

UNCCD Gender Policy Framework (GPF) for the UNCCD and its Secretariat

I. CONTEXT

Introduction

1. Established in 1994, the United Nations Convention to Combat Desertification (UNCCD) is the sole legally binding international agreement linking environment and development issues to the land agenda. The Convention focuses on all the world's drylands, home to over 2 billion people, 50% of the world's livestock and accounting for 44% of all cultivated ecosystems.

2. The Convention's 194 Parties are dedicated to combating land degradation and mitigating the effects of drought in the drylands by improving the living conditions of the affected populations and ecosystems. Many dryland inhabitants depend directly upon a highly variable natural resource base for their livelihoods.

3. The 'forgotten billion' dryland inhabitants are among the poorest on the planet. According to the UNDP Human Development Index, five of the bottom ten positions are occupied by countries with most of their population in drylands (Afghanistan, Burkina Faso, Chad, Mali and Niger), with another three very poor dryland states (Iraq, Somalia and Zimbabwe) unranked due to lack of data.

4. According to FAO's latest estimates, 925 million people are furthermore also currently undernourished. Achieving sustainable development in the drylands therefor has significant implications for the Millennium Development Goals (MDGs). It is impossible to halve world poverty and hunger by 2015 unless life is improved for the poor people of the drylands.

5. Women make crucial contributions in agriculture and rural enterprises in drylands as farmers, animal husbandry, workers and entrepreneurs. Their roles vary across regions, but in every part of the world women face gender-specific constraints that reduce their productivity and limit their contributions to agricultural production, economic growth and the well-being of their families, communities and countries.

6. Closing the gender gap in agricultural yields could bring that number down by as much as 100–150 million people (FAO, *The State of the Food and Agriculture*, 2011). The yield gap between men and women averages around 20–30 percent, and most research finds that the gap is due to differences in resource use. Bringing yields on the land farmed by women up to the levels achieved by men would increase agricultural output in developing countries between 2.5 and 4 percent. Increasing production by this amount could reduce the number of undernourished people in the world in the order of 12–17 percent.

Mandate

7. The importance of gender mainstreaming in environmental and poverty eradication policies has been recognized in a wide range of global agreements and fora also applicable to the UNCCD, including chapter 24 of Agenda 21 (United Nations Conference on Environment and Development, 1992) on *Global Action For Women Towards Sustainable And Equitable Development*; the Johannesburg Plan of Implementation by the 2002 World Summit on Sustainable Development; the 2000 Millennium Declaration; and the requirements and agreements set out in the 1975 Convention on the Elimination of All Forms of Discrimination

Against Women (CEDAW). Other internal mandates within the United Nations system calling for gender equality, include: the substantive sessions of the Economic and Social Council of the United Nations in 2004 and 2005; the outcome of the High-level Plenary Meeting of the sixteenth session of the General Assembly—the 2005 World Summit (General Assembly resolution 60/1, paragraphs 58,59 and 116); and the Economic and Social Council resolution 2005/31 on mainstreaming a gender perspective into all policies and programmes in the United Nations system.

8. In addition, Chapter 12 - *Managing Fragile Ecosystems: Combating Desertification And Drought* of Agenda 21 includes 8 specific articles addressing the issue of women and that call upon: The involvement of local population, particularly women and youth, in the collection and use of environmental information; Land users, particularly women, to be main actors in combating land degradation; Protection of women's property rights; Involvement of women in policies and programs to improve land use, manage common lands, incentives, and private investment in drylands; Full participation of women when drawing on local knowledge and experience; Increased level of education and participation of people, particularly women; Creation of rural banking systems to facilitate access to credit for rural populations particularly women; Review, development, and dissemination of gender-disaggregated information skills, and know-how at all levels on ways of organizing and promoting popular participation.

9. Paragraph 256 (a) under strategic objective K.2 of the Beijing Platform for Action adopted at the Fourth World Conference on Women, calls upon Governments, at all levels, including municipal authorities (as appropriate) to take actions to: “Integrate women, including indigenous women, their perspectives and knowledge, on an equal basis with men, in decision-making regarding sustainable resource management and the development of policies and programmes for sustainable development, including in particular those designed to address and prevent **environmental degradation of the land**”; Paragraph 258 (b-ii) “Develop gender-sensitive databases, information and monitoring systems and participatory action-oriented research, methodologies and policy analyses [...] On the impact on women of environmental and natural resource degradation, deriving from, inter alia, unsustainable production and consumption patterns, **drought**, poor quality water, global warming, **desertification** [...]”

10. Governments and stakeholders recognise the interdependency of the Millennium Development Goals and that these cannot be achieved in isolation. It is therefore not possible to achieve environmental sustainability (goal 7) if poverty (goal 1) and inequities between men and women (goal 3) continue to exist.

11. In the 20th preambular paragraph of the UNCCD, it is recognized “the important role played by women in regions affected by desertification and/or drought, particularly in rural areas of developing countries, and 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.”

12. Affected Country Parties to the Convention commit themselves to “promote awareness and facilitate the participation of local populations, particularly women and youth, with the support of non-governmental organizations, in efforts to combat desertification and mitigate the effects of drought” (Obligations, Article 5.2).

13. A central element for the implementation of the Convention at national level is the establishment of partnerships between national authorities, representatives from civil society (such as NGOs) and grassroots organizations, research institutions, and representatives from the international community including donors. A major responsibility of the national partnerships is to put in place processes to establish National Action Programs (NAPs). Based on principles of continuous planning and active involvement of the dryland populations, the NAPs constitute a new generation of environmental plans. In addressing the issues of participation in the implementation of the UNCCD the provisions outlined for NAPs highlight

women as a stakeholder group that should be recognized and advanced. Moreover, NAPs shall “provide for effective participation at the local, national and regional levels of non-governmental organizations and local populations, both women and men, particularly resource users, including farmers and pastoralists and their representative organizations, in policy planning, decision-making, and implementation and review of national action programmes.” (Action Programmes, Article10.2.f). The role that the UNCCD and the Global Mechanism play in delivering/assisting NAP development and implementation is fundamental; therefore it is also when addressing options for mainstreaming gender issues through the NAPs.

14. To date, Parties to the UNCCD have undertaken to “promote, as appropriate, capacity building: through the full participation at all levels of local people, particularly at the local level, especially women and youth, with the cooperation of non-governmental and local organizations” (Support Measures, 19.1.a). It should be noted that the same article (19) furthermore defines capacity building as “institution building, training and development of relevant local and national capacities- in efforts to combat desertification and mitigate the effects of drought”.

15. The need for cooperation among various development actors to ensure the advancement of women in the implementation of the UNCCD is further emphasized in article 19.3 laying out that “The Parties shall cooperate with each other and through competent intergovernmental organizations, as well as with non-governmental organizations, in undertaking and supporting public awareness and educational programmes in both affected and, where relevant, unaffected country Parties to promote understanding of the causes and effects of desertification and drought and of the importance of meeting the objective of this Convention. To that end, they shall [...] (e) assess educational needs in affected areas, elaborate appropriate school curricula and expand, as needed, educational and adult literacy programmes and opportunities for all, in particular for girls and women, on the identification, conservation and sustainable use and management of the natural resources of affected areas” (19.3.e).

