



TERMS OF REFERENCE

Consultancy to undertake research study on “Women-led Solutions for Drought Resilience and Adaptation”

Consultancy reference number: CCD/23/C/95

Background

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 UNCCD recognizes that addressing and reversing land degradation is one of the key sustainable development priorities for most of its 168 affected countries Parties.

Droughts are the most far-reaching of natural disasters, causing short and long-term economic and ecological losses as well as significant secondary and tertiary impacts.

To reduce societal vulnerability to droughts, there is a need to overcome the prevailing structures of reactive, post hazard management approaches and to move towards proactive and risk management approaches which build resilience to drought at the local, national and regional levels.

The Convention stresses the importance of ensuring the full participation of both men and women at all levels in programmes to combat desertification and mitigate the effects of drought. It calls for the effective participation at local, national and regional levels, of both women and men, in policy planning, decision-making and implementation and review of national action programmes. Furthermore, the Parties to the UNCCD have adopted a Gender Action Plan and took a landmark decision on land tenure at COP 14. The inclusion of women, youth, indigenous groups to name a few, is central for the implementation of the Convention.

With the view to strengthening knowledge on gender issues, drought resilience and sustainable land management, the UNCCD secretariat has commissioned and produced a number of policy relevant researches and a number of strategic communications publications to facilitate insight debate and discourse on a new and transformative vision for land management policy, planning, governance, and practice at global and national scales.

The ground-breaking study on “Differentiated impacts on women and men of DLDD,” carried out by renowned expert Lorena Aguilar and launched at COP15 in Abidjan, found conclusively that worldwide women and girls are, time and again, disproportionately affected by drought.

Its findings included the following:

- In all regions, women perform more care work in comparison with men. Drought and land degradation tend to increase the burden of unpaid care and domestic work shouldered by women and girls. During droughts, the work of “caring for others” is expressed partly by standing in line and waiting for water, walking long distances and protecting the sick from unsafe water.
- When drought and land degradation occur, related food scarcity affects intra-family food distribution. Women tend to eat smaller portions or skip meals, leading to stomach aches,



vomiting, weakness, diarrhea and malnutrition. The study also found that food scarcity is linked to the higher incidence of miscarriages, and maternal and child death.

- Drought-related migration increases women's workloads and can lead to reduction of the available resources and labor. Women left to manage their households may lack the power to make timely farming decisions, or to respond to the effects of drought, land degradation and desertification, or extreme weather events.

However, in addition to being the most impacted by drought due to pervasive and structural gender inequalities, at the same time many women are exercising leadership and resourcefulness in undertaking actions to adapt to drought and increase drought resilience in their communities. It is imperative to also document and highlight illustrative examples of this leadership and creativity, to balance the narrative which details how women are impacted by drought.

In Decision 24/COP.15 the Parties recognized that “women play an essential role in collectively managing land more sustainably, reducing biodiversity loss and mitigating and adapting to the effects of drought.” This research study will highlight concrete examples worldwide of the essential role played by women in sustainable land management in drought-prone locations and regions, so that their initiatives may be duly valued, expanded, replicated, and also potentially attract resources to scale up these women-led actions.

Decision 24/COP.15 also approved a “road map to guide and accelerate the implementation of the Gender Action Plan through gender-responsive and transformative approaches.” On track with this Road Map, this research study will identify and analyze a number of gender-responsive and transformative approaches from many corners of the world. In point 2.4 of the Road Map, the Secretariat is asked to lead on the “dissemination of adaptation practices used by and benefitting women to increase their resilience to drought,” and to carry out this dissemination in 2023/2024. This proposed research study is accordingly very timely, and COP16 – to be held in Riyadh and involving a wide range of global players on land issues will provide a magnificent platform for this dissemination on the world stage.

Objective of consultancy

Comprehensive research report featuring and analyzing innovative and effective women-led solutions for drought resilience and adaptation from all five UNCCD Annexes (regions).

Duties and responsibilities

Under the overall supervision of the Chief, Global Policy Advocacy and Regional Coordination unit of the UNCCD and the direct supervision of the Gender Policy Officer, the consultant will conduct a study on Women-led Solutions for Drought Resilience and Adaptation.

Specific tasks of the consultancy will include, as a minimum:

- Conduct literature review to detect innovative and effective women-led solutions for drought resilience and adaptation;
- Design a call to identify innovative and effective women-led solutions for drought resilience and adaptation;
- Engage with IGO, NGO, CSOs and UN agencies which may have insights and experiences to contribute;
- Draft a report which documents and features relevant case studies from all 5 Annexes – at least two per Annex;
- Produce final research report based on feedback;
- Prepare PowerPoint presentation summarizing key findings of the research;



- Design of award or recognition event to be held at COP16, for the most exemplary women-led solutions.

Deliverables

The outputs are as follows:

- 1) Methodological outline of the proposed study;
- 2) Call to identify innovative and effective women-led solutions for drought resilience and adaptation;
- 3) Draft research report including:
 - a. Brief case studies of innovative and effective solutions from all 5 Annexes
 - b. Identification and characterization of common approaches and principles, applied by women in leading initiatives and actions to increase drought resilience and adaptation.
 - c. Key actions taken on the ground to support and strengthen women's leadership, knowledge, and innovation in adaptation to drought, including measures for disaster risk management (DRM);
- 4) Final research report.
- 5) Presentation of key findings and recommendations.

Contractual terms

The service of the selected consultant is estimated to be between January and July 2024. Exact dates of the contract depend on the selection process. This contract is based on deliverables, part-time and payment is defined by outputs. The consultancy is home based however, if missions are organized, travel will be paid and organized separately.

Requirements

- A first degree in gender studies, social science or environmental sciences and/or a minimum of 10 years of progressive experience;
- Master's degree in relevant field of social sciences or environmental sciences is preferred;
- Minimum of ten (10) years of experience in conducting research and producing analytical reports is required;
- Minimum of five (5) years of experience in developing and analyzing gender-responsive policies;
- Field experience working with local communities and national authorities in countries on several continents, in particular working closely with women's group and organizations;
- Strong communications skills;
- Demonstrated ability to communicate complex topics in clear and simple way;
- Excellent research and writing skills;
- Strong organizational skills and the ability to multi-task;
- Attention to detail is crucial;
- Ability to work under pressure and meet strict deadlines;
- Ability to produce well-structured and high quality content;
- Extensive knowledge of issues and initiatives related to drought, land degradation and desertification (DLDD);
- Familiarity with gender equality concepts and issues;
- Experience conducting field research in various countries which are Parties to UNCCD
- Fluency in English is required for this position;
- Fluency in a second UN language is an advantage.



Special notice

Only individuals who can act as independent, individual economical operators are qualified to apply. Individuals who can provide their services only on account of an institution or enterprise are not eligible under this procedure.

Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations Secretariat and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultant and individual contractor is responsible for determining tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

Submission of application

The following documents should be sent to staffing@unccd.int as **one document**: UNCCD Personal History Form¹ /CV and cover letter, specifying the following in the email subject line: **CCD/23/C/95**.

The deadline for applications is **29 November 2023**. Only applications submitted by the deadline and with complete documentation will be taken into consideration.

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.

Date of issuance : 15 November 2023

¹ UNCCD P-11 form in electronic fill-in .pdf OR .docx format available: <https://www.unccd.int/about-us/secretariat/vacancies/applying-unccd>