



Consultancy Ref No: 230/RP/26-27

RFP FOR CONSULTANCY SERVICES WWF-PAKISTAN

**SUBJECT: Gender Baseline Recharge Pakistan Project WWF
Pakistan**

Application Submission: Application Submission: Interested consultants should submit the Proposal on the Application Form Available Online or can access through the following Link:
<https://forms.office.com/e/sxNStCNxPM>

CONTENT

1) Introduction & Background	2
2) General Conditions	2
3) Purpose of Consultancy	2
4) Deliverables.....	3
5) Project/Assignment Timelines	3
6) Requirements	3
7) Correspondence and Submission of Proposal	4
8) Format of Proposal.....	4
9) Financial Proposal.....	4
10) Evaluation Process	5
11) Documentation and Confidentiality	5

1) INTRODUCTION & BACKGROUND

Contract type:	Consultancy and Services
Duration of assignment:	4 months
Type:	Firm/Individual

Background of Project & Assignment:

Recharge Pakistan is a flagship initiative aligned with the Government of Pakistan's 2021 Nationally Determined Contributions (NDCs), leveraging natural systems to reduce flood and drought risks in the Indus Basin. The project focuses on Ecosystem-based Adaptation (EbA) and green infrastructure (GI), including watershed restoration, channel desilting, and 127 green infrastructure interventions like embankments and recharge basins. These measures aim to enhance resilience, benefit 687,336 people directly, and 7 million indirectly, while showcasing cost-effective climate solutions for sustainable water management and disaster risk reduction.

Recharge Pakistan: Building Pakistan's Resilience to Climate Change through Ecosystem-based Adaptation (EbA) and Green Infrastructure (GI) for Integrated Flood Risk Management (FP207) is a flagship climate adaptation initiative designed to reduce flood and drought risks in the Indus Basin through watershed restoration, green infrastructure interventions, floodplain management, groundwater recharge, and climate-resilient livelihoods.

The project is implemented across climate-vulnerable districts in Khyber Pakhtunkhwa, Sindh, and Balochistan, characterized by tribal governance systems, conservative socio-cultural norms, restricted female mobility, low female labor force participation, male-dominated natural resource governance, and high exposure to climate shocks including floods, droughts, and riverine erosion.

Given these structural inequalities, and in alignment with the Recharge Pakistan Funding Proposal, Gender Assessment and Action Plan (GAP), and Environmental and Social Safeguards (ESS) framework, a comprehensive Gender Baseline Study is required to establish benchmark indicators against which project gender results will be measured.

2) GENERAL CONDITIONS

- 1) The WWF-PAKISTAN reserves the right to reject or accept any proposal. The WWF-PAKISTAN reserves the right to proceed with the implementation of any Service, in whole or in part, as described in the Proposal.
- 2) The WWF-PAKISTAN reserves the right to engage in discussions with any BIDDER to clarify responses or discuss certain issues with regards to the proposal or services requested. The WWF-PAKISTAN has no obligation to notify the other BIDDERS of the discussions, clarifications, or other information provided by a BIDDER. Any additional information required for preparation of the BID shall be distributed to all participants at the same time.
- 3) The WWF-PAKISTAN reserves the right to award the proposal based on experience, qualification, completion date, service cost and other criteria, and not necessarily the lowest cost.
- 4) Based on the RFP BID the WWF-PAKISTAN is entitled to change/replace or omit any clause/part of the preliminary defined scope of services of the proposal. The WWF-PAKISTAN shall conduct negotiations with WWF to achieve the full compliance to the requirements.
- 5) The WWF-PAKISTAN reserves the right in the event the successful CONSULTANT fails to comply with the terms and conditions as listed, to cancel this contract and award it to another CONSULTANT without penalty or action against the WWF-PAKISTAN. The RFP does not constitute an agreement or order.
- 6) The RFP is not a binding agreement between the parties, submission of a proposal or response by a proponent is voluntary.
- 7) By submitting a bid, the BIDDER is deemed to have acknowledged all of the undertakings, specifications, terms and conditions, **WWF Fraud and Corruption Prevention and Investigation Policy and WWF's Environment Social & Safeguard for consultant agreement** and to be bound by them if the BID is accepted. All expenses incurred by the Bidder in connection with the preparation of its proposal are to be borne by the RFP participant, and the WWF-PAKISTAN shall not incur any obligation whatsoever toward the Bidder regardless of whether such bid is accepted or rejected.