16. Numerous decisions of the UNCCD have reiterated, through the Conference of the Parties, the importance of gender associated with various aspects, including:

a) Decision 5/COP.9 Revised procedures for the participation of civil society organizations in meetings and processes of the United Nations Convention to Combat Desertification. Decides to adopt the revised procedures for the participation of CSOs in the COP and other UNCCD activities as contained in document ICCD/COP(9)/4/Add.1 and its corrigendum, and the eligibility criteria contained therein ((a) Geographical balance; (b) Turnover regime; (c) Consideration of representative networks; (d) Expertise balance; and (e) **Gender balance**).

b) Decision 8/COP.9 Promotion and strengthening of relationships with other relevant conventions and international organizations, institutions and agencies. Also requests the Secretariat to generate advocacy policy frameworks on thematic issues in order to address the adverse impacts of DLDD, keeping in mind **gender sensitive** approaches, and to regularly inform affected countries and other key stakeholders on such proceedings that may be useful in the implementation of action programmes;

c) Decision 21/COP.9, Decision 11/COP.8, Decision 15/COP.5, COP.4, COP.3, COP.2 Roster of independent experts. All have decisions dealing with the need to ensure a better **gender** balance and representation of all relevant disciplines, and of all individuals with expertise in the field of desertification, land degradation and drought.

d) Decision 1/COP.6 Further steps in the implementation of the Convention. Invites affected developing country Parties and other Parties covered by Regional Implementation Annexes of the Convention, with the support of developed country Parties, and concerned institutions, to promote **gender-sensitive** capacity-building measures for stakeholders to carry out specific participatory and synergistic programmes as part of their NAPs to combat land degradation and mitigate the effects of drought, protect biodiversity, facilitate the regeneration of degraded forests, while promoting sustainable livelihoods at local level.

e) Decision 17/COP.1 *Procedures for the establishment of ad hoc panels Composition and number of ad hoc panels.* Ad hoc panels shall be composed of experts whose names are taken from the roster of independent experts, taking into account the need for a multidisciplinary approach, an appropriate **gender balance**, and broad and equitable geographical representation. They shall have scientific or other relevant backgrounds and field experience.

f) Decision 27/COP.1 *Inclusion of activities of nongovernmental organizations within the official programme of work of future sessions of the Conference of the Parties.* Requests also that NGOs give further consideration to institutional mechanisms for reinforcing partnerships, north-south partnerships, relationships with multilateral agencies, research institutions and funding mechanisms, and partnerships at the community level, which draw on local knowledge and experience, **gender issues** in partnership building and other critical issues in the implementation of the UNCCD.

17. The Conference of the Parties through its decision 3/COP.8, adopted the 10-Year Strategic Plan and Framework (referred to as the Strategy) to enhance the implementation of the Convention (2008–2018). The Strategy identifies four strategic objectives that will guide the actions of all stakeholders and partners of the UNCCD for the next 10 years, namely, the improvement of the ecosystems of and livelihoods in areas affected by desertification, land degradation and drought, generation of global benefits and effective resource mobilisation through partnerships. The Strategy further defines five operational objectives that set the immediate focus of action.

18. The operational objectives of the Strategy do not target specific policy areas or stakeholder groups; rather they represent broad, cross-cutting areas of action such as advocacy, science and capacity building. Many of those expected outcomes that have been set by Parties under the operational objectives have, however, direct relevance to gender aspects. For example, outcome 2.1 calls for an assessment of policy, institutional, financial and socio-economic drivers of desertification/land degradation and barriers to sustainable land management, and for measures to remove these barriers; and outcome 3.5 concerns the establishment of effective knowledge-sharing systems at the global, regional, subregional and national levels to support policymakers and end users, including through the identification and sharing of best practices and success stories. Issues relating to gender are reflected in the workplans and programmes of the UNCCD secretariat, which describes in detail the services and support to be provided to Parties and other stakeholders in advancing the Strategy. In its 2010-2013 workplan, which was adopted by Parties in October 2009, the secretariat aims to generate “*Increased understanding of the inter-linkages between implementation of the UNCCD and addressing water scarcity, forestry, gender issues and migration, respectively, as well as the related cross-sectoral governance issues*”.

The Value of Mainstreaming Gender

19. Gender mainstreaming has been the primary methodology used to ensure the integration of a gender approach into any development and/or environmental efforts. Gender mainstreaming seeks to recognize and bring the diverse roles and needs of women and men to bear on the sustainable development agenda. Rather than merely adding on women’s participation to existing strategies and programmes, mainstreaming gender aims to transform unequal social and institutional structures by recognising the promotion of gender equality as a central driving principle - reducing vulnerability, and enhancing both efficiency and effectiveness of programmes and projects.

20. To date, many efforts to mainstream gender have too often been confined to simplistic, ad-hoc and short-term technical interventions that have failed to challenge inequitable power structures and therefore also failed to ensure optimal implementation. Gender disparities remain among the deepest and most pervasive of all inequalities and, in fact, hinder the best of development efforts profoundly. According to the 2005 United Nations Development Programme (UNDP) Human Development Report, gender continues to

be “one of the world’s strongest markers for disadvantage” and reducing inequality would be instrumental in making progress towards achieving the Millennium Development Goals. Such inequalities span all sectors and are equally pervasive in the environment sector.

21. The UNCCD has undertaken several efforts in this regard. For instance the Beijing International Conference on Women and Desertification, which took place in Beijing, China from 29 May to 1 June 2006 within the framework of the International Year of Deserts and Desertification (IYDD) submitted to the attention of countries Parties to the UNCCD, international organizations, civil society and the private sector several gender sound recommendations on institutional arrangements and legislation, including policies and/or strategies, main priorities for action on education, health, management of natural resources, energy and food security, funding mechanisms, implementation and monitoring.

22. Major donors have come to recognize the importance and added value of mainstreaming gender in development efforts. Currently, gender features amongst the top 5 priorities identified by donors when considering proposals for funding, either to advance gender mainstreaming in itself, or serve as a screening/assessment tool when they are considering whether or not to provide funding for other initiatives.

II. METHODOLOGY

23. In light of the above, the Secretariat of the UNCCD, in collaboration with the Office of the IUCN Senior Gender Adviser, embarked upon the development of a Gender Policy Framework (GPF) for the UNCCD and its Secretariat.

24. The GPF has been drafted on the basis of: (i) an analysis of the current performance of the UNCCD in the area of gender; (ii) a survey conducted among staff of the UNCCD Secretariat; and (iii) a workshop comprising UNCCD Secretariat staff, Parties to the Convention, and representatives of civil society organizations, held in Bonn, Germany from 23 to 25 February 2011 in the side-lines of the ninth session of the Committee for the Review of the Implementation of the Convention (CRIC9).

25. The conceptualization and development of the GPF was based on a review of policies frameworks and plans of action drawn up by similar institutions and international partners, including United Nations Environmental Programme (UNEP), the Food and Agriculture Organization of the United Nations (FAO), the International Labour Organization (ILO), the United Nations Development Fund for Women (UNIFEM), UNDP, the International Union for the Conservation of Nature (IUCN), the Norwegian Agency for Development Cooperation, the Swedish International Development Cooperation Agency, the Swiss Agency for Development and Cooperation and the Convention on Biological Diversity (CBD).

26. This GPF defines the commitment made through the Convention process to ensure the mainstreaming of gender equality through a holistic and comprehensive approach, both internally and externally.

27. The GPF should become a guiding instrument for the implementation of the UNCCD and its Strategy.

Web of institutionalisation

28. The GPF follows the model of the “web of institutionalisation” developed by Caren Levy¹. Levy proposed that the conditions under which gender can be institutionalized are represented by at least thirteen elements, each representing a site of power. Given the power

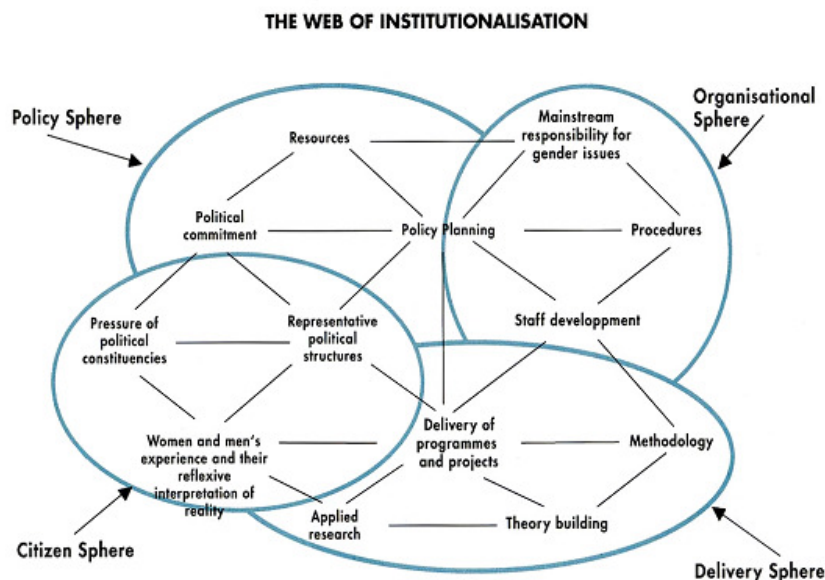
1 Levy, C. *The Process of Institutionalising Gender in Policy and Planning: The “Web” of Institutionalisation*. Development Planning Unit, University College London. Working Paper No. 74. United Kingdom. 1996.

relations underlying these elements, both opportunities and resistance may arise when change and transformation take place.

