1. **Background and Introduction**

The WWF GCF Agency, on behalf of and in collaboration with the Government of Pakistan, is in the process of preparing the full proposal for the project Recharge Pakistan – Building Pakistan’s resilience to Climate Change through ecosystem-based adaptation for Integrated Flood Risk Management. The purpose of this Terms of Reference (TOR) is to recruit a specialist who will provide support to the gender assessment and action plan for the project.

The Indus River is the lifeline of water-stressed Pakistan, but it also delivers catastrophic floods exacerbated by climate change. Pakistan currently relies on costly infrastructural flood management measures, having limited efficacy. This project brings a paradigm shift towards managing floods through large-scale ecosystem-based adaptation (EbA). The proposed three-pronged approach includes: ecosystem-based flood management through wetland restoration, hill-torrent management, and green infrastructures at several priority sites nationwide; community-based natural resource management, climate-adapted livelihoods and risk reduction; and a paradigm shift to scale up the EbA approach. The proposed project will have multiple, long-term, wide-ranging benefits for Pakistan, including: a) EbA that improves resilience to flooding and drought; b) increased capacity of water-stressed areas to efficiently store and use floodwater; c) enhanced recharge of groundwater through wetland restoration interventions, and hill torrent management interventions, e.g. watershed restoration, check dams, and terracing; and d) other environmental and socio-economic benefits, e.g. biodiversity and habitat conservation, carbon sequestration, wetlands based livelihoods.

The project’s proposed activities will be implemented under three components and these are:

- **Component 1:** Ecosystem-Based Adaptation for Integrated Flood Risk Management
- **Component 2:** Enhancing resilience of vulnerable communities to climate change
- **Component 3:** Enabling a paradigm shift towards Ecosystem Based Adaptation (EbA)

Following six sites have been shortlisted for detailed investigation as a result of pre-feasibility studies:

1. D I Khan Hill Torrents + Zhob River Floodplains
2. Manchar Wetlands Complex
3. Taunsa Barrage Wildlife Sanctuary + Lala Creek
4. Kaha Hill Torrents
5. Chakar Lehri Sub-basin
6. Haleji and Hadero Wetlands

2. **Objective**

The main objective of the gender assessment is to collect gender-specific data that will lead to the identification of gaps, opportunities and in gaining knowledge on roles of women and men in the Recharge Pakistan project area (once identified), the decision-making processes among women and men at the community level, control over the management of natural resources and the types of resources, access to land by women and men in the project area, how benefits from projects and other opportunities are shared, etc. The aim is to identify gaps, opportunities and solutions to improve active and equal participation of both women, men and youth in climate change adaptation and promote more equitable management of, and benefits from, the use and protection of natural resources, including water resources.

WWF GCF Accredited Entity requires that all GCF projects comply with WWF Gender Policy in the design and development of the gender analysis and action plan.

**Specific Objectives**

a) Provide clear background information on the context and the situation relating to gender issues in the project area (local, national, regional level as appropriate) and more generally, through a desk study; include an analysis of the legal framework, laws, policies, institutional practices on gender equality, women's empowerment, sexual exploitation, abuse and harassment (SEAH) and other related fields that can provide a positive enabling environment to promote and support gender mainstreaming within the context of the project;

b) Engage with all project stakeholders at various levels to collect sex- and age-disaggregated data in at least five domains of the gender assessment – access to, use of and control over resources (revenues, employment, land, natural resources, etc.); roles, responsibilities and utilization of time; norms, beliefs and perceptions (including the situation relating to SEAH); sharing of benefits at household and community level; and decision-making processes;
c) Identify constraints and opportunities for the full and equal participation of women and men into the project activities;

d) Identify sustainable economic activities of interest to women and men to improve their livelihoods and wellbeing in accordance with project objectives;

e) Formulate recommendations to orient the implementation of a gender-responsive project;

f) Reinforce all project staff knowledge and capacity in their skills to conduct gender-responsive and inclusive stakeholder consultations, and in their capacity for the implementation of a project sensitive and responsive to gender issues and mainstreaming.

3. Scope of Work

a) Elaboration and preparation for the data collection:
   1) Literature review and desk study of existing gender-related data and information, generally in the country and specific to project areas, if available;
   2) Preparation of the data collection tools- taking into consideration knowledge gaps identified through the literature review and desk study;
   3) Plan partner identification meetings;
   4) Work closely with the safeguards consultant to provide specific recommendations into the design of the component on gender equity and SEAH in the Environment and Social Management Plan (ESMP), to develop measures that will enhance gender equity and prevent, address and eliminate SEAH risks.
   5) Support project development staff and partners to build knowledge and capacity to conduct gender-responsive stakeholder consultations throughout the project development phase (and the whole project cycle) to provide details on gender-related issues, dynamics, and roles specific to the project area(s) necessary to consider in achieving the project objectives.

b) Data collection in the project site(s) (for each survey site, the general steps mentioned below should be followed):
   1) Organize information sharing meetings with project stakeholders (local authorities, community leaders, etc.) to inform them of the survey objectives, the methodologies used and the timeline for data collection, and the potential timeframe for sharing survey results;
   2) Organize a separate meeting with community-based organizations and local associations identified in the project area;
   3) Hold individual interviews or conduct focus group discussions with various age-groups (mixed groups or with women and men separately as appropriate for the context) to gather further qualitative data about the local gender dynamics and the context of this particular area;
   4) Proceed to conduct household interviews in the various pre-selected sites for the survey as appropriate;
   5) Set up a meeting with local authorities and other relevant stakeholders to provide feedback/report on the data collection process and schedule follow up community meetings to communicate survey results and recommendations.

