



Terms of Reference (ToR)
for
Documentation of Indigenous Knowledge in Nature Based Solutions in
Gindri and Khageri watersheds, Nepal

1. Background

WWF is the world's leading independent conservation organization originated from Switzerland in 1961 and currently running in more than 100 countries across 6 continents. In 1967, WWF initiated WWF Nepal with a rhino conservation program in Chitwan. To keep up with the evolving face of conservation and environmental movement, WWF Nepal's focus has progressed from its localized efforts in conservation of a single species in the 1960s, to integrated conservation and development approach in 1990s, to a new horizon of landscape-level conservation encompassing national, regional, and global scales of complexity in the early 2000s. WWF Nepal set up office formally on 19 May 1993.

WWF Nepal, in close collaboration with the Department of National Parks and Wildlife Conservation (DNPWC), Department of Forests and Soil Conservation (DoFSC) is implementing the project "The Triple Benefit Program (TBP) Nepal" in the Lower Narayani River Basin. The project envisions a climate-resilient Lower Narayani River Basin with improved ecosystem services, enhanced biodiversity and community well-being. It supports communities in applying Nature-based Solutions (NbS) such as wetland restoration, forest restoration, bio-dyke construction, low-cost soil and water conservation measures, fire line construction including other nature-based interventions for the protection, restoration, and sustainable management of freshwater and forest ecosystems while promoting resilient livelihoods that reduce dependency on natural resources.

Within the Gindri and Khageri watersheds of Nawalpur and Chitwan districts, the project emphasizes community-led conservation and recognizes that Indigenous Peoples hold rich traditional ecological knowledge. Documenting this knowledge is essential for strengthening local grounded NbS practices, preserving cultural heritage, and informing future conservation planning and strategies.

2. Objectives

The overall objective of this assignment is to document and validate indigenous knowledge related to Nature-based Solutions (NbS) addressing societal challenges by focused indigenous communities¹ in the Gindri and Khageri watersheds.

Specific Objectives

- Identify and document indigenous knowledge systems, cultural practices, and traditional ecological systems related to NbS from specific focused areas of Gindri and Khageri watersheds.
- Develop at least 7 case studies capturing best indigenous practices from upstream and downstream communities.

¹ Please refer to Annex 2 for details

- Validate documented knowledge through participatory engagement with Indigenous Peoples' organizations and communities.
- Recommend actions that strengthen the visibility, voice, and recognition of Indigenous Peoples in conservation and climate resilience efforts.

3. Scope of Work

The consultant will undertake the following tasks in the focused areas of Gindri and Khageri watershed:

3.1 Data Collection and Documentation

- Conduct field-based research using:
 - Key Informant Interviews (KIIs) (16)
 - Focus Group Discussions (FGDs) (approx. 8)
- Cover diverse communities including:
 - Upstream: Magar, Gurung, Tamang, Chepang
 - Downstream: Tharu, Bote, Darai
- Document:
 - Indigenous knowledge and practices to address societal challenges:
 1. Water induced disasters like Flood & Landslide
 2. Forest fire
 3. Water scarcity & management (drinking, domestic & agricultural water need)
 4. Invasive species
 5. Soil loss/erosion & land degradation
 6. Negative Human Wildlife interactions (where relevant)
 7. Forest degradation
 8. Biodiversity loss
 9. Food insecurity
 10. Healthcare access
 - Cultural and spiritual values linked to ecosystems
- Ensure gender equality, disability, and social inclusion (GEDSI) considerations in data collection.

3.2 Case Studies and Knowledge Products

- Develop 7 detailed case studies highlighting:
 - Indigenous and traditional NbS practices addressing societal challenges
 - Effective Community-led innovations
 - Lessons learned and success stories
- Include narratives, quotes, and visual documentation (photos where appropriate and consented).

3.3 Validation and Stakeholder Engagement

- Organize and facilitate:
 - Community-level consultations
 - One validation workshop with Indigenous Peoples' organizations and communities in each watershed
- Ensure Free, Prior and Informed Consent (FPIC) principles are respected.
- Incorporate feedback from stakeholders into final outputs.