29. These elements are not merely a list of variables or entry points. They form a web in the sense that they are linked and interrelated in a particular way and ultimately reinforce each other. Sustained institutionalization of gender issues requires the coexistence of all of the elements. Putting into place only one or a group of elements will almost certainly be insufficient to sustain gender equality as a regular part of development practice in the long term. Moreover, in order to mobilize equality, each element has particular techniques and actions associated with it.

30. These elements are put into place, operated and shaped by different agents or groups of people in a range of interrelated spheres of activity. These spheres are: policy, organizational, citizen and delivery. Given the specific characteristics of the UNCCD, the “citizen” sphere will here be referred to as the “constituency” sphere.

31. The critical point is that an individual may only be able to influence some of the elements, depending on his or her role, position and power to influence change at a particular point in the web. Putting all the elements in the web in place requires collective action through cooperation, consultation, negotiation and conflict resolution between relevant actors at different levels (local, national and international).



III. GENDER POLICY FRAMEWORK (GPF)

32. The present GPF defines the role that the Secretariat of the UNCCD will play in stimulating and facilitating efforts, both in-house, with other UNCCD bodies and with partners and Parties at the national, regional and global levels, to overcome constraints and take advantage of opportunities to promote gender equality within its DLDD/SLM work.

33. The GPF is a shared, continuing response of the UNCCD Parties and the secretariat to global commitments of the last decades as well as recommendations from international forums, and in compliance with major mandates within the United Nations system. It is also a reflection of the increasing awareness that gender equality is an important prerequisite to combat desertification and drought and promote sustainable development.

34. It is expected that under the synergy process of the Rio Conventions, the GPF will inspire similar processes in the other Conventions².
35. This GPF pursues four strategic objectives:
- (a) To mainstream a gender perspective into the implementation of the Convention and the associated work of the Secretariat;
 - (b) To promote gender equality in achieving the Strategy;
 - (c) To demonstrate the benefits of mainstreaming gender in DLDD/SLM; and
 - (d) To increase the effectiveness of the work of the Secretariat and Parties of the Convention.
36. The GPF outlines a framework for integrating a gender perspective within all Secretariat Units during the period 2011–2018. It establishes strategies with reachable targets and proposes instruments to address gender concerns in the areas of the Convention. UNCCD substantive activities under the present framework are concentrated in four spheres: policy, organizational, delivery and constituency.

Policy sphere

37. The policy sphere is concerned with building an institutional framework so as to provide the mandate, political support, procedures and resources to ensure the mainstreaming of gender within the implementation of the Convention. The actions and activities foreseen under this sphere are described below.

Target 1: Gender and DLDD/SLM are strategic priorities of the Convention

38. The adoption in 2008 of the Strategy allowed for enhanced implementation of the UNCCD. In spite of the significant contribution that gender can provide in achieving UNCCD enhanced implementation, it has only been marginally acknowledged.
39. The effective mainstreaming of gender within the Convention will require its full integration within the global Strategy of the Convention, in order for it to be appropriately considered at all levels and stages of the planning and implementation steps of the said Strategy.
40. Workplans and reports compiled on progress made on the implementation of the Convention should, therefore, include updated information on the activities contained within the present GPF.
41. The present GPF needs to be submitted at COP 10, in fulfilment of Decision 8/COP 9 for endorsement and adoption by the Parties.
42. The Secretariat should, additionally, provide periodic updates to Parties and partners on progress made toward achieving gender equality.

² The CBD has a Gender Plan of Action that was approved by COP 9.

Target 2: High-level commitment for gender and DLDD/SLM within the Secretariat secure

43. High-level commitments and prioritization by senior management within the Secretariat is essential for the success of the GFP. It is important therefore to raise awareness of senior management on gender-DLDD/SLM issues in order to secure their support for ensuring the mainstreaming of gender considerations.

44. Efforts should be made to mainstream gender within the planned priorities of the Secretariat. For this purpose, the management team should further contribute to the mainstreaming of gender within all relevant activities of the Secretariat by providing strategic direction on the implementation of the workplans associated with the Strategy.

45. Among others, one key opportunity is given by the forthcoming High Level Segment on Land Degradation, to be organized prior to the UN General Assembly of September 2011.

Target 3: On-going commitments from funders to support gender and DLDD/SLM

46. It is critical to ensure that a resource mobilization strategy of the UNCCD Secretariat and other governing bodies -fully takes into account the implementation of the GFP including through the identification of a specific budget line.

47. The Gender Focal Point (GFP)³ should further develop a project proposal and target donor Governments to encourage funding of the GFP.

48. Furthermore, there is a need to explore how funding for gender mainstreaming can contribute to implementation of the activities within the Strategy requiring innovative sources and voluntary contributions, supported by, among others the integrated financial strategies being fostered by the Global Mechanism.

49. With regard to supporting gender mainstreaming in implementation at the, regional, national and local level, it is critical that awareness of gender and DLDD/SLM links are built among UNCCD donors. It will also be important to harmonize gender planning between the GM and the secretariat; with the Global Environment Facility (GEF) Secretariat and the GEF Agencies; and with the World Bank/IFAD and other funding agencies, through the provision of COP guidance to these agencies.

50. As a priority, there is the need for an initial allocation of special resources for gender-sensitive initiatives at local, national and international levels; this is needed to make the implementation of this GFP. A special women's fund to implement activities at the national level should be explored.

51. All the above needs to be an integral part of Sub-programme 5 of the UNCCD Strategy.

Target 4: System in place for gender-screening

52. It is fundamental to establish a set of institutional procedures that will allow an effective gender-screening of policies, projects, initiatives, training packages and communication material produced under the Convention. Guidelines to accompany the

³ See Organizational sphere under: 1. Establishment of a structure within the CCD Secretariat to support gender mainstreaming.

mentioned procedures can be created in consultation with staff, Parties and stakeholders (i.e., including checklists for ensuring gender in projects).

Target 5: Active involvement of women in decision-making and research

53. One of the strongest mandates since COP 1 to 9 is the need to guarantee a better gender balance and representation of all relevant disciplines, and of all individuals with expertise in the field of desertification, land degradation and drought in the roster of experts.

54. According to the information contained in document ICCD/COP9/8 which was presented at the ninth session of the COP in October 2009, the Roster of Independent Experts included at that time 1,570 male and 279 female experts, representing respectively 85% and 15% of the experts included.

55. There is a need to define a coherent system to ensure that Parties can nominate more women to the roster. A “*One Women One Country Campaign*” can be a way to pursue this matter.

Target 6: Rio Conventions have a shared roadmap to promote gender equality

56. The efforts on harmonization and synergies, in order to achieve better environmental governance at the global level, have received strong political support from various meetings of the Un General Assembly, the Environmental Management Group (EMG), and from the Plan of Implementation of the WSSD and place on the agenda for RIO+20. Moreover, Conferences of the Parties (COPs) of many conventions have requested the enhanced cooperation and coordination among the three Rio conventions and to support Governments in their efforts to implement, comply with and enforce the MEAs.

57. It is now widely recognized that gender equality and equity are matters of fundamental human rights and social justice, and, in fact, a pre-condition for sustainable development - enhancing considerably the effectiveness of programmes, projects and initiatives during implementation.

58. Based on the insight that effectively mainstreaming gender issues into environmental policies and aligning efforts in this regard towards a common objective requires a synergistic approach to the development and implementation of plans of work of various international environmental agreements, the Joint Coordination Group on Gender (JCG) has been established.

59. As support to UN General Assembly resolution A/RES/64/289 of 2 July 2010, which aims to help the United Nations system to be accountable for its own commitments on gender equality, including regular monitoring of system-wide progress, a process has been initiated among the Gender Focal Points of the Convention to Combat Desertification (UNCCD), The Convention on Biological Diversity (CBD), the Framework Convention on Climate Change (UNFCCC) and the Global Environment Facility (GEF) to work towards a coordinated framework to promote gender equality within the environmental sector.

