, especially women, to address land degradation and move towards a new restoration economy. Too often in the past, gender-blind land and forest rehabilitation and conservation initiatives, including reducing emissions from deforestation and forest degradation (REDD+) interventions, have contributed to greater gender inequalities, with women's access to land and resources further restricted, women's agency undermined and their work burden increased.

Tenure security and resource rights need to be viewed through a gender-responsive lens, framed by the SDGs on gender to ensure equitable benefit distribution from land and ecosystem restoration activities, particularly at the local level. Implementing land and ecosystem restoration at scale necessarily involves addressing the security of women's tenure and access to resources. This is linked to inclusive decision-making, access to finance and institutions, the provision of knowledge, tools and techniques for sustainable land management and ecosystem restoration. It is these key factors that are needed to enable women to become agents for achieving LDN.

Given gender-differentiated roles and responsibilities in natural resource management, interventions must address the specific needs and opportunities of women, particularly the poorest, to reduce inequalities in access and benefit sharing. Key areas to promote gender equality and land restoration include: i) Understanding the differing roles, responsibilities and knowledge in managing natural resources that exist between men and women; ii) Addressing gender differences in rights and access to land and other natural resources and sharing best practices that enable women to overcome the obstacles they face in obtaining land rights; iii) Addressing gendered access to, and interventions regarding, new technology, information and training related to natural resource management; iv) Identifying the new forms of cooperation, conflict or controversy between men and women arising from land degradation; v) Addressing the absence of women from natural resource related decision-making processes at all levels and strengthening the voices of women land-users at all levels in policy processes.

There is a growing recognition of women's multiple identities and that different women experience land regimes, norms and restoration in different ways. Gender, gender responsive land restoration and



women's land rights (WLR) have been the focus of international attention for many years, especially on poor and indigenous women and those living in customary and rural situations. Existing frameworks and research methods include "Women's land rights as a pathway to poverty reduction: Framework and review of available evidence";<sup>1</sup> "Gender matters in Forest Landscape Restoration A framework for design and evaluation";<sup>2</sup> Gender-responsive-restoration guidelines produced by IUCN;<sup>3</sup> and the "Manual for Gender-Responsive Land Degradation Neutrality Transformative Projects and Programmes".<sup>4</sup> In addition, a working paper on gender-responsive LDN was produced for GLO1.<sup>5</sup> There is increasing evidence about what works to empower women in regard to WLR.

More broadly, global and regional frameworks for the environment, gender and land already exist, including the SDGs with specific land and gender-related indicators (1.4.2, 5.a.1, 15.3.1); IPBES, IPCC and other UN reports on land; the international human rights standards on women such as the CEDAW; the UNCCD Gender Action Plan; the Voluntary Guidelines on the Responsible Governance of Tenure (VGGT) of land, fisheries and forests in the context of national food security; the New Urban Agenda; and the only regional equivalent document to date from Member States of the African Union, African Development Bank and UNECA on the Framework and Guidelines on Land Policy in Africa. Forthcoming publications include the UNCCD and FAO technical guide on LDN and land tenure, and the UNGGIM Framework on Effective Land Administration being produced by Member States on innovative geospatial tools and approaches.

### Consultant's tasks and deliverables

Under the overall supervision of the coordinator of the External Relations, Policy and Advocacy (ERPA) unit of the UNCCD and the direct supervision of an assigned Officer, the consultant will prepare a Working Paper and Policy Brief for GLO2. This will entail the following tasks:

- Conduct a targeted literature review, including that of the global donor platform<sup>6</sup> on gender responsive land restoration linked to (land and resources) governance from a policy and evidence-based perspective. Emphasis should be placed on gender responsive (land and resources) governance policy and implementation for multi-functional land use at scale; linking land restoration with innovative gender-responsive land tools, frameworks, models and approaches; and identifying mechanisms for increasing the linkages so that all stakeholders can play their part in strengthening gender-responsive land and ecosystem restoration.
- Document innovative gender responsive land governance tools, frameworks, models and approaches that will drive implementation by a range of stakeholders and which will support the implementation of the three Rio conventions on land degradation, climate change and biodiversity, as well as the resolutions on gender and land tenure from UNCCD COP 14.<sup>7</sup>
- Compile, in annotated form, a broad range of evidence-based case studies and good practice examples, from developed and developing countries, of how gender-responsive land restoration approaches linked to land governance approaches were undertaken. Identify the necessary conditions before, during and after restoration. Describe the policy and practice regarding the complimentary interventions that are needed to achieve WLR and land restoration such as women's agency and decision-making capacity, strengthening women's

