

# FAO/Government of Spain Cooperative Programme

## Project Document

Project Title: GCP/INT/052/SPA “Capacity development on the integration of gender analysis in water and land tenure management”

Countries: Angola, Cape Verde, Mozambique and Timor-Leste

Estimated duration: Two years (November 2007 – October 2009)

Budget: US\$700 000

Executing Agency: Food and Agriculture Organization of the United Nations

National counterparts: Ministry of Agriculture and Ministry of Irrigation of Angola, Cape Verde, Mozambique and Timor-Leste

This inter-regional project aims at improving the security of land tenure and access and management of water and other natural resources, through the integration of a gender approach in legislation, policies and programmes on land and water administration and management, in order to improve the livelihoods of rural men and women, with a positive impact on food security, nutrition and health conditions. Through this Inter-regional project, FAO will support the Governments of Angola, Cape Verde, Mozambique and Timor-Leste in strengthening the national capacities in the development and dissemination of methodologies and strategies for participatory management of productive resources that will support gender equality.

The expected direct beneficiaries of this project will be officers and technical staff from the public and private sectors working in water management and land tenure administration, who will participate in the capacity development activities; while the ultimate beneficiaries will be rural men and women who will benefit from the sustainable and equitable management of productive resources, with a participatory approach.

CAPACITY DEVELOPMENT ON THE INTEGRATION OF GENDER ANALYSIS  
IN WATER AND LAND TENURE MANAGEMENT

Project Document

FAO/ Government of Spain Cooperative Programme

Gender, Equity and Rural Employment Division (ESW)  
Land and Water Division (NRL)

July 2007

## **PART I: PROJECT AGREEMENT**

1. Upon request from the Governments of Angola, Cape Verde, Mozambique and Timor-Leste, and within the framework of its agreement with the Agencia Española de Cooperación Internacional (AECI) – Government of Spain (the Donor Government), the Food and Agriculture Organization of the United Nations (FAO) will supply assistance for the execution of the following Project once it is also accepted by the Donor Government.

Project Title: “Capacity development on the integration of gender analysis in water and land tenure management”

Project Symbol: GCP/INT/052/SPA

Donor Government Contribution: US\$700 000

A detailed description of Project, including background, rationale, project framework, implementation and management arrangements as well as oversight, monitoring, management information and reporting, is provided in the attached Project Document.

### **FAO OBLIGATIONS**

2. FAO shall be responsible for the recruitment, international travel, salaries and emoluments of the international personnel scheduled in the Project Document Part II. The candidatures of these international staff shall be submitted to the Government for clearance following FAO’s procedures. FAO shall also be responsible for the recruitment, salaries and emoluments of the national experts, national consultants, and national personnel as scheduled in the Project Document, except for counterpart personnel assigned by the Government.

3. FAO will procure, in accordance with its rules and regulations, the equipment and supplies shown in the Project Document. The equipment will remain the property of FAO for the duration of the project. Its ultimate destination shall be decided by FAO in consultation with the Governments and with the Donor Government.

4. FAO will arrange for periodical technical supervisory, support and review missions to the project, with the full costs to be financed from the Project’s budget.

5. All FAO’s obligations arising under this Project Agreement shall be subject to (i) the decisions of its Governing Bodies and to its constitutional, financial and budgetary provisions, and (ii) the receipt of the necessary contribution from the Donor Government. All financial accounts and statements shall be expressed in United States Dollars and shall be subject exclusively to the internal and external auditing procedures laid down in the Financial Regulations, Rules and directives of FAO. Any obligations assumed by FAO may, at any time, be taken over by the Donor Government.

6. FAO may, in consultation with the Governments, execute part or all of the project by subcontract. The selection of the subcontractors shall be made, after consultation with the Governments, in accordance with FAO’s procedures.

## **GOVERNMENTS OBLIGATIONS**

7. The Governments shall take all necessary measures to facilitate the execution of the Project and to assist the FAO staff in obtaining such services and facilities as they may require to fulfil their tasks. The Governments shall apply to FAO, its property, funds and assets, its officials and to the persons performing services on its behalf in connection with the Project: (i) the provisions of the Convention on Privileges and Immunities of the Specialized Agencies; and (ii) the United Nations currency exchange rate.

8. The Governments shall deal with any claims brought by third parties against FAO, its personnel or other persons performing services on its behalf in connection with the Project, except when it is agreed by FAO and the Governments that such claims arise from gross negligence or wilful misconduct of such persons. These present agreement shall be governed by general principles of law, to the exclusion of any single national system of law.

9. The Governments shall be responsible for the recruitment, salaries and social security measures of its own national staff assigned to the project. The Governments shall also provide as and when required for the Project, the facilities and supplies indicated in the Project Document.

10. The Governments shall grant to the staff of FAO and of the Donor Government and to persons acting on their behalf, access to the Project sites and to any material or documentation relating to the Project, and shall provide any relevant information to such staff or persons.

11. The Governments shall be responsible for the cost of import and customs clearance of Project's equipment, its transportation, handling, storage, and related expenses within the country; its insurance, safe custody, and maintenance, after delivery to the project sites, as well as replacement if necessary.

## **REPORTING AND EVALUATION**

12. FAO will report on the Governments (and to the Donor Government) as scheduled in the Project Document.

13. The Governments shall agree to the dissemination of information like descriptions of the project and of its objectives and results, for the purpose of educating public opinion.

14. The Project may be subject to independent evaluation according to the arrangements agreed to between the donor, recipient government and FAO. The evaluation report will be treated as confidential with restricted access by parties not directly involved in the Project. However, FAO is authorized to prepare a brief summary of the report for the purpose of dissemination broadly its main findings, issues, lessons and recommendations as well as to make judicious use of the report as an input to evaluation synthesis studies.

## **CLAIMS, AMENDMENTS AND TERMINATION**

15. Any dispute, controversy or claim arising our of or in connection with this Agreement or any breach thereof, shall, unless it is settled by direct negotiation, be settled by arbitration in accordance with the UNCITRAL Arbitration Rules in force on the date when this Agreement takes effect. The

parties hereto agree to be bound by any arbitration award rendered in accordance with this Section as the final adjudication of any disputes.

16. Nothing in or related to any provision in this Agreement shall be deemed a waiver of the privileges and immunities of FAO.

17. This Project Agreement may be amended or terminated by mutual consent. Termination shall also take effect sixty days after receipt by either party of written notice from the other party. In the event of termination, the obligations already assumed by the Governments shall remain in force to the extent necessary to permit orderly withdrawal of the funds and assets of FAO, and of personnel performing services on its behalf.

18. This Project Agreement shall enter into force upon signature by both parties.

For the Food and Agriculture Organization  
of the United Nations:

For the.....:

Name: .....

Name: .....

Title: .....

Title: .....

Date: .....

Date: .....

## **PART II**

### **I. BACKGROUND**

There is a strong and complex relationship between food insecurity, poverty and environmental degradation. A more integrated and sustainable approach for land and water use management is required to enhance water saving and soil conservation, which is environmentally not degrading, technically appropriate, economically viable and socially acceptable. It is therefore essential to blend the best traditional practices and innovative technologies and adopt low-cost, water and labour- saving technologies for small-irrigation systems to assist smallholder agriculture in developing countries.