3) PURPOSE

a. Objective of the Consultancy:

The overall objective of this consultancy is to conduct a comprehensive Gender Baseline Study for the Recharge Pakistan Project of WWF Pakistan, aligned with the Recharge Pakistan Gender Action Plan (GAP) gender specific actions, indicators and targets, and WWF and Green Climate Fund (GCF) gender policy requirements. The study will establish quantitative and qualitative gender benchmarks to guide gender responsive planning, implementation, monitoring, and reporting across all project components, outputs, and interventions.

The specific objectives are to:

1. Establish gender baseline benchmarks aligned with GAP gender specific actions, indicators and targets by developing and applying appropriate quantitative and qualitative gender baseline assessment tools to measure women's and men's access, participation, benefits, and decision-making roles across all project interventions.
2. Assess gender differentiated climate vulnerabilities, adaptive capacities, and access to natural resources and climate resilient livelihood opportunities, particularly in relation to water resource management, ecosystem-based adaptation (EbA), and green infrastructure interventions under the Recharge Pakistan project.
3. Analyse women's participation and leadership in water governance, community institutions, Watch and Ward systems, and livelihood systems, including their representation in community decision making processes, local institutions, and project supported platforms.
4. Identify structural, socio-cultural, and institutional barriers to gender equality and women's meaningful participation in climate resilience, EbA, GI, Climate Smart Agriculture (CSA) and livelihood interventions, and assess risks related to gender-based violence (GBV), Sexual Exploitation Abuse, and Harassment (SEAH) in project contexts.
5. Conduct a comprehensive desk review, stakeholder consultations, and field-based primary data collection with relevant government departments, civil society organizations, NGOs, Indigenous communities, and all stakeholders to establish district level gender baselines.
6. Generate district wise and cross provincial gender analysis across the project implementation areas in Khyber Pakhtunkhwa (Upper and Lower South Waziristan, Tank, and D.I. Khan), Sindh (Dadu, and Manchar lake areas), and Balochistan (Jhal Magsi and Dera Bugti) to support evidence-based gender responsive programming and monitoring of GAP implementation.
7. Provide actionable recommendations and baseline indicators to strengthen the implementation, monitoring, and reporting of the Recharge Pakistan Gender Action Plan in line with WWF Pakistan policies and GCF gender policies and compliance requirements.

b. Specific Tasks:

The consultant/consulting firm will undertake a comprehensive Gender Baseline Study to establish benchmarks against the indicators and targets outlined in the Recharge Pakistan Gender Action Plan (GAP) and relevant project results framework indicators. These specific tasks will present a holistic picture, ensuring that the above-mentioned Objectives 1-7 are comprehensively covered. The study will generate evidence to support gender-responsive implementation, monitoring, and reporting across all project components and interventions.

The key tasks include:

1. Review of Project Documents

Conduct a detailed desk review of relevant project documents including the Recharge Pakistan Funding Proposal, Gender Action Plan (GAP), Gender Assessment, Environmental and Social Management Framework (ESMF), Guidance Note on Gender-Based Violence (GBV) and Sexual Exploitation, Abuse and Harassment (SEAH) for GEF and GCF Projects, implementation manuals, monitoring frameworks, and other relevant WWF and donor gender policies.

2. Development of Gender Baseline Framework and Tools

Develop a gender baseline assessment framework and data collection tools aligned with GAP indicators and targets. The tools should capture gender-disaggregated data and qualitative insights related to participation, access to resources, decision-making, and livelihood opportunities.

3. Stakeholder Mapping and Consultations

Identify and consult with key stakeholders including relevant government departments, civil society organizations,

NGOs, community institutions, Indigenous communities, and project beneficiaries to capture perspectives on gender roles, participation, and barriers.

4. Field Data Collection in Project Districts

Conduct primary data collection in the Recharge Pakistan project districts through surveys, focus group discussions (FGDs), and key informant interviews (KIIs) with women, men, community leaders, and institutional stakeholders.

