

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

### I. CONTEXT

Introduction

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 gender agenda. The Convention focuses on the world's drylands, home to over 2 billion people and the world's livestock and accounting for 40% of the world's agricultural ecosystems.



Dr. 2 March 2012 Contents included

Women's leadership group that should be recognized and valued. Moreover, NAPs should provide for effective participation of the local and regional levels of non-governmental organizations and local populations, other women and in particular.

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*High Level Committee Report on Gender and DLDD SLM*

High level committee report 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.

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 relevant activities of the Secretariat by providing strategic direction on the implementation of the work plans associated with the Strategy.

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 2012.

*Recommendations from the Friends of the Chair on Gender and DLDD SLM*

It is critical to ensure that the resource mobilization strategy of the UNCCD Secretariat and other governing bodies fully takes into account the implementation of the GFP including





Draft 2 March 2012 Contents included

2 As this workshop follows close to the completion of the first draft of the UNCCD policy on gender it is envisaged that the UNCCD take the lead in fostering such coordinated approach

### *Organization sphere*

The organization sphere addresses gender equality in staffing of the UNCCD its institution capacity staff development accountability related equality opportunity policies and capacity building of Parties and other stakeholders

*UNCCD Secretariat Recruitment and Gender Policy*

The recruitment and appointment of staff requires consideration to be given to other geographic and gender representation. Although the UNCCD Secretariat must comply with UN staff rules and regulations including provisions on gender equality in staffing in practice this is not necessarily the case resulting in a disproportionate number of female staff members being appointed especially in the professional category of the P Grade.

*Management Staff Policy for Gender Sensing*

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

In order to define staff responsibilities in relation to this GPF training activities need to be conducted in evaluating staff through the existing Performance Appraisal System (PAS) where gender should be included in every key Performance Area (KPA) and incorporate reports on the implementation of the GPF in the quarterly progress report of the secretariat work programme implementation. The results of other activities will be collected and presented to the Executive Secretary for his consideration and who will present these findings to the respective UNCCD body (COP and CRIC). An explicit component of this proposal is capacity building for UNCCD staff on assessing work performance on gender.

This will provide a means to ensure responsibility and accountability of gender sensing. Successful accountability should be rewarded by rewards and incentives.

*Secretariat Staff Policy on Gender Sensing*

9 There is a need to identify the 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 and the requirements of the Secretariat who are in terms of achieving gender equality. The impact of these training sessions on the work of staff will be regularly monitored and conform to the basis upon which further development needs be

Dr. J. M. Choudhary<sup>st</sup> Contents included

*Original Enrolment coordinated and effective from the decision  
under the NCCD*

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<b>ORGANIZATIONAL SPHERE</b>			
<b>TARGET</b>	<b>ACTIONS/STEPS</b>	<b>INDICATORS</b>	<b>RESPONSIBLE</b>

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CONSTITUENCY SPHERE			
TARGET	ACTIONS/STEPS	INDICATORS	RESPONSIBLE
	<ul style="list-style-type: none"><li>Acknowledgement of women's group under the UNCCD process and effective communication of this recommendation</li></ul>		

	<ul style="list-style-type: none"> <li>• Review new and existing partnership agreements in order to mainstream gender</li> </ul>	<ul style="list-style-type: none"> <li>• Number of partnership agreements that mainstream gender</li> <li>• No. of MoU screened</li> </ul>	UNCCD GFP GM
	<ul style="list-style-type: none"> <li>• Development of database of relevant gender organizations both regionally and nationally and ensure information is shared to Parties and partners</li> </ul>	<ul style="list-style-type: none"> <li>• Database in place and disseminated to Parties</li> <li>• No. of organizations in database</li> </ul>	UNCCD Secretariat GEFP MST GM
	<ul style="list-style-type: none"> <li>• Build partnerships with gender focal points in other UN agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Number of activities and initiatives carried out with UN agencies</li> </ul>	GFP
	<ul style="list-style-type: none"> <li>• Connect with the One UN UN Women process</li> <li>• Connect with the UN Inter-agency Task Force on Gender</li> </ul>	<ul style="list-style-type: none"> <li>• UNCCD GFP taken into consideration within the One UN UN Women process</li> <li>•</li> </ul>	GFP UN Women

	<p>activities that are going to be conducted under the Support Programme</p> <p>Capacity Building of the Strategy</p> <ul style="list-style-type: none"> <li>• Design and conduct regional Trainings of Trainers</li> </ul>	<p>capacity building on DLDD SLM</p> <ul style="list-style-type: none"> <li>• Number of experts involved in the regions</li> <li>• Number of countries that are receiving support from a core of experts</li> </ul>	
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DELIVERY SPHERE			
TARGET	ACTIONS/ STEPS	INDICATORS	RESPONSIBLE
	<ul style="list-style-type: none"> <li>• Ensure participatory approach</li> <li>• Involve women's organizations in the process</li> <li>• Development of guidelines to integrate gender in NAPs SRAPs and RAPs</li> <li>• Adoption through decision taken by the COP</li> <li>• Establish specific gender reporting system</li> <li>• Establish and develop regulations on specific gender reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Number of countries which incorporated gender in the NAP document</li> <li>• Guidelines developed by the Convention and it is used by Parties</li> <li>• Reporting system on gender</li> <li>• Number of Parties using the reporting system</li> <li>• Number of reports complying with regulations</li> </ul>	<p>Parties UNCCD FCMI RCU IUCN or other key stakeholders CBD Women's Caucus COPs CST and CRIC</p>



	<p>provide inputs to the process of refinement and methodological development of impact indicators</p>	<p>consider gender in the refinement of the set of impact indicators</p>	
	<ul style="list-style-type: none"> <li>• Ensure that data is provided collected and analysed taking into consideration gender aspects</li> </ul>	<ul style="list-style-type: none"> <li>• All the Country Parties provide gender disaggregated information in the National Reports</li> </ul>	Parties
	<ul style="list-style-type: none"> <li>• Development and dissemination of outreach materials</li> </ul>	<ul style="list-style-type: none"> <li>• Information on gender equality accessible through the internet and social media</li> <li>• Number of messages the materials are translated</li> <li>• Media coverage of the campaign</li> </ul>	ARCE  UNCCD ARCE CSOs
	<ul style="list-style-type: none"> <li>• Conduct awareness raising campaigns jointly with CSOs in developed countries on the role of women in dry lands</li> </ul>		



- e. Continued consistent use of various differentiated indicators and analysis and deployment of adequate resources to support their collection
  - f. Accountability including recognition of consequences for failures to implement agreed gender mainstreaming policies and practices routinely
  - g. Political commitment to the goal of securing gender equality on the part of the Executive Secretariat and the leadership at the highest levels
- The present Policy Framework is not a static document and will continue to evolve according to changing institutional and political and global and regional realities. The Framework will serve as direct input into annual work plans developed by the various units of the UN and these work plans are expected to integrate elements of the Framework gradually.
- This Framework needs to be revised along with the UNCCD Strategy

*Anne*

**TERMS OF REFERENCE FOR A UNCCD GENDER FOCAL POINT**

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 key elements of the institution is the establishment of gender focal point. Although the overall responsibility for gender mainstreaming is recognized by the institution, responsibility and staff and senior management should be held accountable for performance in this regard. The gender focal point will be a resource person on gender mainstreaming and the first point of contact for gender issues in divisions or offices.



Dr. J. M. Schmitt's Contents included