Irrigation plays an important role in stabilizing and raising food production, reducing the risks of crop failure resulting from drought conditions. In arid and semi-arid zones, characterized by climate instability and frequent drought periods, improved food production will depend upon the contribution made by smallholders, who cultivate few hectares with a low level of farm input in widely dispersed areas, adopting an appropriate irrigated agriculture. In many countries the majority of smallholder or even marginal irrigation farmers are women, while most commercial irrigation farmers are men.

In the past many irrigation projects have failed caused by misconceptions of the intra-household organization of production. Men and women have differential incentives for investing time, labour and capital in irrigation related activities, reflecting gender differences in responsibilities, their access to and control over productive resources, including water and the benefits from irrigated agriculture. Women are often not equal partners when communities create property rights; they have an unequal participation in family decision-making; night irrigation can cause problems for women; and they are still underrepresented in the water management committees, which therefore do not address their specific problems.

In most countries women are the main producers of food, in spite of their limited access to land, credit, technology, education and training. Rural women perform all tasks required for their household, including fetching water, cooking, child rearing and caring for sick people, which always require water availability. In order to improve food productivity and income, and eradicate poverty, new opportunities should be created for raising the education and professional training especially of women, for promoting their empowerment and participation in water management, in view of their important role in water supply and utilization. Special consideration should also be given to youth who is actively involved in agriculture and water management.

Experience has shown that gender analysis can help water managers and policy makers improve the performance of the irrigation schemes and create effective, equitable and sustainable irrigation policies and programmes. Successful water initiatives and thematic overviews carried out in India, Tanzania, Guinea Bissau, Bangladesh, some Latin American and Sub-Saharan countries, have laid the basis for a gender-sensitive framework to explore various issues within the integrated water resources management sector and specific solutions were proposed for water management with a gender perspective to increase women's participation in water supply design and demand management activities. Common aspects considered for gender mainstreaming in irrigation projects include the analysis of resources' management between men and women; integration of gender as a key component of community participation, technology and financing options, and policy development; gender-sensitive institutional arrangements and human resources development, building political support for gender equality.

Numerous case studies and surveys carried out by FAO and other development organizations show that women do not have equal rights to land and other productive resources. Without secure land tenure, women farmers have little or no access to credit, rural organizations and other agricultural inputs and services. Despite many efforts to protect women's and girls' rights, legal, economic and socio-cultural barriers still persist. Ensuring equal land rights for men and women increases their

economic opportunities, encourages investment in land and food production, improves family security during economic and social transitions and leads to better land stewardship.

## **II. RATIONALE**

In many developing countries farmers are still often not sufficiently involved in the planning and implementation of irrigation schemes and projects. The poorest and most vulnerable rural people, mainly women, often do not have access to training and extension activities, and are completely ignored. Most rural people have a low level of education and it is often very difficult to reach, with the traditional extension systems, the millions of widely scattered small farmers. In this context, it is essential to promote the dissemination of the most adequate technologies and methods for the sustainable management of land and water available at international and national levels to be adapted to local conditions, with the aim of raising food production. An effective training programme needs to be based and conducted on practical experiences and knowledge of the local ecological, socio-economic and structural conditions, and should be fully adapted to the specific requirements of men and women farmers.

Gender is now recognized as an essential principle in the sustainable management of water resources and is an integral part to programme planning, appraisal, monitoring and evaluation. There is an urgent need for capacity development in gender analysis in irrigation planning and implementation, which can ensure a multiplying effect and eventually reach the final beneficiaries (both men and women), through the extension services and farmers' organizations.

Special efforts are made by countries to integrate a gender perspective in their land and water related policies and legislation. Nevertheless, in the new legislations on land tenure in Angola and Mozambique the gender dimension has not been adequately addressed, confirming the urgent need for developing the capacity and raising awareness among different stakeholders involved in the formulation and implementation of the land tenure system.

In the framework of FAO Special Programme for Food Security (SPFS), a strong need was identified to strengthen the national capacity on gender issues and introduce participatory tools to improve the access to and management of water and land tenure. As a result of these recommendations, in 2003-2004 FAO organized four training workshops on gender analysis in farmers' water management in 21 countries of Africa and Asia, with funding from the Government of Italy Cooperation Programme (Project GCP/INT/872/ITA). Many other developing countries, and particularly Angola, Cape Verde and Mozambique, have started implementing actions for the regularization of the land tenure systems, and are interested in receiving technical assistance and policy advice from the Gender, Equity and Rural Employment Division (ESW) and the Land and Water Division (NRL) to consolidate these processes.

Some of the activities (specifically activities 4, 5 and 6) foreseen under this project will also be closely linked to the project that NRL is currently developing for the city of Luanda on "Quality water for urban and peri-urban agriculture" under the same Spanish fund. Additionally, a close cooperation is foreseen with the GCP/ANG/035/EU project on Institutional support to decentralized land tenure and management institutions to promote equitable rural development in selected Provinces of Angola. Similarly, strong collaboration is foreseen in Mozambique with project GCP/MOZ/081/NET "Decentralized legal support and capacity building to promote sustainable development and good governance at local level"..

The enclosed project proposal is directly linked with FAO Gender and Development Plan of Action (GAD PoA, 2002-2007) which represents the main framework to integrate gender issues in FAO's work; and with the implementation of the UN Millennium Development Objective 3 related to the promotion of gender equality and strengthening the economic capacities and socio-political position of women. The project will also contribute to the implementation of the recommendations of the Plan of Action of the World Food Summit.

At the same time, the project will be part of the Plan of Action for the incorporation of a gender perspective in water-related policies, programmes and projects in Africa for the period 2005-2015, launched by the Economic Commission of the United Nations for Africa. The objectives of this Plan of Action are to disseminate a gender approach in the integrated management of water resources and strengthen the information and knowledge management systems related to water and gender issues. The project will also represent a follow-up to the Project TCP/CVI/2902 on “Assistance to socio-economic and gender analysis” as well as to TCP/CVI/3001 on “Appui à la révision de la législation foncière et aux institutions en charge de l’administration foncière” implemented in Cape Verde in 2003-2004; the Regional project on “Gender, biodiversity and local knowledge systems for food security (Project LinKs)” implemented in Mozambique, Tanzania and Swaziland.

On the basis of these experiences, the Governments of Angola, Cape Verde, Mozambique and more recently also Timor-Leste requested FAO’s assistance in strengthening the national capacities in the development and dissemination of methodologies and strategies for the participatory management of productive resources that will support gender equality.

### **III. PROJECT FRAMEWORK**

Under FAO Socio-economic and Gender Analysis (SEAGA) Programme, which represents its key instrument for gender mainstreaming within the Organization and in Member Countries, a series of technical guides and manuals were prepared to integrate a gender perspective in rural and agricultural development and emergency projects. More than 100 national and international institutions of the public and private sectors and academic centres are currently collaborating with SEAGA. A Sector guide on Irrigation was also developed by SEAGA to support the participatory planning of irrigation schemes and the integration of socio-economic and gender issues in irrigation programmes, by providing some practical tools and lessons learnt.

