

TERMS OF REFERENCE

Consultancy for the Conduct of Gender-Based Assessment Plus (GBA+) and Social Impact Analysis for the BRIDGE Project for Antipolo City

The Building Resilience through Inclusive Development and Gender Equality (BRIDGE) Project, implemented by the Philippine Disaster Resilience Foundation (PDRF) with support from Global Affairs Canada (GAC), aims to strengthen the resilience of communities, local governments, and the private sector through inclusive, gender-responsive, and sustainable disaster risk reduction and management (DRRM) and climate change adaptation (CCA) initiatives and integrated water resources management (IWRM). The project specifically aims to contribute to the increased adoption of gender-responsive, climate and disaster resilient IWRM practices by women and indigenous people (IP).

Part of the project activities is to produce a (1) Gender-Based Assessment Plus Report for the communities of Barangay Calawis and Barangay San Jose, to provide contexts of how communities—especially women and IPs—in the city of Antipolo handle DRRM-CCA and IWRM; and conduct a (2) Social Impact Analysis for the city of Antipolo to understand the foreseen impacts and challenges in attainment of the project's outcomes.

I. Conduct of Gender-Based Assessment Plus (GBA+)

A. Background

As part of the project's evidence-based and inclusive implementation, the BRIDGE Project seeks to undertake a Gender-Based Assessment Plus (GBA+) to assess the social, economic, and gender dynamics that influence community vulnerability, resilience, and participation. The Gender-Based Analysis Plus (GBA+), is an intersectional analysis that (1) determines who is impacted by the issue or opportunity being addressed by the initiative, (2) identifies how the initiative fits the specific needs of the identified groups, and (3) mitigates possible challenges that may be encountered. The results of this analysis will inform project strategies, safeguard measures, and gender equality action plans for the succeeding phases of the project. Furthermore, the GBA+ report will serve as reference for the gender equality analysis of the Social Impact Assessment (SIA) for the project (refer to attachment).

B. Objectives of the Assignment

The main objective of this consultancy is to assess the social and gender-related impacts of BRIDGE interventions on target communities and stakeholders. Specifically, the study aims to:

1. Determine the existing dynamics within communities with regards to management of water resources access and security, especially their relation to women and IPs.

2. Analyze gender dynamics, roles, access to resources, participation, and decision-making within target areas using the GBA+ framework of the government of Canada.
3. Design a guide on incorporating Gender Equality and Social Inclusion (GESI) lens in policies and plans, particularly in Integrated Water Resource Management (IWRM).

C. Scope of Work

The Consultant/Consulting Firm will perform the following key tasks:

1. Desk Review and Context Analysis
 - Review project documents, baseline assessments, and relevant DRRM and gender-related policies, local ordinances, and national laws, serving as reference for the target LGU's GAD programs.
 - Conduct secondary data collection and analysis on different Gender Equality and Social Inclusion (GESI) lens, focusing on local reports (such as comprehensive development plans) from Antipolo, existing academic studies, and relevant literature.
 - Determine the impacts of the existing GESI strategies/initiatives conducted by the local government.
 - Map existing social and gender dynamics, institutional frameworks, and stakeholder roles.
 - Review the project's existing GESI strategy framework and project management framework (monitoring and evaluation).
2. Design of Methodology and Tools
 - Provide a conceptual framework for assessment methodology.
 - Develop participatory tools for data collection (e.g., surveys, focus group discussions, key informant interviews).
 - Integrate both qualitative and quantitative approaches aligned with SIA and GBA+ methodologies.
 - Ensure ethical standards, follow informed consent, and gender-sensitive approaches in all tools.
 - Develop standard attendance sheets and other data gathering tools for disaggregated data, ensuring the cross-sectional aspect of the assessment and analysis.

3. Field Data Collection

- Conduct primary data collection in selected BRIDGE pilot areas, namely barangay Calawis and San Jose in Antipolo.
- Assess current knowledge, attitudes, and practices of women and IPs regarding DRRM, CCA, and IWRM.
- Determine the level of engagement and involvement of women and IPs in local management and decision-making process.
- Engage communities and people's organizations (PO), particularly women and IP groups, in participatory consultations.

4. Data Analysis and Interpretation

- Analyze the impacts of GAD strategies of the local government. Highlighting the efficiency, challenges, and sustainability of initiatives.
- Identify barriers, risks, and opportunities for equitable participation and benefit-sharing among target communities.
- Provide quantitative (statistical) and qualitative evidence of GESI impacts.
- Analyze the prevalent problems on GESI in Antipolo City, highlighting the identified gaps and discrepancies that may hinder achieving the project's ultimate goal.
- Analyze the implication of the project's Theory of Change (ToC); Its viability, sustainability, and feasibility to be upscaled.