<sup>1</sup> <https://www.sciencedirect.com/science/article/pii/S0308521X1730505X>

<sup>2</sup> [http://www.cifor.org/publications/pdf\\_files/brief/6685-brief.pdf](http://www.cifor.org/publications/pdf_files/brief/6685-brief.pdf)

<sup>3</sup> <https://portals.iucn.org/library/sites/library/files/documents/2017-009.pdf>

<sup>4</sup> [http://catalogue.unccd.int/1223\\_Gender\\_Manual.pdf](http://catalogue.unccd.int/1223_Gender_Manual.pdf)

<sup>5</sup> <https://knowledge.unccd.int/publication/gender-responsive-land-degradation-neutrality>

<sup>6</sup> <https://www.donorplatform.org/about-land-governance.html>

<sup>7</sup> <https://www.unccd.int/official-documents/cop-14-new-delhi-india-2019/decisions>



awareness of their land rights, the role of local leaders, importance of livelihoods, awareness raising on dispute mechanisms, among others. Mainstreamed examples of these include the Ethiopian and Cambodian systematic registration land programs that support joint land documents for men and women; and the implementation of Namibia's Communal Land Reform Act that supports women to decision-making roles within land management.

- Within a common framework of gender responsive land restoration and land governance, detail five comprehensive case studies, at least one each from Latin America, Africa and Asia, the problem being addressed; the context; the pathways used, if possible; political will and entry points; if known, cost of project; relationship between investment and tenure security, if any; the global science and knowledge/indigenous knowledge behind the restoration; ecosystem services before and after; land rights and land governance before and after; how the gender responsive land restoration and land governance was undertaken mutually; stakeholders involved; drivers of change; role of soft gender/environmental /land law; the enabling governance environment; the legal, regulatory and institutional framework used; the levers of change; social justice, if any; rights, rewards and responsibilities and gender issues; data collection methods; whether it was mainstreamed or remains experimental/pilot; outcomes, evidence, results, impact; what we can learn about scaling; lessons learned for governments, civil society, women's groups, business/private sector, and other stakeholders; blockages and enablers and challenges.
- Produce a 30-50 page Working Paper that outlines a compelling rationale as well as practical policy and implementation options, including annotated forms of the five detailed case studies for gender responsive land restoration, also recognizing the land and resource rights and practices of indigenous peoples and local communities. This should include pathways for stakeholders to operationalize the available innovative tools, frameworks and approaches, including the VGGT, to secure the tenure and resource rights of the majority of women and men; and show how existing gender responsive land restoration and innovative land tenure tools can be used together to foster a new restoration economy in which everybody, including women, have a role to play and a stake in the game.
- Produce a 4-6 page Policy Brief that distills the key findings and messages for decision-makers and UNCCD stakeholders.

### **Contractual terms**

The consultancy will be home-based for three months starting from 15 June 2020. The consultant will prepare an overall work plan at the beginning of the assignment, which will be discussed and agreed with the supervisors at the UNCCD.

### **Requirements**

- A Master's or PhD degree in gender studies, social or political science or other field relevant for the consultancy;
- Research experience and publishing with an emphasis on environmental or natural resource management;
- Experience in transdisciplinary work on gender and land issues;
- Ability to communicate effectively in English with demonstrated writing skills is required.

### **Submission of application**



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Applications should be submitted by e-mail to [staffing@unccd.int](mailto:staffing@unccd.int) together with a UN Personal History Form<sup>8</sup> and CV, specifying the position **CCD/20/ERPA/21** in the subject line. Please also submit a cover letter with your expectations for remuneration.

**The deadline for applications is 30 May 2020.** Only applications submitted by the deadline will be considered.

Due to the volume of applications received, receipt of applications cannot be acknowledged individually. Please address your application as indicated above and please do not address or copy your application to an individual at the Secretariat or Global Mechanism. Candidates who do not receive any feedback within three months of the deadline should consider their application as unsuccessful.

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Date of issuance: 30 April 2020

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<sup>8</sup> UNCCD P-11 form in electronic fill-in .pdf OR .docx format available: <https://www.unccd.int/about-us/secretariat/vacancies/applying-unccd>