The experiences of the participatory approach and capacity building of the SPFS are consolidated in the Guideline and Farmers’ Training Manual on Participatory training and extension in farmers’ water management (PT&E-FWM) that provides procedures on the sustainable introduction of irrigation techniques to be utilized by potential users for small to medium-scale irrigation schemes. This guideline and the SEAGA Sector guide on Irrigation were widely used in capacity building and awareness raising activities organized in Africa and Asia, and more recently in two regional projects funded by the European Commission for the Mediterranean Region and coordinated by the Agronomic Institute for the Mediterranean of Bari. These projects were designed to build a national and regional shared knowledge base on gender issues, policies and related actions, enhance the dialogue among Mediterranean countries and contribute to the adoption of national gender-oriented policies and related instruments for water resources development and management in the Mediterranean Region.

Moreover, the work carried out by FAO Legal Office and NRL on legal and political aspects related with the participatory methods for the delimitation and recognition of territorial rights, being implemented in Mozambique and Angola and under discussion in Cape Verde, would represent the basis for the implementation of this project proposal. Moreover, the project is also related to the activities of the Regular Programme of ESW and NRL for gender mainstreaming in land tenure and water management. Timor-Leste has shown interest in participating in the regional capacity development activities foreseen under this project.

#### **Impact, Outcome, Expected results and Activities**

##### **Impact**

This project aims at improving the security of land tenure and access and management of water and other natural resources, through the integration of a gender approach in legislation, policies and programmes on land and water administration and management, in order to improve the livelihoods of rural men and women, with a positive impact on food security, nutrition and health conditions.

## Outcome

The expected outcome will be the development of the capacity for participatory management of water resources and land tenure that will support gender equality and the participation of local communities in the planning, development and management of productive resources.

This outcome will imply the development and dissemination of methodologies and techniques on security of land tenure at local level (provincial and municipal) and water management with a gender and participatory approach; and the establishment of a national and regional information systems focusing on gender mainstreaming in the access to and management of land and water.

## Expected results

- Increased awareness on gender analysis and participatory methodologies to support the participatory planning of irrigation schemes and the integration of socio-economic and gender issues in water management programmes and in land tenure systems;
- A compilation of available capacity development materials for sustainable irrigated crops at smallholder level and practical guidelines for the introduction of gender-sensitive procedures for sustainable irrigated crop production and land tenure;
- National capacity developed and strengthened on participatory methods with a gender approach to ensure equitable land rights and water management and use;
- Detailed procedures adapted to regional and national specifics to involve women and youth more actively in land and water management through participatory planning and selection of appropriate technologies to increase household income and food security;
- Strategies developed for gender mainstreaming in legislation, policies, programmes and projects on land and water management, adapted to the regional and national contexts;
- Sex-disaggregated data collected and disseminated on the specific situation of men and women in water management and in the land tenure system, particularly in the agriculture sector;
- Monitoring and evaluation system in place to assess the impact of the integration of a gender approach in legislation, policies, programmes and projects on the sustainable management of land and water in agriculture.

The direct beneficiaries of this project will be officers and technical staff from the public and private sectors working in water management and land tenure administration, who will participate in the capacity development activities; while the ultimate beneficiaries will be rural men and women who will benefit from the sustainable and equitable management of productive resources, with a participatory approach.

## Activities and Work plan

The project will be implemented from August 2007 to July 2009. The lead technical unit will be the Gender, Equity and Rural Employment Division (ESW) that will implement the project with the technical advice of the Land and Water Division, and the Legal Office. A close collaboration will also be established with the Regional Office for Africa and the Regional Office for Asia and the Pacific, and the concerned Sub-regional offices. The FAO Representatives of Angola, Cape Verde, Mozambique and Timor-Leste will have the operational responsibility for the local components of the project. The main national counterpart will be the Ministry of Agriculture of Angola, Cape Verde, Mozambique and Timor-Leste.

To achieve the above mentioned outcome within two years the following specific activities are foreseen (calendar of activities is included in Annex I and the Logframe in Annex II):

**Activity 1. Design a methodology and technical guides to integrate a gender perspective in the access to and sustainable management of land and water, adapted to the local contexts;**

- a. Assignment of international consultants and national staff: qualified international and national staff will be responsible for the national and regional capacity development activities with close supervision and guidance of the concerned FAO technical staff and will work in close collaboration with the national counterparts of the three involved countries.
- b. Preparation of the detailed workplan
- c. Gather and review relevant materials and available approaches on how to integrate a gender perspective in water management and the land tenure system
- d. Develop the methodology and technical guides adapted to the regional and national contexts

**Activity 2. Prepare training and information materials (i.e. methodological video in Portuguese to be disseminated in other Lusophone countries) on participatory gender-sensitive methods on land tenure and water management;**

- a. Collect and select available information and training materials related to participatory gender-sensitive methods on land tenure and water management;
- b. Adapt the materials to the local context with the participation of the different stakeholders and some representatives of the direct and ultimate beneficiaries;
- c. Prepare a methodological video based on the information collected on land tenure and water management to be disseminated among other Lusophone countries. The video will include some information on innovative training methodologies for sustainable irrigated crops at smallholder level and practical gender-sensitive procedures for sustainable irrigated crop production and for promoting equal access to land ownership; with some successful experiences from the African region;
- d. Prepare a CD-ROM with a collection of available training and information materials for gender-sensitive water management and land tenure.

**Activity 3. Prepare and implement a capacity development programme and organize a series of national and regional workshops for officers and technical staff involved in land administration, water management and irrigation schemes;**

- a. Carry out a capacity development needs assessment at national and regional levels;
- b. Develop an information and training programme, based on the needs identified at national and regional levels;
- c. Select the most relevant materials and adapt them for the planned capacity development events at national and regional levels;
- d. Plan and organize a series of six national capacity development workshops (one training of trainers and a training workshop in each participating country) and two regional events for national experts from Angola, Cape Verde, Mozambique and Timor-Leste working in land administration, water management and irrigation schemes;
- e. Disseminate available information and training materials among other interested local institutions.

The following aspects, among others, will be reviewed and analyzed prior and during the different capacity development workshops planned at national and regional levels:

- Compilation of relevant information on women's and men's participation in water resources management;
- Definition of appropriate training methodologies to meet rural women and men's specific needs;
- Review of different training techniques and materials;
- How to schedule training activities according to the specific needs of rural men and women, and tailor the programme to the different target groups;

- Identification of best communication channels to address the specific needs of women's and youth's groups in land and water management;
- Mechanisms to promote full involvement of most vulnerable groups and different stakeholders;
- Learning topics related to real life and work situations, with lessons learned in the three countries and the African Region;
- How to present personal experiences and exchange information between farmers;
- Relevance of low-cost and water saving technologies for small-irrigation systems;
- Adoption of mechanisms for technology transfer focused on rural women and youth;
- Consideration of gender differentiated information on land rights;
- Review of existing legal frameworks and customary or traditional land tenure systems;
- How to organize gender sensitization programmes to inform men and women on the importance of equal rights;
- Review of different mechanisms to promote equal access to alternative forms of ownership (i.e. cooperative and marketing associations);

**Activity 4. Collect and disseminate information on the situation of men and women in the area of water resources management and land tenure (good practices, database of sex-disaggregated statistics);**

- a. Gather and analyze available information on the situation of men and women in the area of water management and land tenure;
- b. Prepare a database with the most relevant sex-disaggregated data;
- c. Prepare some briefs and brochures with most relevant information;
- d. Disseminate sex-disaggregated data among decision and policy-makers working on water management and the land tenure system;
- e. Define a national and regional strategy for the maintenance of the sex-disaggregated database;
- f. Review and disseminate existing good practices available in the three concerned countries and at international level.