4. Expected Outputs/Deliverables

a) A Gender Assessment (Activity 1) detailing baseline data on the gender dynamics and the status of women in the context of the project and specifically in the project sites. The report will also provide an analysis of how women and vulnerable peoples have been impacted by climate change historically and present likely scenarios of future gender (and vulnerable peoples) dynamics and threats in future likely climate change scenarios providing a basis for a monitoring and evaluation plan for gender integration;

b) Documentation of consultations and summary of the issues raised in relation to gender (joint deliverable in collaboration with the Safeguards consultant);

c) A set of recommendations that can be incorporated into project design of the Recharge Pakistan GCF Project, including into the Stakeholder Engagement Plan and the Grievance Redress Mechanism, in order to ensure improvement in the conditions of the most vulnerable groups, including women, in general and more specifically as it relates to climate change adaptation work and equitable access to, and benefit from, resources in each targeted area of the project. Recommendations should be formulated to help address the threats identified in deliverable (a);

d) A Gender Mainstreaming Action Plan is developed according to the survey results, recommendations, and relevant results obtained in the stakeholder consultations for implementation of gender-responsive activities throughout the life of the project;
e) A list of key gender-related indicators is identified and mainstreamed into the results framework to reduce the impacts of those threats, where relevant, and included in the project M&E plan, which includes sex-disaggregated data wherever possible.

5. Qualifications
Professional experience: The team leader (international / national expert) should have:

- Proven experience in conducting surveys (socio-economic, gender, etc.) and evaluation with strong expertise in stakeholder engagement and gender-related work, including on SEAH;
- At least (10) years of experience preferably;
- Proven track record in facilitating participatory processes and engaging local communities;
- Previous experience and good comprehension of the local context where the survey will be conducted;
- Experience with other GCF/GEF related projects is an asset; Fluent in English, Urdu (required), and any local languages in the region (preferred).

Other team member/s (national expert) should demonstrate:

- At least five (5) years of experience in conducting surveys (socio-economic, gender, etc.) and evaluation with strong expertise in stakeholder engagement and gender-related work;
- Education background complementary to the field of the international expert;
- Proven track record in facilitating participatory processes and engaging local communities;
- Working experience in contributing to the preparation of a Gender Assessment and Gender Mainstreaming report
- Fluent in English, Urdu (required), Punjabi, Saraiki, Balochi, Sindhi, Pashto, and any local languages in the region (preferred).

6. Submission Requirements
All candidates interested in conducting this assessment on a consultant basis should submit, no later than November 30, 2021 a detailed application proposal including:

- A curriculum vitae detailing his/her experience in relation to the topic of the consultancy;
- An analysis, comprehension, and eventual comments on the Terms of Reference, including a proposed chronogram of activities;
- A detailed budget proposal (Financial proposal) following cost breakdown structure and inclusive of all applicable taxes and out of pocket expenses which takes into account the financial conditions specified in this ToR and specifies the honorarium (daily rate) as well as any other costs; and
- A sample of a previous gender-related assignment completed by the consultant.
- NTN / CNIC / or any tax related document for tax verification purpose. A non-filer or non-registered entity is ineligible to apply for this assignment
- Company’s registration certificate in case of a firm
- A consent for submitting No Objection Certificate from their current company / department (private & public sector) in case their proposal is shortlisted for this assignment
- Resumes of all the team members involved in this assignment along with their detailed roles and responsibilities
- Any other document which can support your proposal

All applications should be sent to zqadir@wwf.org.pk with reference “Gender Consultancy for GCF Recharge Pakistan Project”.

Start Date: December 2021

Duration: The duration of the consultancy work shall be 45 days inclusive of 25 days for field visits to the six project landscapes. The Consultancy work will start in December 2021 and terminate on March 2022.

Criteria of Evaluation
Applicant’s 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 against a maximum score of 100 points.

- Technical Proposal 70%
- Financial Proposal 30%
The following criteria shall be used as a basis for evaluation of technical proposals:

- Qualifications (maximum 30 points)
- Experience relevant to the assignment (maximum 30 points)
- Adequacy of the proposed methodology and work plan (maximum 20 points)
- Skills & Competencies for the assignment (maximum 10 points)
- Prior experience with WWF-Pakistan (maximum 10 points)

**Budget**
The tentative budget threshold for this specific assignment is USD 14,400/- inclusive of all applicable taxes and out of pocket expenses. Evaluation process will be competitive; therefore, all the required documents should be submitted.

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