60. In this vein, thanks to the support from the Senior Gender Adviser Office of the International Union for Conservation of Nature (IUCN), a first workshop on a coordinated framework for gender mainstreaming in the Rio Conventions and the GEF will take place in March 2011.

61. The objective of the meeting is to produce a shared roadmap between the three Rio Conventions.

62. As this workshop falls close to the elaboration of the first draft of the UNCCD policy on gender, it is advisable that the UNCCD take the lead in fostering such a coordinated approach.

Organizational sphere

63. The organizational sphere addresses gender equality in staffing of the UNCCD, its institutional capacity, staff development, accountability, related equal opportunity policies, and capacity building of Parties and other stakeholders. There are four recommended actions under this sphere:

Target 7: Establishment of a structure within the UNCCD Secretariat to support gender mainstreaming

64. In order to strengthen UNCCD's gender expertise, there is an urgent need to appoint a full-time gender focal point (GFP) at the level of Programme Officer to manage gender mainstreaming throughout the Convention. The current situation where the Unit Coordinator for Policy, Advocacy and Global Issues (PAGI) also acts as the UNCCD GFP is not optimal and poses the risk of addressing the issue of gender only on ad hoc bases.

The GFP will require substantial expertise in both gender and DLDD/SLM. Annex 1 presents a reference to possible TORs for the position of the GFP. Sufficient resources must be assigned for the establishment and operation of this position at each budget exercise during COPs. In this respect it is important to note that donors have provided support for this type of position in other Rio Conventions.

Responsibilities of the GFP could potentially include, amongst others:

- Leading the gender task force (GTF)
- Guiding management and staff on how to best integrate gender in its work
- Awareness-raising and training
- Monitoring the implementation of gender mainstreaming within the UNCCD
- Supporting the mainstreaming of gender consideration in the Strategy of the UNCCD
- Revising documents of the programmes of work, thematic areas and cross-cutting issues, including pilot cases of the NAPs and national reports
- Collecting and disseminating gender-DLDD/SLM information and data
- Guiding and supporting National Focal Points and other UNCCD stakeholders on gender-and DLDD/SLM
- Reporting to the Executive Secretary on progress in the advancement of gender mainstreaming

65. There is also a further need to create a gender task force (GTF) that will support the work of the GFP. The GTF will be comprised of a staff member representing each of the Coordinating Units of the UNCCD Secretariat.

Target 8: UNCCD Secretariat recruitments advance gender balance

66. The recruitment and appointment of staff requires consideration to be given to both geographic and gender representation. Although the UNCCD Secretariat must comply with UN staff rules and regulations - including provisions on gender balance in staffing – in practice, this is not necessarily the case, resulting in a disproportionate amount of male to female staff members being appointed, especially in the professional/programme (P-Grade) cadre.

Target 9: Managers and staff members held accountable for gender mainstreaming

67. The implementation of the GPF, however, does not only rest with the GFP and GTF. Gender mainstreaming is the responsibility and the right of all staff and stakeholders of the Convention and these responsibilities should be identified and defined within the context of the GPF.

68. In order to define staff responsibilities in relation to this GPF, two main activities need to be conducted: (i) evaluating staff through the existing Performance Appraisal System (PAS), where gender should be included in every Key Performance Area/Result and (ii) incorporating reports on the implementation of the GPF in the quarterly progress report of the secretariat work programme implementation. The results of both activities will be collated and presented to the Executive Secretary for his consideration and who will present these findings to the respective UNCCD body (COP and CRIC). An ex-ante component of this proposal is capacity building for UNCCD staff on assessing work performance on gender.

This will provide a baseline to measure responsibility and accountability of gender mainstreaming. Successful accountability should be accompanied by rewards and incentives.

Target 10: Secretariat staff have the competency to mainstream gender effectively

69. There is a need to identify the main capacity building needs and responsibilities of the different Units and staff. Gender training needs to be strategic and responsive both to the development needs of staff as well as the requirements of the Secretariat as a whole in terms of achieving gender equality. The impact of these training actions on the work of staff can regularly be monitored and conform the basis upon which further development needs are identified and incorporated into personal career development plans.

Constituency sphere

70. In order to enhance the effectiveness and efficiency of mainstreaming gender issues, it is important that the UNCCD mobilizes both existing and new partners to the process - building on existing efforts, best practices and lessons learned. Potential partners include women's groups, academic institutions, non-governmental organizations, intergovernmental organizations, indigenous peoples and local communities/authorities, United Nations agencies, civil society and the business community present and represented at the level of the communities in the different regions included in the annexes of the convention.

Target 11: Enable continuous, coordinated and effective input from women to decision-making under the UNCCD

71. There is a need to acknowledge women as a major group within the UNCCD process in accordance, *inter alia*, with the mandates from ECOSOC, as both the other two Rio Conventions have done.

72. It is important to ensure that women who participate in the sessions of the COP, its subsidiary bodies and regional meetings under the UNCCD framework have effective tools available to them to influence both the substantive deliberations, as well as the decisions made in these sessions.

73. Preparatory meetings and trainings for women, particularly indigenous women leaders, should be supported prior to each Conference of the Parties and regional meetings to the possible extent.

74. The establishment of an efficiently functioning *Women Caucus* is an essential initial step in the right direction. The Caucus within the UNCCD should enable the continuous, effective and coordinated involvement of women and women's groups in UNCCD decision-making processes (global and regional) particularly during meetings of the Conference of the Parties (COPs).

75. Finland has been supporting the establishment of a Women's Development Fund (WDF) within the UNFCCC process that may be used as an example for the UNCCD. This pool of experts provides up-to-date strategic gender expertise to Parties, the (UNFCCC) Secretariat and other stakeholders at various levels to ensure that the needs and potential contribution of women are taken into account. The UNCCD Executive Secretary needs to have as part of the resource mobilization strategy and programme for the UNCCD, to establish contact with (possible) donors in order to request their interest and support in this regard.

76. Furthermore and following standard practice, the special fund for participation of representatives of the civil society to the COP and its subsidiary bodies should ensure a participation that is gender balanced. In this regard, the decision taken by the selection panel established for this purpose should continue base its decisions on paragraph 1 decision 5/COP9 on the revised procedures for the participation of civil society organizations in meetings and processes of the UNCCD, which clearly indicates that gender balance is one of the eligibility criteria.

Target 12: Build partnerships and establish networks to promote the mainstreaming of gender within the UNCCD

77. Building partnerships between relevant organizations and national focal points is critically important for the effective mainstreaming of gender in the UNCCD.

78. Mapping of relevant partners should be done in order to identify opportunities for collaboration and to avoid overlap or duplication. This mapping exercise can be carried out in collaboration with existing partners including IUCN, CBD, UNEP, GEF, the Interagency Task Force on Gender, etc. Outputs could include a database of partners, their objectives and mandates, their fields of interest and principle activities, as well as an evaluation of their relevance and potential contribution(s) to meeting the strategic and operational objectives of the Strategy.

79. Details on regional and national gender organizations and gender expertise on DLDD (policy and scientific research) should be compiled and made available as an online database within the UNCCD website in visible manner. This could be a first step in bringing together

national focal points and potential partners, e.g. through regional workshops, awareness raising activities, side events, etc. to identify how gender can be mainstreamed into the implementation of the Convention.

80. Based on this review of partners, the Secretariat should furthermore seek to support such efforts through, for example: (i) the provision of technical advice and scientific / policy information, (ii) support for resource mobilization for the implementation of the mandated activities by COP and its subsidiary bodies and (iii) knowledge management and sharing, amongst others.

81. Simultaneously, the potential contributions of partners to the implementation of the GPF should be mobilized in particular with regards to how their activities, tools, methodologies, etc. are relevant - and could contribute - to the implementation of the UNCCD Framework. In mobilizing these contributions it is important to define roles, responsibilities, timelines and conditions for collaboration through joint activities.

82. In relation to partnership agreements between the Secretariat and other partners, there is a need to gender-screen existing and new agreements before they enter into force, or when they are renewed, revised or concluded.

83. It is also highly recommended to explore opportunities for the consolidation of partners at the regional and/or thematic levels in order to enhance information sharing, knowledge management and strengthen the capacities of relevant organizations. This could include facilitating the exchange of information through, for example, information technology and communication tools.