**Activity 5. Develop a gender-sensitive monitoring and evaluation system, in coordination with the AQUASTAT database, on water resources and land management to be applied in agricultural development programmes and projects;**

- a. Organize a short workshop in each country with relevant stakeholders to formulate a list of gender-sensitive indicators on water resources and land management to be applied in agricultural development programmes and projects to assess their impacts on men and women, using a participatory approach;
- b. Organize a regional workshop with selected officers from Angola, Cape Verde and Mozambique to compare and further discuss on identified gender-sensitive indicators;
- c. Finalize the set of gender-sensitive indicators;
- d. Define a monitoring and evaluation system to integrate a gender perspective in legislation, policies, programmes and projects on the sustainable and equitable management of land and water;
- e. Carry out a field testing of the gender-sensitive indicators and proposed monitoring and evaluation system;
- f. Review and finalize the list of gender-sensitive indicators and the monitoring and evaluation system;

**Activity 6. Prepare a set of procedures and strategies for gender mainstreaming in legislation, policies, programmes and projects on land and water management, adapted to the regional and national contexts, with special focus on the empowerment of women and youth, through participatory planning and selection of appropriate technologies to increase household income and food security;**

- a. Review with a gender perspective the existing legislations, policies, programmes and projects related to land tenure and water management in Angola, Cape Verde and Mozambique;
- b. Select most relevant procedures and lessons learned for gender mainstreaming in land and water management at national and international levels;
- c. Organize in each country a stakeholders workshop to review the identified procedures and lessons learned and formulate a national strategy for gender mainstreaming in land and water management;
- d. Organize a regional stakeholders workshop to review and further discuss on identified procedures and strategies.

**Activity 7. Prepare a final report including some recommendations for land and water management with a participatory perspective adapted to the regional and national contexts.**

- a. Draft a report with final conclusions and recommendations for land and water management, with a participatory perspective, adapted to the regional and national contexts.

#### **IV. IMPLEMENTATION AND MANAGEMENT ARRANGEMENTS**

As the project concerns inter-regional activities, the lead technical unit will be the Gender, Equity and Rural Employment Division (ESW) that will implement the project in cooperation with the Land and Water Division, and the Legal Office. A close collaboration will also be established in the implementation of the regional capacity development programme with the Regional Office for Africa and the Regional Office for Asia and the Pacific, and the concerned Sub-regional offices. The FAO Representatives of Angola, Cape Verde, Mozambique and Timor-Leste will have the operational responsibility for the local components of the project and will manage the assigned budget. The national counterparts will be the provincial and municipal offices of the Ministry of Agriculture and the Ministry of Irrigation for the four countries; and for Angola and Mozambique it is also considered the collaboration with the Ministry for Women's Affairs. Special attention will be given to ensure the active participation of representatives of the local communities (i.e. village committees), farmers' organizations, women's and youth's organizations, as well as local NGOs.

Regarding the participation in the project of Timor-Leste, currently under-going the transition from the emergency to the development phase, this will mainly consist in the attendance of one/two national experts in the regional workshops planned with experts from Angola, Cape Verde and Mozambique. After the attendance to the workshops, it will be agreed with the national expert(s) from Timor-Leste if a follow-up technical backstopping mission from FAO or a visit of one of the two international consultants should be planned to this country, based on the specific identified needs.

During the implementation of this project (particularly for Activity 5) it is also foreseen to establish a close collaboration with the Center of Arab Women for Training and Research (CAWTAR) initiative for the development of gender-sensitive indicators for the AQUASTAT database in Algeria, Morocco and Tunisia.

#### **DONOR INPUTS**

##### Personnel services

A total of US\$160 000 is foreseen for the following personnel services (Terms of reference included in Annex IV, V, VI and VII):

Two international experts, one specialized in water resources management and the second in land tenure systems to be hired for three months each, to provide technical assistance to the four concerned countries and organize a series of capacity development activities at national and regional levels.

Three national experts to be hired for a period of twelve months each in Angola, Cape Verde and Mozambique, and a national legal consultant in each of these countries for three months.

#### FAO Technical supervisory services

A total of seven technical backstopping missions will be organized by ESW, NRL and LEGN (two for the first two technical division/unit with a duration ranging from five to ten days each, depending from the expected tasks and one three- week mission from LEGN with a week visit in Angola, Cape Verde and Mozambique) to assist the project team with the planning of the capacity development activities and some time will also be allocated to this inter-regional project from Headquarters to support in the review of existing materials and the preparation of the capacity development programmes. The total allocation for these technical services will be US\$ 65 000 (Annex VIII).

#### Contracts

Some small contracts will be prepared with local institutions to assist with the planning and organization of the capacity development workshops and the preparation of the video for Lusophone countries.

In order to support the project team and the concerned FAO technical units (ESW and NRL) with the implementation of the foreseen activities it is considered the possibility of signing a Letter of agreement (LoA) with an international NGO to provide assistance with the preparatory and complementary work. In Annex IX are included some tentative Terms of reference for this LoA, to be finalized upon selection of the project's team and the preparation of the detailed workplan. The total estimated allocation for these contracts is US\$80 000.

#### Training

The foreseen capacity development programme will include a series of 6 national (with an average duration of three to five days for each workshop) and two regional workshops (two-week each) for a total of US\$ 210 000. It is estimated the participation of 25 to 30 national and international experts for each workshop.

#### Travel expenses

A total of US\$60 000 is allocated for travel and lodging for the participants of the national and regional workshops.

#### Expendable equipment

It is foreseen the procurement of office equipment and supplies for a total of US\$15 000 for Angola, Cape Verde and Mozambique. This will also include the purchase of three computers and printers to be used by the national project team..

#### General operating expenses

A total allocation of US\$ 29 450 is foreseen for general operating expenses.

#### Support costs

A total of US\$80 550 is foreseen for the support costs of 13 per cent.

## **GOVERNMENT CONTRIBUTION AND SUPPORTING ARRANGEMENTS**

The Government implementing agency for the project will be the Ministry of Agriculture of the four countries. Each participating Government will appoint a full-time national director for the duration of the project and some other required staff to assist with data collection and dissemination, awareness events and capacity development activities. Other support staff will be provided as required.