5. Reporting and Recommendations

- Produce a GBA+ report based on the findings, conclusions, and recommendations.
- Produce a SIA report focusing on the project's possible challenges and opportunities.
- Present localized results and validation to target communities (Barangay Calawis and San Jose), PDRF, GAC, and key stakeholders.
- Provide guidance on the project's GESI strategy framework based on the results of the GBA+ and SIA.
- Ensure the systematic integration of a GESI lens within all BRIDGE project activities, ensure comprehensive inclusion across all project facets (outcome 1 and outcome 2).
- Determine knowledge and capacity building activities for local

communities, particularly women and IPs to increase their knowledge on IWRM and their capacity to implement gender-responsive climate disaster resilient IWRM.

D. Duration and Location

Fieldwork will be conducted in selected BRIDGE Project sites across participating local government units (LGUs), with coordination from the PDRF technical team.

E. Qualifications

The consultancy may be undertaken by an individual consultant or a consulting team/firm with the following qualifications:

Lead Consultant:

- Advanced degree in Social Sciences, Gender Studies, Development Studies, or related fields.
- At least 7 years of experience in conducting social impact assessments, gender analyses, or similar research.
- Demonstrated expertise in applying the GBA+ or comparable frameworks in development or humanitarian contexts.
- Proven experience working on projects related to DRRM, CCA, environment, or community resilience.
- Excellent analytical, facilitation, and report-writing skills.
- Prior experience with Integrated Water Resource Management (IWRM) is an advantage.

Team Members (if applicable):

- Specialists in gender and inclusion, social research, and data analysis.
- Experience in participatory methods and stakeholder engagement.
- Experienced and ethically considerate enumerators and encoders.

Local consultancy team members are preferred, but consultants residing outside Antipolo City are welcome to apply.

II. Conduct of Social Impact Assessment

A. Background

As part of the project's evidence-based and inclusive implementation, the BRIDGE Project seeks to undertake a Social Impact Analysis (SIA) to review and create evidence-based programming in support of the potential results of the project's outcomes. The SIA analyzes, monitors, and manages the social consequences (positive and negative) of the proposed initiatives. The Gender-Based Analysis Plus (GBA+) shall serve as the gender equality analysis component of the SIA.

B. Objectives of the Assignment

The main objective of this consultancy is to assess the social and gender-related impacts of BRIDGE interventions on target communities and stakeholders. Specifically, the study aims to:

1. Identify existing and potential social impacts, both positive and adverse, of project activities on individuals, households, and communities.
2. Assess the inclusiveness and equity of project interventions, particularly their effects on marginalized or vulnerable groups (e.g., women and indigenous peoples).
3. Determine points for improvement in climate and disaster resilience, and IWRM initiatives of the city of Antipolo.
4. Provide recommendations and actionable strategies to enhance the project's social and gender responsiveness, including risk mitigation measures and indicators for monitoring progress.

C. Scope of Work

The Consultant/Consulting Firm will perform the following key tasks:

1. Desk Review and Context Analysis

- Review BRIDGE Project Implementation Plan, Output-Activity Matrix, and related project reports.
- Review available and existing documents and reports on disaster, climate,

and water resource management – related policies, ordinances, projects, activities, and interventions Antipolo City.

- Conduct secondary data collection and analysis of the identified and compiled related disaster, climate, and water resource management initiatives.
- Determine the effectiveness, strengths, and impacts of these initiatives.

2. Design of Methodology and Tools

- Provide a conceptual framework for the assessment methodology, including the plan of activities in line with the project's timeline.
- Develop participatory tools for data collection (e.g., surveys, focus group discussions, key informant interviews).
- Integrate both qualitative and quantitative approaches aligned with SIA and GBA+ methodologies.
- Ensure ethical standards, informed consent, and gender-sensitive approaches in developed tools.
- Develop a feedback mechanism that measures the participants' interest, participation, and value on each of the activities on the project.

3. Field Data Collection

- Conduct primary data collection in selected BRIDGE pilot areas, namely barangays Calawis and San Jose in Antipolo, as well as relevant local government unit offices.
- Determine the initial perception of the beneficiaries, particularly women and IPs, on the BRIDGE project.
- Identify the level of engagement and involvement of women and IPs in in the BRIDGE project initiatives.
- Engage communities and people's organizations (PO), particularly women and IP groups, in participatory consultations.

