



## Terms of Reference

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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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:**

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