In addition, the Governments of Angola, Cape Verde and Mozambique will provide the necessary materials and equipment for carrying out the fieldwork, and complement provision made by the project for transportation and allowances related to capacity development activities. The Governments will also cover all the other cost of the project such as the provision of office accommodation and facilities for the field staff, training and printing, data processing, reports etc.

## **V. OVERSIGHT, MONITORING, MANAGEMENT INFORMATION AND REPORTING**

The project information, including implementation assessment and a progress report, will be prepared by FAO and submitted every six months, to the Spanish Cooperation through TCAP, including some information on operational effectiveness of the project interventions in the four target countries. More in particular, the Gender, Equity and Rural Employment Division will prepare the progress reports with inputs from the Land and Water Division. The information gathered during the continuous monitoring and evaluation process will be periodically analyzed to extract key lessons that will provide on-going guidance for development assistance to the countries. In order to help the national counterparts (Ministry of Agriculture, Ministry of Irrigation and other partners) in tracking progress in a collaborative manner, special attention will also be given to wider development issues, such as effectiveness of capacity development and awareness activities, timing of actions and definition and timing of follow-up activities.

For the Reporting all international and national personnel, including FAO technical officers, at the end of each mission and assignment, will prepare a concise report on activities undertaken, with a list of conclusions and recommendations as well as any specific reports/documents mentioned in their TOR.

During their final missions, the two international consultants, in close collaboration with the national experts, will draft the Terminal report in accordance with FAO procedures, for finalization and submission by FAO to the Governments of Angola, Cape Verde, Mozambique and Timor-Leste, and the Spanish Cooperation.

## ANNEX I: ESTIMATED BUDGET (IN US\$)

### Budget Summary

5013	Consultants	160 000
5014	Contracts	80 000
5021	Travel	60 000
5023	Training	210 000
5024	Expendable Equipment	15 000
5027	Technical Support Services	65 000
5028	General Operating Expenses	29 450
5029	Support Cost	80 550
	Grand Total	700 000

## ANNEX II: LOGICAL FRAMEWORK

		Indicators/Targets	Data sources	Assumptions
Impact	The project aims at improving the security of land tenure and access and management of water and other natural resources, through the integration of a gender approach in legislation, policies and programmes on land and water administration and management, in order to improve the livelihoods of rural men and women, with a positive impact on food security, nutrition and health conditions.	<ul style="list-style-type: none"> <li>- Percentage increase in income of rural women</li> <li>- No. of men and women with access to land tenure</li> <li>- No. of women participating in decision-making on water resources</li> <li>- No. of women involved in the review of the land tenure system</li> <li>- National legislation and policies with a gender approach</li> <li>- No. of programmes and projects related to land tenure and water management designed with a gender approach</li> </ul>	<ul style="list-style-type: none"> <li>- Existing and new legislations and policies documents reviewed with a gender perspective</li> <li>- Amendments made in existing legislations and policies at national and regional levels</li> <li>- Programme and project documents with a gender approach</li> <li>- Minutes of meetings held with water user associations and land committees to assess how many women attended and how their specific needs were taken into account</li> </ul>	<ul style="list-style-type: none"> <li>- The Government of Angola, Cape Verde and Mozambique review existing legislations and policies from a gender perspective</li> <li>- Gender awareness among decision and policy-makers involved in land tenure and water management</li> </ul>
Outcome	Development of the capacity for participatory management of water resources and land tenure that will support gender equality and the participation of local communities in the planning, development and management of productive resources.	<ul style="list-style-type: none"> <li>- No. of techniques adopted with a gender approach to secure land tenure and water management</li> <li>- No. of men and women involved in the assessment and</li> </ul>	<ul style="list-style-type: none"> <li>- Collection of methodologies and techniques for land tenure and water management reviewed with a gender approach</li> </ul>	<ul style="list-style-type: none"> <li>- Commitment in reviewing methodologies and techniques to secure land tenure and water management from a gender perspective</li> <li>- Participatory approach adopted with active involvement of relevant</li> </ul>

This outcome will imply the development and dissemination of methodologies and techniques on security of land tenure at local level (provincial and municipal) and water management with a gender and participatory approach; and the establishment of a national and regional information systems focusing on gender mainstreaming in the access to and management of land and water.

development of gender-sensitive methodologies and techniques for land tenure and water management

- No. of capacity development workshops organized at national and regional levels
- No. of institutions from public and private sectors attending capacity development workshops
- No. of technical staff and other participants of training and information workshops
- No. of gender awareness raising events organized at national and regional levels
- Establishment of sex-disaggregated database at national and regional levels
- No. of men and women with access to land tenure and water management

- Information and training materials reviewed and developed to promote gender mainstreaming in water and land management
- Reports of national and regional capacity development workshops
- Guidelines to disaggregate statistics by sex
- Strategy and institutional arrangements defined for the management of the database

stakeholders involved in the land tenure system and water management

- Government's commitment to ensure the participation of men and women in the planning, development and management of land and water resources
- Participation of representatives of public and private sectors in capacity development activities
- Interest of decision-makers in the establishment and maintenance of sex-disaggregated database
- Funds available for the maintenance of the database

Expected results	Increased awareness on gender analysis and participatory methodologies to support the participatory planning of irrigation schemes and the integration of socio-economic and gender issues in irrigation programmes and land tenure	<ul style="list-style-type: none"> <li>- No. of institutions involved in the collection and analysis of sex-disaggregated data</li> <li>- No of institutions with capacity to analyze data from a gender perspective</li> <li>- No. of gender awareness raising events</li> <li>- No of institutions from public and private sectors attending awareness sessions</li> <li>- No. of stakeholders involved in participatory planning of irrigation schemes</li> <li>- No. of women attending planning sessions</li> <li>- No of women in water user associations and land committees</li> <li>- Irrigation programmes and land tenure systems reviewed from a gender perspective</li> </ul>	<ul style="list-style-type: none"> <li>- Information materials for different target groups</li> <li>- Reports of gender awareness events</li> <li>- Communication strategy developed to reach different stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>- Interest of institutions from public and private sectors in participatory and gender-sensitive planning of irrigation schemes</li> </ul>
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<p>A compilation of capacity development materials for sustainable irrigated crops at smallholder level and guidelines for the introduction of gender-sensitive procedures for sustainable irrigated crop production and land tenure;</p>	<ul style="list-style-type: none"> <li>- No of capacity development materials developed with a gender perspective</li> <li>- No. of gender-sensitive procedures reviewed for sustainable irrigation and gender-sensitive land tenure</li> </ul>	<ul style="list-style-type: none"> <li>- Report with results of needs assessment carried out prior to developing capacity development materials</li> <li>- Capacity development materials developed for different target groups at national and regional levels</li> <li>- Guidelines and procedures developed for gender-sensitive land and water management</li> </ul>	<ul style="list-style-type: none"> <li>- Commitment of different stakeholders in promoting gender mainstreaming in land and water management</li> <li>- Implementation of gender-sensitive procedures</li> </ul>
<p>National capacity developed strengthened on participatory methods with a gender approach to ensure equitable land rights and the equitable water management and use.</p>	<ul style="list-style-type: none"> <li>- No. of participants of capacity development activities</li> <li>- No. of capacity development workshops held at national and regional levels</li> <li>- No. of institutions from public and private sectors participating in capacity development</li> <li>- Availability of participatory methods to ensure equitable land tenure and water management</li> </ul>	<ul style="list-style-type: none"> <li>- Reports of capacity development workshops</li> <li>- Capacity development materials developed for different target groups</li> </ul>	<ul style="list-style-type: none"> <li>- Interest of different institutions in mainstreaming gender issues in land and water management</li> <li>- Funds allocation for capacity development events</li> </ul>
<p>Detailed procedures adapted to regional/national specifics to involve women and youth in land and water management through participatory</p>	<ul style="list-style-type: none"> <li>- No. of institutions involved in the revision and development of</li> </ul>	<ul style="list-style-type: none"> <li>- Needs assessment carried prior to the adaptation and development of procedures</li> <li>- Procedures available for</li> </ul>	<ul style="list-style-type: none"> <li>- Governments' commitment to promote the implementation of the proposed procedures</li> <li>- Adequate participation of</li> </ul>