4. Data Analysis and Interpretation

- Analyze the impacts of the BRIDGE project on the communities and LGUs. Highlighting the efficiency, challenges, and sustainability of initiatives.
- Cross reference and utilization of the GBA+ as gender equality analysis.
- Identify barriers, risks, and opportunities for equitable participation and benefit-sharing among target communities.
- Provide quantitative (statistical) and qualitative evidence of SIA.

- Analyze the prevalent problems on water resource management in Antipolo City, highlighting the identified gaps and discrepancies that may hinder achieving the project's ultimate goal.
- Analyze the implication of the project's Theory of Change (ToC); its viability, sustainability, and feasibility to be upscaled.

5. Reporting and Recommendations

- Produce a SIA report based on the findings, conclusions, and recommendations, focusing on the project's possible challenges and opportunities.
- Present localized results and validation to target communities (Barangay Calawis and San Jose), PDRF, GAC, and key stakeholders.
- Provide guidance on the project's SIA conceptual framework based on the results of the SIA.
- Determine recommended knowledge and capacity building activities for both the communities and the LGU.

D. Duration and Location

Fieldwork will be conducted in selected BRIDGE Project sites across participating local government units (LGUs), with coordination from the PDRF technical team.

E. Qualifications

The consultancy may be undertaken by an individual consultant or a consulting team/firm with the following qualifications:

Lead Consultant:

- Advanced degree in Social Sciences, Gender Studies, Development Studies, or related fields.
- At least 7 years of experience in conducting social impact assessments, gender analyses, or similar research.
- Demonstrated expertise in using SIA and applying the GBA+ or comparable frameworks in development or humanitarian contexts.
- Proven experience working on projects related to DRRM, CCA, environment, or

community resilience.

- Excellent analytical, facilitation, and report-writing skills.
- Prior experience with Integrated Water Resource Management (IWRM) is an advantage.

Team Members (if applicable):

- Specialists in gender and inclusion, social research, and data analysis.
- Experience in participatory methods and stakeholder engagement.
- Experienced and ethically considerate enumerators and encoders.

III. Expected Deliverables

This consultancy shall be delivered through a structured series of milestones over a 12-week period. An Inception Report shall be submitted within two weeks of contract signing, outlining the methodology, tools, and work and financial plan. A Draft Report presenting preliminary findings and analysis will follow within eight weeks, after which a Validation Workshop will be conducted to present and discuss the draft findings with stakeholders. The engagement will conclude with the submission of comprehensive final reports for both the GBA+ and SIA assessments within 12 weeks, including detailed recommendations and action plans.

Deliverable	Description	Timeline
Inception Report	Detailing methodology, tools, and work and financial plan	Within 2 weeks after contract signing
Draft Report	Preliminary findings and analysis	Within 8 weeks
Validation Workshop	Presentation of draft findings to stakeholders	Within 9 weeks
Final Report	Comprehensive GBA+ report including recommendations and action plan	Within 12 weeks
Final Report	Comprehensive SIA report including recommendations and action plan	Within 12 weeks

IV. Coordination and Budget

A. Management and Coordination

The Consultant/Team will work closely with the PDRF BRIDGE Project Management Team (PMT) under the supervision of the Project Director. The PMT will provide access to relevant documents, facilitate coordination with local partners, and support field logistics as needed.

The consultancy is expected to run for a total of three (3) months to a maximum of four (4) months from contract signing.

B. Budget and Payment Schedule

The proposed budget is capped at **PHP 1,000,000.00**, and shall cover all professional fees, travel, accommodation, field expenses, communication costs, and applicable taxes. Payment will be made upon satisfactory completion of deliverables, as follows:

Milestone	Payment
Upon submission and approval of Inception Report	20%
Upon submission of Draft Report and presentation of findings to stakeholder and project team	40%
Upon submission and acceptance of Final Report	40%

V. Application

A. Submission of Proposals

Interested consultants or firms are invited to submit the following documents by June 15, 2026 to **Rudyard Nano (rnano@pdrf.org .ph)** and **Denise Kamyll Navarro (dmnavarro@pdrf.org.ph)**:

- i. Technical Proposal outlining the approach, methodology, and work plan;
- ii. Financial Proposal with itemized budget;
- iii. Curriculum Vitae (CV) of key personnel;
- iv. Samples of previous similar work or references.

B. Evaluation Criteria

Proposals will be evaluated based on the following:

- Technical approach and understanding of the assignment – 40%
- Relevant experience and qualifications – 40%
- Financial proposal and cost efficiency – 20%