



## Consultancy on Gender Analysis and Drought-Kenya

### Background:

Several underlying issues constrain women from participating in land management globally. Women have unequal rights and remain distanced from land ownership. Inheritance laws and practices tend to block women from land ownership while the plurality of legal systems make these rights vulnerable and insecure where they exist. A recent gender analysis publication by the UNCCD shows that 102 countries bar women from land inheritance while in 103 countries land dispossession is not a criminalized. Women have limited access to different resources including technology, credit and inputs necessary for land management. They also lack the relevant skills and education necessary to respond to issues like drought. In addition, they are not reached by the warning systems in many cases. In global accounting, less than 1 in 3 women are engaged in decision-making either by representation in national or local committees, or consultation during change processes. There is lack of recognition of women's contribution to communities and therefore are excluded from interventions and do not have access to extension services.

These underlying inequalities are often exacerbated by drought. The frequency of drought is reported to be increasing worldwide, costing US\$35 billion per year, with 83% of these losses in the agriculture sector and disproportionately affecting the poorest people. This increase is widely attributed to climate change, yet evidence suggests land degradation is also a significant factor. Land degradation is the outcome of human management practices and can be addressed through restoration and sustainable land management, which are widely known and established. It follows that restoration actions could reduce the frequency and severity of drought incidence, which we refer to as drought mitigation. This is additional to the effect of restoration actions in reducing vulnerability to drought.

Misunderstanding of the anthropogenic drivers of drought leads to missed opportunities to mitigate drought through sustainable development and ecosystem restoration. Knowledge and capacity gaps in ecosystem management are compounded by institutional gaps and sectoral inconsistencies. Many countries lack national drought management plans, and where those plans do exist, they usually ignore the role of ecosystem degradation as a factor in drought, and therefore overlook restoration options for drought mitigation. Drought responses therefore tend to be reactive rather than proactive, and in the best case, they address steps within the drought cycle without considering options for breaking or reducing that cycle.

The Austrian Development Agency project, "Restoring ecosystems to reduce drought risk and increase resilience", is designed to enable governments to integrate ecosystem restoration actions into drought management to reduce the frequency and severity of drought and strengthen resilience (Nature Based Solutions to drought). The restoration actions of this project were designed to complement other stages in drought cycle management, associated with preparing, responding, and recovering from drought. This project is being implemented in Burkina Faso, Georgia and Kenya.

The outcome of the project was that drought planning would be better-informed of approaches that contribute to improved hydrological function, including increased infiltration and storage of water in rehabilitated land. These solutions will both improve availability of water within ecosystems, thereby mitigating "anthropogenic" drought, and will improve the resilience of rural communities to "natural"

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drought. This can only be possible if existing gender inequalities are well defined and a gender action plan that informs drought planning is adopted.

IUCN is committed to address gender inequalities and women empowerment by systematically identifying gender gaps across all sectors that undermine conservation and the progress of sustainable development goals and ensure that we can drive a positive change at all levels, including countries and communities, by ensuring that gender-based discrimination and bias, including gender-based escalating violence against women as environmental defenders, are paid attention to and benefit from corrective action.

### Objective

The overall objective of this analysis is to conduct a gender analysis study and develop a gender action plan to provide a deeper understanding of the role of women in the context of drought. The analysis will include detailed investigation of gender in relation to drought outcomes and response measures and provide insights into gender-disaggregated outcomes of drought, including differential vulnerability and poverty outcomes. The analysis will provide insights into gender responsive drought mitigation and response measures. This will include insights into how restoration measures differently impact on, and are enjoyed by, men, women and youth, and will highlight established safeguards that must be applied to assure equitable outcomes. These safeguards are consistent with the Nature-based Solutions (NbS) Criterion #5 on Inclusive Governance.

### Consultancy tasks

The gender analysis should elaborate on gender roles in socio-economic activities and natural resource management, dependencies on natural resources, environmental degradation -droughts LD, women's access to productive resources and their legal rights, as well as their influence in collective decision-making. The gender analysis should also include a review of national, regional and international gender equality and environmental mandates and policies, specifically in areas related to women's rights, land rights, climate change, water, forest, agriculture, protected areas, among others. It should respond to key research questions, including but not limited to: (i) What is the context? (ii) Who does what? (iii) Who owns what? (iv) Who decides? (v) Who participates and benefits? (vi) What norms, traditions or cultural restrictions affect the relations linked to productive or environmental aspects? (vii) What are the gender-based inequalities, gender-based violence, discriminations and rights denials in each context? (viii) How do gender-based gaps intersect with other discrimination factors such as age, ethnicity, disability, class, etc.? (ix) How will gender relations have an impact on the effectiveness and sustainability of the project, activity or result? and how will the proposed results affect the relative status of women and men; will it exacerbate or reduce inequalities?