3.4 Reporting

- Prepare a comprehensive report including:
 - Methodology and approach
 - Key findings and documented practices
 - Case studies and success stories
 - Lessons learned and challenges
 - Recommendations for scaling and policy integration
 - Reflections, quotes, and community perspectives

4. Methodology

The consultant is expected to adopt a participatory and inclusive approach, including:

- Desk review of relevant literature, policies, and project documents
- Engagement with diverse stakeholders through KII and FGDs
- Validation of findings through workshop, community feedback and FPIC is obtained
- Documentation respecting indigenous knowledge systems, cultural sensitivities, and consent

5. Deliverables and Timeline

- **Inception Report**
 - Understanding of the assignment
 - Detailed methodology, tools, and work plan
- **Field Documentation**
 - Summary of KIIs and FGDs
 - Draft case studies and documentation of practices
 - Key observations and validation feedback
- **Draft Report**
 - Consolidated findings and analysis
 - Presentation to WWF Nepal for feedback
- **Final Report**
 - Final consolidated report
 - 8 case studies
 - Summary of lessons learned and recommendations
 - Short narratives highlighting local innovations and impacts
 - Annexes (tools, list of participants, references, etc.)

6. Timeline

The assignment will be carried out over a period of two months (mid - April to end of June 2026).

Tasks	Timeline
Contracting	3rd week of April 2026
Inception report	4th week of April 2026
Finalization of tools	1st week of May 2026
Fieldwork and debriefing	2nd - 4th weeks of May 2026
Draft report and presentation	2nd week of June 2026
Final report (with all supporting documents)	4th week of June 2026

7. Reporting and Coordination

The consultant will report to the Inclusive Conservation team of WWF Nepal and work in close coordination with the project team. All deliverables will be subject to review and approval by WWF Nepal.

8. Qualifications

Interested PAN/VAT registered individuals or firms with following expertise and skills.

- Minimum 3 years of relevant experience in:
 - Community engagement
 - Working with Indigenous Peoples and local communities
 - Participatory research and facilitation
- Strong documentation and report-writing skills
- Familiarity with NbS approaches
- Knowledge of socio-cultural context of Chitwan and Nawalpur district
- Strong interpersonal and stakeholder engagement skills

9. Proposal Submission Details

Interested PAN/VAT registered individuals or firms in Nepal are requested to submit technical and financial proposals providing a detailed breakdown of total budget in Nepali rupees, electronically to- Proposals-Inclusive@wwfnepal.org

Please mention “**Proposal – Indigenous knowledge in NbS**” as an email subject and submit the proposal by **12th April 2026**. The proposal must include:

For organizations:

- Signed cover letter
- Technical proposal
- Financial proposal (Please refer annex 1 for template)
- CVs of team members
- Organization registration certificate
- PAN/VAT registration certificate
- Tax clearance for 2081-82

For individuals:

- Signed cover letter
- Technical proposal
- Financial proposal
- CV of Individual
- PAN Registration
- Citizenship/National Identity Card/Passport

Only selected applicants for further consideration will be contacted.

Mode of payment

The payment will be made based on the existing norms of WWF Nepal. Fund disbursement will be done in two steps. Other expenses (field costs including travel and accommodation and expenses associated with workshops and consultations) except the consultancy fee will be provided as advance upon the signing of the contract. The second and final instalment will be released after the final acceptance of the deliverables by WWF.

Annex 1: Budget Template

S.N.	Description	Unit	Qty.	Rate	Amount (NPR)
1	Fee (1.1+....VAT)				XXXX
1.1	Team Lead-Name	Days			XXXX
1.2	Team Assistant – Name	Days			
1.3					
	VAT 13% on Fee				XXXX
2	Other Expense (2.1+2.2+VAT)				XXXXX
2.1	Field Expenses				XXXXX
2.1.1	Transportation				XXXX
2.1.2	Food & Accommodation				XXXX
2.1.3					
2.2	Other Costs				XXXXX
2.2.1	Validation workshop				XXXX
2.2.2	Consultation Meetings (Tea and Snacks)	No			XXXX
2.2.3	Stationaries	No			XXXX
2.2.4					
	VAT 13% on Other Expense				XXXX
	GRAND TOTAL (1+2)				XXXX

**Note: please add/edit rows as required*

Annex 2: Focused communities in Gindri and Khageri watershed

SN	Watershed	Region	Cluster Area	Focused Indigenous communities
1	Khageri	Upstream	Somari, Ichhakamana-7	Chepang & Gurung
2	Khageri	Upstream	Chandithan, Ichhakamana-7	Chepang & Gurung
3	Khageri	Downstream	Jayamangala, Ratnanagar - 13	Darai, Tharu & Tamang
4	Khageri	Downstream	Milijuli, Ratnanagar - 9	Tharu & Bote
5	Gindri	Upstream	Pangre, Hupsekot - 5	Magar
6	Gindri	Upstream	Joltepokhari, Hupsekot - 4	Magar
7	Gindri	Downstream	Laukhani, Kawasoti - 8	Tharu, Magar & Gurung
8	Gindri	Downstream	Chilaha Ratol & Baghkor- Amaltari, Kawasoti - 10 & 15	Bote, Tharu