<p>planning and selection of technologies to increase household income and food security.</p>	<p>gender-sensitive procedures</p> <ul style="list-style-type: none"> <li>- No of men and women involved in the participatory planning of detailed procedures and selection of technologies</li> </ul>	<p>different target institutions at macro, intermediate and local levels</p> <ul style="list-style-type: none"> <li>- Reports of stakeholders workshops organized to review detailed procedures</li> </ul>	<p>different stakeholders</p> <ul style="list-style-type: none"> <li>- Involvement of rural men and women in the review of gender-sensitive procedures</li> </ul>
<p>Strategies developed for gender mainstreaming in legislation, policies, programmes and projects on land and water management, adapted to the regional and national contexts.</p>	<ul style="list-style-type: none"> <li>- No. of legislations, policies and programmes reviewed from a gender perspective</li> <li>- No. of institutions involved in the development of the strategies</li> <li>- No. of women participating in strategy development</li> </ul>	<ul style="list-style-type: none"> <li>- Report of assessment of legislations, policies and programmes analyzed from a gender perspective</li> <li>- Reports of meetings held to review and develop the strategies at national and regional levels</li> <li>- Amendments proposed to existing legislation, policies and programmes to integrate gender issues</li> </ul>	<ul style="list-style-type: none"> <li>- Governments' commitment to implement proposed strategies</li> <li>- Active involvement of different stakeholders in the development and implementation of proposed strategies</li> <li>- Institutional arrangements in place for the strategy implementation</li> </ul>
<p>Sex-disaggregated data collected and disseminated on the specific situation of men and women in water management and in the land tenure system, particularly in agriculture sector</p> <p>Monitoring and evaluation system in place to assess the impact of the integration of a gender approach in legislation, policies, programmes and projects on the sustainable management of land and water in</p>	<ul style="list-style-type: none"> <li>- Statistics collected disaggregated by sex</li> <li>- No. of institutions involved in the development of the M&amp;E system</li> <li>- No. of gender-sensitive indicators</li> </ul>	<ul style="list-style-type: none"> <li>- Sex-disaggregated databases available at national and regional levels</li> <li>- Reports of field missions carried out to collect sex-disaggregated data</li> <li>- M &amp; E systems developed at national and regional levels</li> </ul>	<ul style="list-style-type: none"> <li>- Institutional commitment to periodically update the sex-disaggregated databases at national and regional levels</li> <li>- Governments' commitments to adopt and disseminate the proposed M&amp;E system</li> </ul>

	agriculture.	formulated -No. of field testings carried out to assess the M&E system		
Activities	Design a methodology and technical guides to integrate a gender perspective in the access to and sustainable management of land and water, adapted to the local context	- No. of institutions involved in the design of the methodology and technical guides - No. of guides and approaches reviewed	- Assessment reports of different methodologies and technical guides reviewed during the design of gender-sensitive materials - Results of research carried out	- Strong recognized need and commitment by different institutions to integrate a gender perspective
	Prepare training and information materials on participatory gender-sensitive methods on land tenure and water management	- No. of institutions involved in the preparation of information and training materials	- Results of needs assessment - Training and information materials developed for different target groups	- Participation of different stakeholders involved in land and water management
	Prepare and implement a capacity development programme and organize a series of national and regional workshops	- No. of workshops organized at national and regional levels - No of workshop's participants - No. of institutions participating in capacity development	- Capacity development programme and training materials - Reports of national and regional workshops	- Commitment of participating institutions in further disseminate knowledge acquired
	Collect and disseminate information on the situation of men and women in the area of water resources management and land tenure	- Statistics collected disaggregated by sex - No. of men and women involved in data collection and analysis - No. of institutions involved in data	- Fact sheets and reports with results of sex-disaggregated data collection	- Participation of different institutions from public and private sectors in relevant data collection and analysis

collection and analysis

Develop a gender-sensitive monitoring and evaluation system on water resources and land management	<ul style="list-style-type: none"> <li>- No. of institutions involved in developing gender-sensitive M&amp; E system</li> <li>- No. of gender-sensitive indicators identified and field tested</li> </ul>	<ul style="list-style-type: none"> <li>- Document with proposed gender-sensitive M&amp; E system</li> <li>- Reports of meetings held with different stakeholders at national and regional levels to discuss on the M&amp;E system</li> </ul>	Institutional arrangements in place for the maintenance of the M&E system
Prepare a set of procedures and strategies for gender mainstreaming in legislation, policies, programmes and projects on land and water management	<ul style="list-style-type: none"> <li>- No of procedures and strategies recommended for land tenure and water management</li> <li>- No of institutions involved in the preparation of the proposed procedures and strategies at national and regional levels</li> </ul>	<ul style="list-style-type: none"> <li>- Reports with results of research conducted on existing programmes and projects</li> <li>- Amendments of legislations and policies at national and regional levels to integrate a gender perspective</li> <li>- Document with list of recommendations for procedures and strategies formulation with a gender approach</li> </ul>	- Active participation of representatives of main institutions from public and private sectors in the formulation of procedures and strategies at national and regional levels.
Prepare a final report with conclusions and recommendations for land and water management	<ul style="list-style-type: none"> <li>- List of conclusions and recommendations consolidated using a participatory approach</li> </ul>	<ul style="list-style-type: none"> <li>- Reports of different national and international consultants with their main conclusions and recommendations</li> <li>- Final report prepared and disseminated with main conclusions and recommendations for the integration of gender issues</li> </ul>	Commitment of the three involved Governments in implementing the recommendations and follow-up actions presented in the project's final report

in land and water  
management

### ANNEX III: CALENDAR OF ACTIVITIES

(August 2007-July 2009)

ACTIVITIES	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
1. Design methodology and technical guides	X	X	X																					
2. Prepare training and information materials	X	X	X																					
3. Prepare a capacity development programme			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X					
4. Collect and disseminate information on men's and women's			X	X	X							X	X	X										
5. Develop a gender-sensitive M&E system					X	X																		
6. Prepare set of procedures and strategies										X	X	X								X	X	X		
7. Prepare final report																							X	X