84. The outcomes of COP16 of UNFCCC and COP 10 of CBD provide opportunities for increased coordination aiming at gender considerations into the scientific and policy development of crosscutting issues among the three conventions.

85. Finally, a coordinated approach on support and coordinated action among the Rio Conventions (one Rio Conventions Office for Gender Issues) could greatly facilitate the coordinated approach of the Rio Conventions, avoid duplications, capitalize on economies of scale and represent a significant step forward in delivering on the issues of these conventions before, during and after the RIO+20 meeting of 2012.

Target 13: Link the UNCCD GPF with the UN System's activities

86. There are a number of existing mandates adopted by the system-wide United Nations on mainstreaming gender issues, which provide various levels of guidance and prescription to the UNCCD in this respect. These should be complied to where required, and considered for use where compliance is not mandatory to enhance harmonisation throughout the system. There are various ways in which to accomplish this. Examples include building closer working relationships and networking with gender focal points of other MEA's, in particular the CBD and UNFCCC, but also in other United Nations agencies. This will strengthen cooperation amongst key UN organisations/agencies, but moreover could provide critical support to the gender focal point under the UNCCD.

87. The UNCCD can considerably enhance the effectiveness of the Convention by drawing on the experiences and processes of similar Conventions and UN bodies that have already sought to mainstream gender. Best practices, and lessons learned can be garnered by linking on going gender mainstreaming efforts through the One United Nations process, and in particular through UN Women, connecting with the Interagency Task Force on Gender and by including gender as a concrete operational issue within the agenda of the Joint Liaison Group (JLG).

Target 14: Parties recognize the traditional and indigenous knowledge of women as fundamental assets in combating DLDD

88. Implementation of the Convention processes can benefit from the traditional knowledge as outlined in article 16(g) of the Convention text on DLDD/SLM of women, and particularly that of indigenous women, by ensuring their equitable involvement at all levels of decision making relevant to the Convention.

89. For example, research suggests⁴ that in today's traditional societies (hunter-gatherers, subsistence horticulturalists, nomadic pastoralists, etc.), including drylands in developing countries affected by DLDD, women have specialized practices and knowledge to manage biodiversity-based products used for a variety of purposes – mainly food, medicine, clothing and artefacts.

90. It is also generally accepted that in many traditional societies, including drylands, the knowledge accumulated by women on sustainable land management practices, including biodiversity products may be greater than men's knowledge as it deals with a greater diversity of species, while men tend to concentrate on fewer species of comparatively greater economic value (at least in some cases).

91. Another aspect of women's specialization in sustainable land management, including management of biodiversity for food is nutrition. Women not only manage biodiversity for greater availability of food on a regular basis; they also manage it for meeting specific nutritional needs of the children. From this perspective, in traditional societies there is often a very specific contribution from women in terms of ensuring the dietary diversity that healthy development of the children requires.

92. A set of actions can be conducted within the UNCCD in this respect: i.e. development of a policy paper on the subject in cooperation with CBD and IUCN, conduct awareness raising campaigns jointly with CSOs in developed countries (different regions), produce information kit to promote the subject for experience-sharing.

Target 15: Increased women representation in national coordinating bodies

Despite the fact that there is a very strong mandate for ensuring women's participation in decision-making bodies, the percentage of women participation remains low. It is fundamental to acknowledge that different role, skills and knowledge of women and men in sustainable land and water management needs to be fully recognized by the Parties.

Target 16: Parties and stakeholders effectively mainstream gender in national and regional implementation of the Convention

93. The development of a training protocol for Parties and stakeholders have to go hand in hand with the activities that are foreseen and implemented under Sub-programme 4-Capacity Building and 1 on awareness raising of the Strategy. In consultation with Parties and stakeholders, the main needs in relation to gender and DLDD/SLM should be identified and addressed with concrete action plans.

94. Innovative ways for training and transferring information needs to be put in place, for example the use of a web-based capacity building database/clearing house/market place.

⁴ UNEP/CBD/WG8J/3/INF/6 30 September 2003; The World Bank, Food and Agriculture Organization, and International Fund for Agricultural Development. *Gender in Agriculture Sourcebook*, 2009.

95. A proposal to conduct a set of “Training of Trainers” (TOT) in the regions can also be pursued. The TOT will make available a Cadre of Experts that could support Parties at national level in mainstreaming gender considerations in the development of their NAPs, as well as in the associated implementation of initiatives and other efforts conducted at community level.

Delivery sphere

96. The delivery sphere refers with the mainstreaming of a gender perspective in the implementation of the UNCCD. It describes the ways in which gender is addressed in the development of National Action Programmes (NAPs), reporting systems, indicators and communications. Three recommendations emerged as relevant to this sphere:

Target 17: Gender mainstreamed in NAP alignment process (SRAPs and RAPs)

97. By mainstreaming gender in the NAPs it is foreseen that gender issues could be incorporated in national development initiatives in DLDD/SLM, significantly enhancing implementation of initiatives, projects and programmes on in-country and regional level where the impacts of drought and desertification experienced most severely.

98. Since 1999 when the first “Help Guide” was prepared by the Secretariat to assist countries in preparing their first national reports on the implementation of the UNCCD, it was suggested a number of questions explicitly referring to the role of women and gender that could be used for the national review process (i.e. non obligatory), including: (i) Extent of involvement of young people and women as actors in defining national priorities, (ii) Gender balance in NAP Steering Committee, national coordination body, and national NGO coordinating body, (iii) Realization of gender awareness training for the NAP steering committee and coordination bodies,(iv) Implementation of Government gender policy, (v)Approaches used for women’s participation in the NAP process, and (vi)Measures still required for addressing existing gaps in relation to gender mainstreaming in the NAP.

99. At present an analysis of the 104 NAPs, shows important dissimilarities among regions and countries. While some NAPs processes (i.e. South Africa, India, Tunisia, Uganda, Yemen, Kenya) have gone to great lengths in their efforts to mainstream gender, the majority of the NAPs (and in particular those from the northern Mediterranean, Central and Eastern Europe) still do not take gender, women concerns or their women’s needs into account at all.

100. Guidelines and technical support can easily be provided to the Parties to rectify this situation. An exchange of experiences on the “know how” among the Parties that have successfully mastered the mainstreaming of gender considerations could be one suggestion to pursue.

101. Gender mainstreaming to NAP alignment could, for example, encourage gender balance in planning; reporting processes as well could measure gender related performance and impacts. This approach could furthermore help to encourage country parties to reflect on gender issues and incorporate these accordingly.

Target 18: Gender is included in the performance and impact indicators

102. The UNCCD has recently adopted a new indicator-based reporting system (PRAIS-performance review and assessment of implementation system). Despite its importance, the

collection and dissemination of gender-disaggregated data and gender-based analysis have not been fully integrated into the system and the same needs to be addressed along this line, as a matter of urgency.

103. The integration of gender-sensitive performance and impact indicators into the PRAIS could overcome the current scarcity of gender-disaggregated data and emphasized the need for intervention.

104. In particular, during their Conference of the Parties of 2009, Parties decided to provisionally accept two mandatory and nine optional indicators to assess the impact of the Convention. The meeting called on the Committee on Science and Technology (CST), through its Bureau, to guide the secretariat of the Convention refining the provisionally accepted set of impact indicators as well as methodologies and approaches that would be used alongside these indicators. If gender perspectives will be properly mainstreamed in the UNCCD process, there would be the possibility in the future to collect and disseminate through the reporting process gender-disaggregated data on, among others, poverty, water availability and malnutrition.

105. With a view on developing proposals for consideration by future sessions of the COP (commencing with its eleventh session) to refine the set of impact indicators and associated methodologies, the CST at present is conducting an iterative process which includes scientific peer review and pilot testing of the indicators. An urgent need therefore exists to identify, as soon as possible, experts in both gender and DLDD/SLM that can provide inputs to this process.

Target 19: Gender-sensitive communication involve key constituencies

106. The secretariat should ensure that gender, as a crosscutting issue, is fully integrated in the implementation of the UNCCD Comprehensive Communication Strategy.

107. The Secretariat should ensure gender aspects are fully integrated to its information materials, including materials on: (i) the relevance of SLM and DLDD to livelihoods, culture, traditional knowledge, health and food security, (ii) the link between DLDD/SLM and the provision of basic human rights, such as access to water, and (iii) any other awareness-raising materials targeted to specific events such as World Day to Combat Desertification.