Specifically, the consultant will perform the following activities:

- Investigate effects of drought on the resurgence of harmful traditional practices (especially in areas where FGM and early marriages are practiced: Somali communities along the tana river, town of Garissa in northern Kenya; Maasai communities in the south of Kenya) and the need to integrate these aspects in drought management concepts.
- The burden and impact of drought especially on women who are traditionally tasked with the procurement of water and food for the household.
- The impact on NbS interventions on increased income and tracking the additional impact of income on polygamy.
- Impact of large-scale NbS interventions like large landscape tree planting on landownership and wife inheritance and possible impact on women.
- Carry out a robust gender analysis on the target communities across each country who would benefit from project initiatives. Look at the socio-economic and gender issues beyond these

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target groups. Understanding the gender dynamics at the national level is critical as they may influence the direct and indirect beneficiaries of the project in the long run depending on political, economic, environmental changes and other factors.

- Consult National Gender Mechanisms (e.g., women’s ministries, national women’s council), women’s civil society organizations, or women/girls in the target region of the project been involved in the design of the project.
- Define/propose concrete measures/recommendation aiming at reducing gender disparities and inequalities in the areas of implementation of the project, according to the gender analyse results.
- Design and conduct through Gender Analysis a specific Gender Action Plan proposal aligned with the Project Document.
- Assess the risk that the project potentially limits women’s ability to access, use, develop and protect natural resources, land and services considering different roles and positions of women and men in accessing land, environmental goods, and services.

## Scope

This study will build upon IUCNs work on gender including but not limited to reference to the publication on Gender-based violence and environmental linkages: the violence of inequality. This study is also fundamental to the Austrian Development Agency’s themes on “Gender Equality”, which straddles the topics of empowerment and gender equality, good governance and equitable budget allocation, and women, peace, and security.

This analysis will be based on the national, sub-national and local context where the project is being implemented but is also meant to provide learning that can be considered for drought management in the global context. The analysis will be developed in line with the Gender Analysis guidelines from IUCN<sup>1</sup> and the Austrian Development Agency<sup>2</sup>

The study will be required to collect and analyse secondary and primary data (interviews, focal groups, or workshops).

Knowledge, skills and competencies:

### **Education**

- A Masters’ degree or its equivalent in social sciences, Social Work, Gender/Women Studies, Development Studies, Community Development, Sociology, or related field.
- Advanced training in Gender and Development studies.

### **Work experience and competencies**

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<sup>1</sup> [iucn-gender-analysis-guidance-web.pdf](#)

<sup>2</sup>

[https://www.entwicklung.at/fileadmin/user\\_upload/Dokumente/Publikationen/Downloads/Themen\\_DivBerichte/Gender/ADC\\_Guidance\\_for\\_Gender\\_Analysis\\_at\\_sector\\_level.pdf](https://www.entwicklung.at/fileadmin/user_upload/Dokumente/Publikationen/Downloads/Themen_DivBerichte/Gender/ADC_Guidance_for_Gender_Analysis_at_sector_level.pdf)

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The consultant must have:

- At least five years' experience in advocacy for gender issues and evidence-based results in gender analysis and mainstreaming especially in institutions and projects that deal with climate change, environment, forest, and natural resources management.
- Significant experience with gender issues and social impacts is required with some experience in relevant socio-ecological and gender analysis frameworks.
- Previous experience in project management or monitoring and evaluation.
- Demonstrated experience of working in challenging knowledge-based and results-based environment.
- Experience of capacity building and training development programmes.
- Experience working with stakeholders at multiple levels, including local, regional, and national.
- Strong analytical ability to design, implement and evaluate gender mainstreaming options for promoting natural resources management, climate adaption and resilience.
- Excellent interpersonal skills and a strong team player with proven communication and diplomacy with the ability to work effectively with multicultural and multidisciplinary teams with sensitivity and respect for diversity.
- Demonstrated Experience in Gender programming within dry land areas of Kenya i.e. Northern and Southern Kenya

### Language requirements:

Excellent verbal and written communication skills in English and French is required.

### Timeline

The consultancy will be implemented over the period of 40 days. It is expected that the consultant will provide and submit a work plan of responsibilities for the process.

### Budget

In general, the budget will cover the consultations fees. Any other expenses related to the consultancy should be previously requested in the submitted work plan.

### Schedule of delivery

| Deliverables                 | Due Date                                       |
|------------------------------|--|
| (1) Consultancy work plan    | 5 days from date of signature of the contract  |
| (2) Final gender analysis    | 25 days from date of signature of the contract |
| (3) Final gender action plan | 40 days from date of signature                 |

### Composition and Submission of Applications:

Consultants wishing to carry out this evaluation must send by email, no later than **26 July 2023** (inclusive) at **11:59 p.m. EAT**, an application consisting of:

- (i) Letter of submission;
- (ii) CV of the consultants (Maximum 4 pages);
- (iii) Technical proposal detailing the proposed methodology, a draft workplan (Justify the number of days required) and the timeline (Maximum not exceeding 5 pages);