## ANNEX IV: TERMS OF REFERENCE

### International Training Specialist in Land Tenure and Gender Analysis

Duration: Three months

Location: Luanda (Angola), Praia (Cape Verde), Maputo (Mozambique)<sup>1</sup>

#### Tasks and responsibilities:

Under the technical supervision of the Land Tenure and Management Unit (NRLA) and of the Lead Technical Unit (Gender, Equity and Rural Employment Division), the overall supervision of the FAO Representatives in the three countries and in close collaboration with the national consultants, the international consultant will carry out the following tasks:

- Based on relevant material gathered by the consultants, with particular emphasis on activities carried out by ESDW and NRL in related matters, supervise the design of a methodology and the preparation of technical guides to integrate a gender perspective in the access to and sustainable management of land and water, adapted to the local contexts; (refers to activity 1)
- Supervise the adaptation of training materials related to participatory gender-sensitive methods on land tenure; (refers to activity 2)
- Participate as main resource person to the Training of Trainers Workshop (see activity 3 point d; one in each country)
- Prepare a technical report at the end of each mission

#### Duration:

This Contract will be effective for a total of three months with two missions to the three concerned countries.

#### Qualifications:

- He/she will have a degree in rural sociology, geography or other sciences.
- At least 15 years proved experience in matters related to land tenure/rural development, participatory land delimitation, coordinating tasks.
- Acquaintance with FAO methodologies on land administration, participatory territorial delimitation will be highly appreciated.
- Working knowledge of Portuguese is essential.
- Previous experience in the country would be highly appreciated particularly if in land tenure related areas.

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<sup>1</sup> During the project implementation a visit to Timor-Leste of the International consultant might also be envisaged, based on the discussion with the national expert(s) of this country attending the Regional training workshops planned in one of the other three countries.

## ANNEX V: TERMS OF REFERENCE

### International Consultant in Water Resources Management and Gender Analysis

Duration: Three months (in two missions)

Location: Angola, Cape Verde and Mozambique and last ten days at home<sup>2</sup>

#### Tasks and responsibilities:

Under the responsibility of the Gender, Equity and Rural Employment Division and in close collaboration with the Land and Water Division and FAO Legal Office, with the technical supervision of the Gender and Development Training Officer, the consultant will accomplish the following tasks:

#### First mission

- Assist the national counterpart in the preparation of the detailed work plan
- Support with the revision and design of a methodology and guidelines for gender mainstreaming in water management, adapted to the national and regional contexts;
- Assist with the preparation of the capacity development programme and training materials for different target groups;
- Assist with the planning of the first national workshop;
- Submit a report with the main outcomes of the first mission and recommendations for the follow-up plan to be coordinated by the national team.

#### Second mission

- Assist in the planning and facilitation of the regional capacity development workshop;
- Support the national counterpart in the establishment of a sex-disaggregated database at national and regional levels;
- Participate in the discussions for the preparation of the gender-sensitive monitoring and evaluation system and the formulation of a core set of gender-sensitive indicators;
- Collaborate with the national team and the International expert in land tenure in the drafting of the Terminal statement with a list of main conclusions and recommendations;
- Submit a mission report.

#### Duration:

This Contract will be effective for a total of three months with two missions to the three concerned countries and ten-day of work at home to consolidate report and draft terminal statement.

#### Qualifications:

- High degree in agricultural irrigation or water management;
- Experience in gender analysis;
- Knowledge of FAO Socio-economic and gender analysis (SEAGA) Programme;
- Experience in training activities;
- Advanced knowledge in Portuguese and English.

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<sup>2 2</sup> During the project implementation a visit to Timor-Leste of the International consultant might also be envisaged, based on the discussion with the national expert of this country attending the Regional training workshops planned in one of the other three countries.

## ANNEX VI: TERMS OF REFERENCE

### National Expert in Land Tenure and Water management<sup>3</sup>

Duration: Twelve months  
Location: One national consultant will be recruited in Angola, Cape Verde and Mozambique for twelve months

#### Tasks and responsibilities

Under the responsibility of the Gender, Equity and Rural Employment Division and in close collaboration with the Land and Water Division and FAO Legal Office, with the technical supervision of the Gender and Development Training Officer, and in close collaboration with the two international experts mentioned above, the three national consultants will accomplish the following tasks:

- Collaborate with the two international consultants and the national counterpart in the preparation of the detailed work plan;
- Review and design a methodology and some guidelines for gender mainstreaming in water management and land tenure, adapted to the national contexts;
- Adapt and develop capacity development materials and programme at national and regional levels;
- Collaborate in the preparation of the capacity development programme and training materials for different target groups;
- Assist with the planning of the foreseen national and regional workshops;
- Give follow-up and implement the recommendations made by the two international experts;
- Coordinate the establishment of a sex-disaggregated database at national and regional levels;
- Coordinate the collection, analysis and dissemination of sex-disaggregated data;
- Participate in the discussions for the preparation of the gender-sensitive monitoring and evaluation system and the formulation of a core set of gender-sensitive indicators;
- Collaborate with the national and international team in the drafting of the Terminal statement with a list of main conclusions and recommendations;
- Submit a mission report.

#### Duration

This Contract will be effective for a total of twelve months in Angola, Cape Verde and Mozambique.

#### Qualifications:

He/she will have a degree in rural sociology, agriculture, geography or other sciences.

At least 5 years proved experience in matters related to land tenure/rural development, participatory land delimitation, and water management.

Be familiar with FAO methodologies on land administration, participatory territorial delimitation will be highly appreciated;

Knowledge of FAO Socio-economic and gender analysis (SEAGA) Programme;

Working knowledge of English is essential.

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<sup>3</sup> Since the project's activities are extremely varied (land tenure, water management ,gender analysis, facilitation and training), it might be advisable, in addition to recruiting in each country one national expert skilled to cover all the issues, to identify two/three national consultants for short periods to assist with some specific tasks.

## ANNEX VII: TERMS OF REFERENCE

### National Legal Consultants

Duration: 3 months

Location: One national legal consultant will be recruited in Angola, Cape Verde and Mozambique.