108. The development of any training modules and guidelines on the relevance of DLDD/SLM must integrate a gender component.

109. Seek partnership with governments including local administrations, language-specific organizations such as the Francophonie (French), the State of the Arab League (Arabic), CSOs, and private sector to disseminate key outreach materials into local and indigenous languages for community awareness-raising.

110. In this respect it is important to point out that Brazil in the past has been forthcoming into translating UNCCD material into Portuguese for the CPLP (Community of Countries of Portuguese Language). UNCCD has a signed MoU with the CPLP secretariat (based in Lisbon).

111. To enhance dissemination to relevant organizations it would be useful to identify regional or national organizations, which can act as the repository for relevant material and include such organizations on the mailing list.

Target 20: Build understanding of DLDD/SLM issues among gender and women's organizations

112. In order to increase the understanding of DLDD/SLM issues among women and gender organizations, it is necessary to develop and implement an awareness-raising campaign that will allow participating organizations to identify opportunities for their full participation in the processes and implementation of the Convention and furthermore also provide access to do so. ARCE could be instrumental in facilitating this. These processes should be linked to the ongoing communication strategy and the policy frameworks on several thematic and emerging issues.

IV. IMPLEMENTING THE GENDER POLICY FRAMEWORK (GPF)

POLICY SPHERE			
TARGET	ACTIONS/STEPS	INDICATORS	RESPONSIBLE
1. Gender and DLDD/SLM are strategic priorities of the Convention	<ul style="list-style-type: none"> • Conduct gender analysis on current policy documents prepared by the secretariat for improvement • Integration of gender in document to be prepared for the Mid term evaluation • Decision at COP10 to integrate gender into the Strategy 	<ul style="list-style-type: none"> • Gender considerations are fully integrated into the Strategy based on the Mid term evaluation 	UNCCD/Secretariat Country Parties CSOs
	<ul style="list-style-type: none"> • Development of GPF into an official UNCCD document • Seek endorsement for the GPF from the Parties 	<ul style="list-style-type: none"> • UNCCD GPF adopted at COP10 	PAGI
	<ul style="list-style-type: none"> • Communication of existing efforts / policies towards the promotion of gender equality within the UNCCD and the UN at large 	<ul style="list-style-type: none"> • No. of publications produced • UNCCD and UN system informed about the process of gender mainstreaming 	GFC Awareness Unit
2. High-level commitment for gender and DLDD/SLM within the Secretariat secure	<ul style="list-style-type: none"> • Inclusion of gender on the agenda of Senior Management meetings • Raise awareness of senior management on gender-DLDD/SLM issues • Conduct gender training targeted to Senior Management • Organize an event during the GA to showcase UNCCD GPF 	<ul style="list-style-type: none"> • No. of Senior Management updated on GPF • Executive Secretary communicates to the UN Secretariat staff the commitment of Senior Management on gender equality • UNCCD recognized as a gender-sensitive institution 	GFP ES IUCN support PAGI
3. On-going commitments from funders to support gender and DLDD/SLM	<ul style="list-style-type: none"> • Development of a funding proposal 	<ul style="list-style-type: none"> • Budget allocated to gender mainstreaming • Percentage of DLDD/SLM-gender initiatives with assigned resources 	GM GEF UN Regional Commissions Resource Mobilization Officer ES GFP
	<ul style="list-style-type: none"> • Build awareness of gender and DLDD/SLM links among UNCCD donors 	<ul style="list-style-type: none"> • Information on gender and DLDD/SLM linkages disseminated to UN 	GFP Resource Mobilization Officer GM

		<p>donors</p> <ul style="list-style-type: none"> • Agreements with donors made, including mobilizing and allocating resources to strengthen the mainstreaming of gender at the UNCCD 	
	<ul style="list-style-type: none"> • Harmonize gender planning with GEF Secretariat and the GEF Agencies 	<ul style="list-style-type: none"> • Number of initiatives funded to UNCCD and UNCCD Parties by GEF that includes gender considerations 	<p>FCMI Task Force GEF</p>
	<ul style="list-style-type: none"> • Establishment of a special women’s fund to implement activities at the national level 	<ul style="list-style-type: none"> • Amount of funds leverage 	<p>GM PAGI/MMM/ES GM/Donors/secretariat RCF/RCUs PAGI</p>
4. System in place for gender-screening	<ul style="list-style-type: none"> • Definition of guidelines • Screening system in place for policies, initiatives, projects and communication materials 	<ul style="list-style-type: none"> • Number of documents revised 	<p>FCMI RCF KMST PAGI</p>
5. Active involvement of women in decision-making and research	<ul style="list-style-type: none"> • Create a system to support the Parties to send women names to the rosters “<i>One Women one Country, Campaign</i>” 	<ul style="list-style-type: none"> • No. of women in roster of experts 	<p>COP and CRIC Bureaus Regional Units EDM KMST</p>
6. Rio Conventions have a shared roadmap to promote gender equality	<ul style="list-style-type: none"> • UNCCD participates in the Harmonization workshop convened by IUCN • UNCCD supports the roadmap 	<ul style="list-style-type: none"> • Number of activities conducted between the Rio conventions • Synergies identified in respective workplans 	<p>IUCN UNCCD CBD UNFCCC UN Women</p>

ORGANIZATIONAL SPHERE			
TARGET	ACTIONS/STEPS	INDICATORS	RESPONSIBLE
7. Establishment of a structure within the UNCCD Secretariat to support gender mainstreaming	<ul style="list-style-type: none"> • Development of TORs for the GFP of the Convention (see Annex 1 for suggestions) • GFP appointed at the Programme Officer level • Adequate resources guaranteed for the establishment and operation of this position 	<ul style="list-style-type: none"> • Full time gender focal point (GFP) appointed • Adequate resources Earmarked/assigned 	ES Management Team
	<ul style="list-style-type: none"> • Create a gender task force (GTF) • Appoint a staff member from each Unit to the GTF • Train task force members 	<ul style="list-style-type: none"> • Gender Task Force created to support the work of the GFP • Representation of staff members of each Unit in the GTF • GTF members trained on gender mainstreaming • All Units have incorporated gender in their workplans 	GFP UNCCD secretariat GM All Units
8. UNCCD Secretariat recruitments advance gender balance, particularly for management level positions	<ul style="list-style-type: none"> • Highlight the official UN rules through internal meetings (i.e. Unit meetings, Management meetings...) 	<ul style="list-style-type: none"> • Percentage of women among at P-Grade • Percentage of women in the Management Team 	Chief of Administration and Finance
9. Managers and staff members held accountable for gender mainstreaming	<ul style="list-style-type: none"> • Evaluation of staff through the existing Performance Assessment System (PSA) • Incorporate GFP in the secretariat's quarter progress monitoring report 	<ul style="list-style-type: none"> • Staff is assessed for their performance with regards to gender mainstreaming • Annual report of the secretariat to COPs and /or CRIC 	All Units ES
10. Secretariat staff have the competency to mainstream gender effectively	<ul style="list-style-type: none"> • Training needs of the Secretariat identified and addressed 	<ul style="list-style-type: none"> • Number of staff trained • Staff is able to mainstream gender considerations in their daily work (Percentage increased of references made to gender in Convention documents) 	GFP in collaboration with IUCN