5. Gender Analysis

Analyze gender-differentiated vulnerabilities with explicit reference to intersectionality such as women with disabilities, indigenous women, female headed households, youth and elderly women, access to resources, livelihood opportunities, participation in water governance and ecosystem-based adaptation (EbA), Green Infrastructure and Climate Smart Agriculture interventions, and barriers to women’s participation.

6. Baseline Benchmarking Against GAP Indicators

Establish district wise gender baseline benchmarks against the gender specific actions, indicators and targets outlined in the Gender Action Plan to support future monitoring and evaluation.

7. Recommendations for Gender Responsive Programming

Provide practical recommendations to strengthen gender mainstreaming in project implementation, including strategies to enhance women’s participation, leadership, and equitable access to benefits.

c. Geographic Coverage:

The consultant/consulting firm will carry out the Gender Baseline in the following districts of Khyber Pakhtunkhwa, Sindh and Balochistan provinces of Pakistan targeted villages:

Khyber Pakhtunkhwa: Upper and Lower South Waziristan, Tank, and D.I. Khan

Sindh: Dadu, and Manchar lake areas

Balochistan: Jhal Magsi and Dera Bugti

4) Deliverables

Deliverable	Description	Timeline
Inception Report	The consultant will prepare an inception report outlining the detailed methodology, proposed sampling framework, data collection tools, stakeholder engagement plan, and a comprehensive work plan for conducting the Gender Baseline Study. The consultant is expected to propose an appropriate sample size and an effective methodology, drawing on their prior experience, to ensure that all study requirements are adequately addressed.	April 1-10,2026
Gender Baseline Data Collection Tools finalization	Finalize and obtain approval for the gender baseline data collection tools including, but not limited to, structured household survey questionnaires, Focus Group Discussion (FGD) guides, and Key Informant Interview (KII) protocols aligned with the Recharge Pakistan (RP) Gender Action Plan (GAP) gender-specific actions, indicators, targets, and the project monitoring framework, while ensuring appropriate gender, socio-cultural, and ethical considerations are incorporated.	April 11-20,2026
Gender Baseline Data Collection across target areas	Conduct gender baseline data collection in the project target areas across all provinces, engaging target communities as well as relevant government departments, civil society organizations, academia, social and political activists, police, district bar associations, and other key stakeholders.	April 21-May 20,2026
Draft Gender Baseline Report	Presenting draft gender baseline report including but not limited to baseline findings, gender analysis, project level benchmarks against GAP gender	May 21-June10,2026

	specific actions, indicators, targets and preliminary recommendations including comprehensive provincial and district-wise analysis.	
Validation Workshop / meeting	Facilitate a validation workshop/meeting with WWF-Pakistan and key stakeholders including relevant public departments and Civil Society Organizations/NGOs to present and refine baseline findings preferably at Site Office, WWF RP Gender team including Senior Director Gender, Social Inclusion and Safeguards WWF US and PMU levels.	June 15 ,2026
Final Gender Baseline Study Report	Incorporating stakeholder feedback and providing finalized gender baseline report including benchmarks, analysis, and actionable recommendations for GAP implementation.	June 30,2026

5) REQUIREMENTS

The consultant or consulting firm should demonstrate strong expertise in gender analysis, climate resilience, and socio-economic research. The consultant/consulting firm must meet the following requirements:

- An advanced degree (master's or higher) in Gender Studies, Social Sciences, Development Studies, Environmental Studies, or a related field.
- At least 7-10 years of relevant experience in conducting gender assessments, gender baseline studies, or socio-economic research in development or climate resilience programs.
- Demonstrated experience in gender mainstreaming in climate change, Ecosystem based Adaptation (EbA), Community Based Natural Resource Management (CBNRM), or water governance projects.
- Proven experience in designing and implementing mixed-method research methodologies, including quantitative surveys and qualitative research tools such as household surveys, FGDs and KIIs etc.
- Familiarity with Green Climate Fund (GCF) gender policy, gender action plans, and safeguards frameworks will be considered an asset.
- Prior experience working in Pakistan, particularly in KP, Sindh, and Balochistan, and engaging with rural and Indigenous communities will be highly desirable.
- Strong analytical, report writing, and facilitation skills in English, with proficiency in Urdu and the ability to deploy multilingual field teams fluent in relevant regional languages (Sindhi, Pashto, Saraiki, and Balochi), which will be considered an advantage.
- Prior experience working with or for development sector organizations, especially GCF, USAID, or WWF-funded projects, will be considered an asset.
- Strong coordination and logistical capacity to plan and execute Gender baseline across multiple provinces within tight timelines.