#### Tasks and responsibilities

Under the technical direction of the Chief, Development Law Service in collaboration with ESW, the respective FAO Representatives, and the project team, the national legal consultant will carry out the following tasks:

- Undertake a review of the overview of the current institutional and legal framework governing land use, planning, administration and tenure, water access and management in the country, with a particular emphasis on how gender issues are taken into account;
- Evaluate the strengths and weaknesses of that framework in terms of dealing with the gender-based problems of access to land and water as well as other land and water-related problems and challenges that the respective country faces;
- On the basis of this evaluation, identify options for improving the institutional and legal framework and mainstreaming gender into the legal and institutional framework. The legal framework to be analyzed from a gender perspective should include the following:
  - any constitutional provisions relevant to gender and non-discrimination, land, natural resources, the environment, etc.
  - land tenure laws (laws granting access and conditions thereof, including for gender-based reasons, describing the basic categories of property rights over land – freehold? state leasehold? family land? – and the rights that different types of property carry with them – right to transfer? mortgage? lease or sublease? etc.; what restrictions are there?);
  - land administration laws (land titling and registration, valuation, taxation, state land administration, etc.; laws that create specific institutions related to land, such as valuation boards or );
  - laws or institutions governing the resolution of land related disputes (are these always taken care of by the court system? or are there special tribunals?);
  - water laws;
  - local government laws (if local government has any significant role in land-related matters);
  - land acquisition and compensation laws (governing the exercise of eminent domain by the government);
  - standard land use planning laws (for example, Town and Country Planning Acts and similar laws; other laws that might affect the allocation and subdivision or consolidation of parcels, especially agricultural parcels);
  - laws restricting different land use practices, particularly with respect to the agricultural sector;
  - environmental laws (including environmental impact assessment, biodiversity conservation, soil conservation, public health, nuisance, etc.);
- submit a draft report for comments and subsequently revise it in light of comments received;
- assist with the planning of foreseen national and regional workshops and, as requested, present the findings of the study at the workshops;

- in light of the findings of the legal analysis, contribute to the formulation of a core of gender-sensitive indicators;
- collaborate with the rest of the national and international experts in the drafting of the terminal statement with a list of the main conclusions recommendations for legal reform.

Qualifications:

University degree in law, at least five years experience with the evaluation of statutory and customary law covering land tenure and land use, gender and non-discrimination.

## ANNEX VIII:

### FAO TECHNICAL SUPERVISORY SERVICES<sup>4</sup>

The following technical supervisory services will be provided from Headquarters and with a total of seven technical backstopping missions by the concerned technical divisions in Rome, with an average duration ranging from five to ten days each, during the implementation of the project's activities:

#### **Gender, Equity and Rural Employment Division**

- Assist in the planning and organization of the gender awareness activities;
- Integrate and adapt the approach and tools of FAO Socio-economic and gender analysis (SEAGA) Programme to the local context of Angola, Cape Verde, Mozambique and Timor-Leste to be used in the foreseen capacity development programme;
- Review the capacity development programme formulated by the national and international consultants to ensure equitable land rights and water management and use;
- Support the development of detailed procedures adapted to regional and national specifics to involve more women and youth in land and water management;
- Provide assistance with the development of strategies for gender mainstreaming in legislation, policies, programmes and projects on land and water management;
- Assist with the development of the monitoring and evaluation system and the establishment of the sex-disaggregated databases at national and regional levels.

#### **Land and Water Division**

NRLW Technical officers in water quality and Aquastat database will provide the following technical support and assistance with the development of training and information materials, and other project's activities:

- Provide support with the training and monitoring of water data relevant for the project;
- Review the data and information collected and used by the national and international consultants for the preparation of the project's documents;
- Supervise the collection of sex-disaggregated data related to water quality and quantity;
- Evaluate if gender-sensitive indicators are adequately reflected in the project's activities;
- Participate in the project evaluation to ensure that comprehensive water management techniques and locally adapted technologies are adequately applied and are gender-friendly.

NRLA Technical officer in land tenure related issues will provide the following technical support and assistance:

- Support the preparation of training and information materials on participatory gender-sensitive methods on land tenure (Activity 2);
- Assist with the preparation and implementation of a capacity development programme for officers and technical staff involved in land administration (Activity 3);
- Support the preparation of a proposal for a database with the most relevant sex-disaggregated data (Activity 4);
- Collaborate in the preparation of a set of procedures and strategies for gender mainstreaming (Activity 6).

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<sup>4</sup> After the regional workshops it will be decided with the national expert (s) from Timor-Leste the opportunity to carry out a technical backstopping mission from FAO to this country.

### **Development Law Service Officer**

Under the technical direction of the Chief, Development Law Service (LEGN) in collaboration with ESW, the respective FAO Representatives, and the project team, the LEGN officer will carry out the following tasks:

- Finalize the terms of reference for the national legal consultancies taking into account national specificities and brief the respective legal consultants on the exact nature of the expected results;
- Provide technical guidance for the preparation of the work, emphasizing the gender dimension to the legal analysis;
- Participate in relevant national and regional workshops to discuss the results of the legal analysis and contribute to the formulation of indicators for gender mainstreaming and the increased presence and influence of women in land and water management;
- Based on the comments received during these workshops and from other team members, support the finalization of the national legal studies, the formulation of any legal reform proposals, and contribute to the preparation of a set of procedures and strategies for gender mainstreaming.

**Duration:** 3 weeks.

## **ANNEX IX: TERMS OF REFERENCE FOR LETTER OF AGREEMENT WITH INTERNATIONAL NGO**

Under the technical supervision of the Land Tenure and Management Unit (NRLA) and of the Lead Technical Unit (Gender, Equity and Rural Employment Division), the overall supervision of the FAO Representative in the country and in close collaboration with the national consultants, the selected Institution will assist the project's team and the responsible FAO Technical units (ESW and NRL) with the implementation of the following tasks:

### Referred to Activity 2:

Prepare training and information materials (i.e. methodological video in Portuguese to be disseminated in other Lusophone countries) on participatory gender-sensitive methods on land tenure and water management;

- Collect and select available information and training materials (mainly from FAO sources) related to participatory gender-sensitive methods on land tenure;
- In close collaboration with the international training specialist and national consultants in each country, support the adaptation of the materials to the local context;
- Support the preparation (script) of a methodological video based on the information collected on land tenure and water management to be disseminated among other Lusophone countries. The video (whose cost will be covered by a separate contract with a specialized institution) will include some information on innovative training methodologies for sustainable irrigated crops at smallholder level and practical gender-sensitive procedures for sustainable irrigated crop production and for promoting equal access to land ownership; with some successful experiences from the African region;
- Assist with the preparation of a CD-ROM with a collection of available training and information materials for gender-sensitive water management and land tenure.

### Referred to Activity 4:

- Collect and disseminate information on the situation of men and women in the area of water resources management and land tenure (good practices, database of sex-disaggregated statistics);
- Make a proposal for a database with the most relevant sex-disaggregated data;
- Prepare some briefs and brochures with most relevant information;
- Participate in the formulation of a national and regional strategy for the maintenance of the sex-disaggregated database;
- Assist in the review and dissemination of existing good practices available in the three concerned countries and at international level.

### Referred to Activity 6:

- Prepare a set of procedures and strategies for gender mainstreaming in legislation, policies, programmes and projects on land and water management, adapted to the regional and national contexts, with special focus on the empowerment of women and youth;
- Assist in the review with a gender perspective of existing legislations, policies, programmes and projects related to land tenure and water management in Angola, Cape Verde and Mozambique;
- Participate in the selection of most relevant procedures and lessons learned for gender mainstreaming in land and water management at national and international levels;
- Assist with the organization in each country of a stakeholders workshop to review the identified procedures and lessons learned and formulate a national strategy for gender mainstreaming in land and water management;
- Assist with the organization of a regional stakeholder workshop to review and further discuss on identified procedures and strategy.

The estimated cost for this Letter of agreement is US\$ 50 000.