CONSTITUENCY SPHERE			
TARGET	ACTIONS/STEPS	INDICATORS	RESPONSIBLE
11. Enable continuous, coordinated and effective input from women to decision-making under the UNCCD	<ul style="list-style-type: none"> Acknowledgement of women as a major group under the UNCCD process, and effective communication of this; related action concerning registry etc. formalities 	<ul style="list-style-type: none"> Women considered in by the UNCCD Secretariat by COP 10 Women recognized as a mayor group 	UNCCD Executive Secretary
	<ul style="list-style-type: none"> Creation of a Women Caucus 	<ul style="list-style-type: none"> Women's Caucus functioning with provided facilities Points raised by the women's caucus are reflected in the decisions and recommendations of the COP and its subsidiary bodies 	GFP RCU/RCF
	<ul style="list-style-type: none"> Hold preparatory meetings and training for women, particularly indigenous women leaders, prior to each COP and CRIC 	<ul style="list-style-type: none"> Number of women participating in COP and CRIC Impact of the training in quality of participation of women during COP and CRIC 	GFP RCU/RCF
	<ul style="list-style-type: none"> Establish special fund for promoting women participation (Women Delegate Fund) in decision making 	<ul style="list-style-type: none"> Substantial increase in the number of women in the delegations 50% of contact group chairs are women Gender text is incorporated by women delegates in decision-making bodies 	Executive Secretary/GFP Resource mobilization officer CRIC Bureau/Chair Parties UNCCD Secretariat/Parties
12. Build partnerships and establish networks to promote the mainstreaming of gender within DLDD/SLM	<ul style="list-style-type: none"> Identify networks working on gender and DLDD/SLM/environment (including academia, ILC's, NGO's, network of Women Ministers of Environment, other UN agencies (WIPO, Permanent Forum on Indigenous Issues, UNEP and its Regional Offices, etc.); IGOs (IUCN) 	<ul style="list-style-type: none"> No. of strategic partners engaged No. of collaborative projects with specific partners 	UNCCD Secretariat GFP PAGI
	<ul style="list-style-type: none"> Identify how existing networks and partners can contribute to the implementation of the UNCCD GPF 	<ul style="list-style-type: none"> No of collaborative projects 	UNCCD GFP PAGI

	<ul style="list-style-type: none"> • Review new and existing partnership agreements in order to mainstream gender 	<ul style="list-style-type: none"> • Number of partnership agreements that mainstream gender • No. of MoU screened 	UNCCD GFP GM
	<ul style="list-style-type: none"> • Development of database of relevant gender organizations at both regional and national levels and ensure information is available to Parties and partners 	<ul style="list-style-type: none"> • Data-base in place and disseminated to Parties • No. of organizations in database 	UNCCD Secretariat GEFP KMST GM
13. Link the UNCCD GFP with the UN System's activities	<ul style="list-style-type: none"> • Build partnerships with gender focal points in other UN agencies 	<ul style="list-style-type: none"> • Number of activities and initiatives carried out with UN agencies 	GFP
	<ul style="list-style-type: none"> • Connect with the One UN/UN Women process 	<ul style="list-style-type: none"> • UNCCD GFP taken into consideration within the One UN/UN Women process 	GFP UN Women
	<ul style="list-style-type: none"> • Connect with the UN Inter-agency Task Force on Gender 	<ul style="list-style-type: none"> • Participation of the UNCCD gender focal point in the UN Inter-agency Task Force on Gender 	UNCCD Secretariat UN Women
	<ul style="list-style-type: none"> • Include gender in the agenda of the Joint Liaison Group 	<ul style="list-style-type: none"> • Gender included in the agenda of the Joint Liaison Group 	ES GFP PAGI
14. Parties recognize the traditional and indigenous knowledge of women as fundamental assets in combating DLDD	<ul style="list-style-type: none"> • Gender focal point develops a policy paper on the subject in cooperation with CBD and IUCN • ES proposes Parties to deliberate on "the traditional and indigenous knowledge of women as fundamental assets" 	<ul style="list-style-type: none"> • No. of references in COP and Subsidiary Bodies that include reference to traditional and indigenous knowledge of women 	GFP CBD IUCN ES CST COP
15. Increased women representation in national coordinating bodies	<ul style="list-style-type: none"> • Secretariat advise Parties to promote gender equality in national coordinating bodies 	<ul style="list-style-type: none"> • Number of women in coordinating bodies 	Parties in consultation with UNCCD Secretariat
	<ul style="list-style-type: none"> • More women at local level participating in decision making 	<ul style="list-style-type: none"> • Number of women in coordinating bodies and making decisions at local levels 	Parties/UNCCD/IUCN/ Development partners
16. Parties and stakeholders effectively mainstream gender in national and regional implementation of the Convention	<ul style="list-style-type: none"> • Identified and address with Parties and stakeholders what are the main needs in relation to gender and DLDD/SLM • Ensure that gender considerations are fully integrated in the 	<ul style="list-style-type: none"> • Gender manuals and training are part of the web-based capacity building database/clearing house/market place • Gender is an integral part of the Global Programme on 	GFP Secretariat in collaboration with IUCN UNDP FAO

Draft 2 March23- 1st Comments included

	<p>activities that are going to be conducted under Sub-programme 4- Capacity Building of the Strategy</p> <ul style="list-style-type: none">• Design and conduct regional “Trainings of Trainers”	<p>capacity building on DLDD/SLM</p> <ul style="list-style-type: none">• Number of experts available in the regions• Number of countries that are receiving support from cadre of experts	
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DELIVERY SPHERE			
TARGET	ACTIONS/ STEPS	INDICATORS	RESPONSIBLE
17. Gender mainstreamed in NAP alignment process (SRAPs and RAPs)	<ul style="list-style-type: none"> • Ensure participatory approach • Involve women's organizations in the process • Development of guidelines to mainstream gender in NAPs, SRAPs and RAPs • Validation through a decision taken by the COP11 	<ul style="list-style-type: none"> • Number of countries which incorporated gender in the NAP alignment • Guidelines become a policy document of the Convention and it is used by Parties 	Parties UNCCD FCMI/RCU IUCN or other key stakeholders (CBD) Women's Caucus at COPs, CST and CRIC
	<ul style="list-style-type: none"> • Establish a special gender reporting system • Establish and develop regulations on special gender reporting 	<ul style="list-style-type: none"> • Reporting system on gender available • Number of Parties using the reporting system • Number of reports complying with regulations 	Parties/UNCCD/IUCN CRIC
	<ul style="list-style-type: none"> • Conduct gender training targeted to NFPs 	<ul style="list-style-type: none"> • No. of NFPs that integrate gender in their work • Number of participants in the training 	UNCCD IUCN CBD
	<ul style="list-style-type: none"> • To ensure the aligned NAP includes a special budget for gender mainstreaming 	<ul style="list-style-type: none"> • Special budget for gender mainstreaming allocate for activities to combat desertification • Gender-budgeting is visible in the aligned NAP 	Parties CRIC GM
	<ul style="list-style-type: none"> • System in place to support the mainstreaming of gender in national development initiatives in DLDD/SLM • Cadre of experts available to support the Parties 	<ul style="list-style-type: none"> • Number of Parties reporting on successful gender mainstreaming in national development initiatives • No. of cadre of experts mobilized 	Parties/RCF
18. Gender is included in the performance and impact indicators	<ul style="list-style-type: none"> • Modify PRAIS guidelines and system so as to include gender indicators and related information (additional information, SFA, best practices) 	<ul style="list-style-type: none"> • PRAIS includes gender-sensitive indicators 	CRIC FCMI
	<ul style="list-style-type: none"> • Identify experts on both gender and DLDD/SLM that can 	<ul style="list-style-type: none"> • A CST 10 recommendation/ COP 10 decision to 	KMST Parties CST

	provide inputs to the process of refinement and methodological development of impact indicators	consider gender in the refinement of the set of impact indicators	
	<ul style="list-style-type: none"> • Ensure that data is provided, collected and analysed taking into consideration gender aspects 	<ul style="list-style-type: none"> • All the Country Parties provide gender-disaggregated information in the National Reports 	Parties
19. Gender-sensitive communication involve key constituencies	<ul style="list-style-type: none"> • Development and dissemination of outreach materials/tools 	<ul style="list-style-type: none"> • Information on gender easily accessible through web site, radio, social media • Number of languages the materials are translated 	ARCE
	<ul style="list-style-type: none"> • Conduct awareness raising campaigns jointly with CSOs in developed countries on the role of women in drylands 	<ul style="list-style-type: none"> • Media coverage of the campaign 	UNCCD ARCE CSOs
	<ul style="list-style-type: none"> • Produce information on best practices to promote experience-sharing on DLDD among affected developing countries 	<ul style="list-style-type: none"> • Production of best practice materials 	ARCE
20. Build understanding of SLM and DLDD issues among gender and women organizations	<ul style="list-style-type: none"> • Disseminate Land Day material, and other relevant publications to women /gender organizations 	<ul style="list-style-type: none"> • Materials produced on the linkages of DLDD/SLM and gender shared with women's organizations and gender experts 	ARCE FCMI
	<ul style="list-style-type: none"> • Provide gender experts /organizations with information on the importance of DLDD/SLM 	<ul style="list-style-type: none"> • Number of women's organizations and gender experts updated in the importance of gender in DLDD/SLM 	UNCCD Secretariat

V. CONCLUSION

113. The present GFP is the first attempt to mainstream gender comprehensively throughout the organization. The UNCDD is at a considerable advantage in this respect, because the methodology outlined in the GFP draws on recommendations resulting from other experiences in gender mainstreaming both inside and outside of the United Nations system. Thus, in implementing the GFP, the UNCDD will learn from and build on previous successes and challenges.