6) CORRESPONDENCE & SUBMISSION OF PROPOSAL

1. **Application Submission:** Application Submission: Interested consultants should submit the Proposal on the Application Form Available Online or can access through the following Link:

<https://forms.office.com/e/sxNStCNxPM>

2. If Any **Queries** may send through Email by attention to the Following:

To: Faiza khan (fakhan@wwf.org.pk)

Cc: Assadullah (assadullah@wwf.org.pk), Muhammad Hassan Ali (mhali@wwf.org.pk)

The RFP submission deadline mentioned on WWF-Website.

3. Any information and responses to enquiries will be made in writing and distributed by email to all proponents. Enquiries after the foregoing deadline will not receive a response.

7) FORMAT OF THE PROPOSAL

The BID submitted by the participant must be structured as per the below provided instructions:

- 1) **Application Form available at WWF-Website** - General information about the Bidder, covering qualification and experience, CVs and all related Information.
- 2) **Experience:**
 - a) **Description of the complete projects:** the list and general information about the Gender baseline and relevant completed projects, description of the role in the project, other accomplishments of the Consultant/consulting firm.
- 3) **Proposal outlining scope consultancy service-** Description of scope and working process, stages, deliverables, exclusions, conditions.
- 4) **Provide template of already complete similar type of Gender Baseline, Gender assessment and Gender Action Plans etc. reports-** the WWF-PAKISTAN may request additionally.
- 5) **Service Provision Timeline** – Provide Detailed Work Plan as per Deliverable and TORs.
- 6) **Financial Proposal-** the prices shall be provided in Pak Rs, the total price shall include all costs related to service provision including applicable taxes.

Note:

Templates of all Information is provided on Application form available at WWF-Website. Any Additional Information related to the RFP can be attached along with application Form.

8) FINANCIAL PROPOSAL

The proposed prices shall be provided in PKR, the total price shall include all costs related to service provision including all Direct and Indirect taxes, Travel, Boarding & Lodging shall be based on actual receipt up to max Ceiling (If Any).

The consultant/consulting firm will submit the cost of the assignment in a lump sum, including all applicable taxes according to the Government of Pakistan.

The Payment Term: shall be defined by the contract to be concluded between WWF -Pakistan and the consultant.

9) EVALUATION PROCESS

Applicants' proposal shall be evaluated based on Quality and Cost Based Selection (QCBS) method. Under QCBS both technical and financial proposals shall be evaluated as per following criteria for a maximum score of 100 points.

- A) Technical Proposal (70%)
 - Detailed workplan
 - Expression of interest (EOI)
 - Company's Profile
 - Detailed methodology
- B) Financial Proposal (30%)
 - Detailed financial proposal which should be inclusive of all applicable taxes and out of pocket expenses. The financial proposal should follow a breakdown structure i.e., specifying cost(s) to each head and subhead
 - Company's registration certificate
 - NTN detail(s)
 - Any legal or technical certification required for the task
 - Audited Accounts Report (if available) of last FY

Note: Late/ incomplete submissions will not be accepted. Only three (03) top-ranked firms will be included in the

comparative process

10) DOCUMENTATION AND CONFIDENTIALITY

All documents completed based on requirements of the present RFP shall be the property of the WWF-Pakistan and shall not without the consent of the WWF-Pakistan be used, reproduced or made available to third parties beyond what is necessary in respect of the fulfilment of the Project. All documents issued and information given to the BIDDER shall be treated as confidential.

11) BUDGET

The total budget allocated for this assignment under this Request for Proposal (RFP) is PKR 4,000,000, inclusive of all applicable taxes and out-of-pocket expenses.