114. The present GFP recommends a number of actions be taken by the UNCDD in the realm of gender equality and DLDD/SLM. There are some specific conditions that may prevent the comprehensive mainstreaming of gender equality in the Convention, and other conditions that would facilitate the success of gender mainstreaming. Both sets of conditions are outlined below to inform the implementation of the present Framework.

*A. Conditions that prevent gender mainstreaming*⁵

115. The following conditions may obstruct efforts to mainstream gender equality in activities of the Convention:

- (a) A hostile or indifferent institutional culture;
- (b) “Ghettoization” of gender;
- (c) A failure to highlight the construction of male as well as female gender identities, and the impact of changing gender roles and relations on men and masculinity, in any gender mainstreaming initiative;
- (d) A failure to connect organisational (internal) gender mainstreaming efforts to broader political, social, economic and environmental realities;
- (e) Framing of gender mainstreaming as a single and finite target, rather than a long-term undertaking, requiring extensive capacity-building and organizational change; and
- (f) Unavailability of sex-disaggregated data, and inadequacies in indicators, data and analyses that would otherwise reveal the gendered dimensions of issues.

B. Conditions that facilitate successful gender mainstreaming

116. The following conditions may facilitate efforts to mainstream gender equality in activities of the Convention:

- (a) An institutional culture that is open to gender perspective and willing to undertake the self-assessment necessary to overcome obstacles to the mainstreaming of a gender perspective;
- (b) The presence of external and internal pressures to undertake gender mainstreaming and responsiveness to those pressures;
- (c) Identification of gender-mainstreaming as a cross-cutting responsibility;
- (d) An understanding that gender mainstreaming is a continuous and evolving undertaking;

⁵Adapted from Seager & Hartmann, 2005.

- (e) Careful and consistent use of available sex-differentiated data, indicators and analysis and deployment of adequate resources to support their collection.
- (f) Accountability (including real consequences) for failures to implement agreed gender mainstreaming policies and practices routinely; and
- (g) Political commitment to the goal of securing gender equality on the part of the Executive Secretary and the leadership at the highest levels.

117. The present Policy Framework is not a static document and will continue to evolve according to changing institutional, political, and global and regional realities. The Framework will serve as a direct input into annual work plans developed by the various units of the, and these work plans are expected to integrate elements of the Framework gradually.

118. This Framework needs to be revised along with the UNCCD Strategy.

Annex I

TERMS OF REFERENCE FOR A UNCCD GENDER FOCAL POINT⁶

1. In order to promote the implementation of CCD Gender Policy Framework (GPF), several organizational steps have been planned to enhance the process.
2. One of the main elements at the institutional level is the establishment of a gender focal point. Although the overall responsibility for gender mainstreaming is recognized as an institutional responsibility and all staff and senior management are held accountable for performance in this area, the gender focal point will act as a resource person on gender mainstreaming and be a catalyst for gender issues in divisions or offices.
3. The gender focal point will be selected for a renewable term of two years.

A. Tasks and duties

The gender focal point:

- Has a strong commitment to the goal of gender equality;
 - Supports the division or office in fulfilling his or her responsibilities for the achievement of gender equality and the implementation of the GPF and the development and implementation of the GPF for the division or office;
 - Informs and assists Senior Team in monitoring efforts to achieve gender equality, keeping abreast of opportunities to improve the status of women in the organization and enhance gender equality, and assists in relevant development of policies and programmes;
 - Encourages her/his colleagues to apply gender specific mechanisms for gender mainstreaming, such as gender assessments, gender specific indicators, gender budgeting;
 - Acts as a catalyst in the Secretariat and takes steps to strengthen the capacity on gender-environment of her/his colleagues, e.g. by organizing training sessions;
 - Stimulates a further deepening of the knowledge base on gender aspects of the work of the Secretariat;
 - Networks with external centres of expertise on gender and environment (including international agencies, national institutes and NGOs), relevant for the Secretariat;
 - Works closely with the gender focal points from the various UN agencies;
 - Develops project proposals for specific activities in the area of gender-environment.
4. The gender focal point keeps the Senior Management fully informed, including through written reporting.

B. Qualifications

5. The gender focal point has the following qualifications:
 - Analytical and scientific capacity
 - Basic knowledge and understanding of gender-environment linkages in general and the divisional or regional context in particular
 - Basic knowledge of gender specific methodologies
 - Education or work experience in both social sciences and environment is an advantage

⁶ To be reviewed by AFS and Human Resources

- Willingness to strengthen her/his own capacity in this area
- Well accustomed to the work of the division or office
- Team worker
- Strong communication skills, including writing skills and public speaking
- Networking ability

C. Modalities of work

- The gender focal point will have the standing in the office to do her/his job effectively, and should have direct access to the management.
- She/he will have a guaranteed allocation of her/his time to the tasks mentioned above. Approximately 80 to 90% of her/his time will be allocated to gender issues, depending on the Secretariat's needs. This will be reflected in the E-pas and evaluated at the mid-term and end of year reviews.
- She/he will have access to all information necessary to the discharge of her/his function
- The gender focal point will have access to training to strengthen her/his capabilities

D. Selection process

6. Staff interested in being a gender focal point should apply to their directors of office and/or division.

7. The Gender focal point will be appointed by the Executive Secretary, following consultations at the divisional or office level and in line with the qualifications described in the terms of reference.

8. Male candidates are encouraged and the directors of the division will seek to achieve a gender balance within the Secretariat when appointing the gender focal point.

9. Divisions shall select one gender focal point and will nominate an alternate to represent the gender focal point in case she/he is unable to attend meetings and or related activities.

Annex II
ACRONYMS

AFS	Administration and Finance Services
ARCE	Awareness Raising, Communication & Education Unit, UNCCD
CBD	Convention on Biological Diversity
CEDAW	Convention on the Elimination of All Forms of Discrimination of Women
COP	Conference of the Parties
CRIC	Committee on the Review of the Implementation of the Convention
CSO	Civil Society Organisation
CST	Committee on Science and Technology
DLDD	Drought, Land Degradation and Desertification
ECOSOC	Economic and Social Council
EDM	Executive Direction and Management
EMG	Environmental Management Group
ES	Executive Secretary
FAO	Food and Agriculture Organisation
FCMI	Facilitation, Capacity Building, Monitoring of Implementation Unit, UNCCD
GA	United Nations General Assembly
GEF	Global Environment Facility
GFC	Gender Focal Point
GFP	Gender Policy Framework
GM	Global Mechanism
IFAD	International Fund for Agricultural Development
IGO	Inter-Governmental Organization
ILO	International Labour Organisation
IUCN	International Union for Conservation of Nature
JCG	Joint Coordination Group on Gender
JLG	Joint Liaison Group
KMST	Knowledge Management, Science and Technology Unit, UNCCD
MEA	Multilateral Environmental Agreement
MMM	Monday Management Meeting
MoU	Memorandum of Understanding
NAP	National Action Programme
NGO	Non-Governmental Organisation
NR	National reports
PAGI	Policy, Advocacy and Global Issues Unit of the UNCCD
PRAIS	Performance Review And Assessment of Implementation System
PSA	Performance Assessment System
RAP	Regional Action Programme
RCF	Regional Coordination Functions
RCU	Regional Coordination Unit
RES	Resolution
SLM	Sustainable Land Management
SRAP	Sub-Regional Action XXX
TOR	Terms of Reference
UN	United Nations
UNCCD	United Nations Convention on Combatting Desertification and Drought
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
WIPO	World Intellectual Property Organization
WSSD	World Summit on Sustainable Development 2002