



Terms of Reference for Service

Title: Socio-economic baseline, stakeholder and safeguards assessment of selected wetland sites for the IKI project RAINBOW

PART 1 – INSTRUCTIONS TO PROPOSERS AND PROPOSAL CONDITIONS

1.1. About the Contracting Authority and the Project

This Terms of Reference is issued in the framework of the project “Reviving North African Biodiversity and Nature-Based Climate Resilience in Outstanding Wetlands (RAINBOW)”, funded by the International Climate Initiative (IKI) of the German Federal Ministry for the Environment, Climate Action, Nature Conservation and Nuclear Safety (BMUKN)¹.

The project is implemented by a consortium of organisations led by the International Union for Conservation of Nature (IUCN), in collaboration with regional and national partners in Egypt, Morocco and Tunisia.

GREPOM/BIRDLIFE MAROC is an implementing partner of the RAINBOW project and is responsible for the implementation of specific activities under the project components in Morocco. In this context, GREPOM/BirdLife Maroc is the contracting authority for this assignment.

The RAINBOW project aims to strengthen wetland governance, improve biodiversity monitoring, support ecosystem restoration, and promote nature-based livelihoods in North Africa. The project contributes to enhancing climate resilience and ensuring the sustainable management of wetlands as key ecosystems for biodiversity and human well-being.

1.2. The Procurement Process

The following key dates apply to these ToRs:

Activity	Date
ToRs Issue Date	07.07.2026
Deadline for Questions and Clarifications	13.07.2026
Closing Date and Time	21 July 2026. 23:59 (GMT+1)
Estimated Contract Award Date	28.07.2026



1.3. Conditions

GREPOM/BirdLife Maroc is not bound in any way to enter into any contractual or other arrangement with any proposer as a result of issuing these ToRs. GREPOM/BirdLife Maroc is under no obligation to accept the lowest-priced proposal or any proposal.

GREPOM/BirdLife Maroc reserves the right to terminate the procurement process at any time prior to contract award. By participating in these ToRs, proposers accept the conditions set out in these ToRs.

1.4. Queries and Questions during the ToRs Period

Proposers are to direct any queries and questions regarding the ToRs to the email: recrutement.grepom@gmail.com. As far as possible, GREPOM/BirdLife Maroc will issue the responses to any questions, suitably anonymised, to all proposers.

1.5. Proposal Lodgement Methods and Requirements

Proposers must submit their proposal to GREPOM/BirdLife Maroc no later than the ToRs Closing Date via email to recrutement.grepom@gmail.com (with the reference "RAINBOW Socio-economic Assessment"). Electronic copies are to be submitted in PDF format. Any proposal received later than the stipulated ToRs closing date and time, and any proposal that is incomplete, will not be considered. Proposals are to remain valid for a period of 90 calendar days from the ToRs closing date.

1.6. Applicable Goods and Services Taxes & Currency

The consultant shall submit a financial proposal indicating the total amount inclusive of all applicable taxes. Where applicable, this amount shall include Value Added Tax (VAT), provided that the consultant is required to issue a VAT invoice.

For individual consultants (natural persons), the professional fees shall be presented as a gross amount, inclusive of all applicable tax withholdings, particularly Personal Income Tax (PIT), which will be withheld at source in accordance with applicable legislation. The gross amount corresponds to the net amount payable to the consultant plus the applicable income tax withheld at source.

All rates and prices submitted by proposers shall be in MAD

PART 2 – DESCRIPTION OF THE SERVICE

2.1 Objective of the Assignment

The objective of this assignment is to assess the socio-economic context, livelihood systems, stakeholder dynamics, and gender dimensions of selected pilot wetland sites in Morocco as well as to identify and analyse relevant potential socio-economic risks associated with the proposed interventions in selected pilot wetland sites, in order to generate evidence-based inputs for the design of the RAINBOW Full Project Proposal (FPP).

The assignment will:

- support the selection and validation of pilot sites



- analyse how local communities and stakeholder groups depend on wetland resources
- identify key stakeholders, roles, and socio-economic dynamics at site level
- assess social feasibility and potential socioeconomic risks associated with project interventions
- identify vulnerable or marginalised groups and assess risks related to exclusion, unequal participation, or restricted access to resources
- propose mitigation and management measures to address identified social risks and enhance socially inclusive project outcomes
- provide inputs to ensure alignment with IKI safeguards requirements and inform the design of livelihood-sensitive, gender-responsive and socially inclusive and context-appropriate restoration approaches.

The selected sites (**3 wetlands in total**) will be identified through a separate site selection process led by project partners. One of the candidate wetland sites likely to be included is “Complexe de Zones Humide du Bas Loukos”, but this is subject to the aforementioned process of selection and validation, taking into account national priorities and pending approval from national authorities.

2.2 Scope of Work

Site Selection, Socioeconomic Baseline and Social Safeguards Assessment

The consultant/team will support the identification, screening and assessment of potential pilot wetland sites and provide baseline socioeconomic inputs to inform site selection and project design within the RAINBOW FPP.

The assignment will focus on generating evidence-based inputs to support decision-making on site prioritisation, feasibility and initial characterisation, in coordination with parallel environmental assessments. The consultant/team will conduct a site-level socio-economic baseline and risk assessment, integrating stakeholder and gender-sensitive analysis, to support project design, stakeholder engagement, safeguards and risk management. This consultancy will require **field missions to each of the selected sites** for targeted field verification and data collection.

The assignment will include the following tasks:

Task 1. Review of Existing Socio-economic Information for Selected Sites

Compile and review available socio-economic data and studies relevant to the selected sites, including:

- demographic and livelihood information
- existing studies on natural resource use
- ongoing and planned development programmes, infrastructure projects and public or private investments (e.g. road construction and upgrading, public works, sanitation,



water and wastewater infrastructure, urban development) that may affect the selected sites;

- gender-related and social inclusion information

relevant local development plans or reports Identify key information gaps relevant to socio-economic baseline characterisation and social safeguards assessment requirements, and key contextual factors relevant to social risks.

Task 2. Stakeholder Mapping at Site Level

Identify and map key stakeholders at each selected site, including:

- local communities and user groups
- local authorities and institutions
- civil society organisations and private actors

Analyse:

- roles and responsibilities
 - relationships and social dynamics
 - levels of influence and interest
 - stakeholder engagement and participation dynamics
 - local governance arrangements, institutional coordination mechanisms and decision-making structures related to wetland management and resource use
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Task 3. Livelihood and Resource Use Assessment

Assess the main livelihood systems linked to wetlands, including:

- dependence on wetland resources
- types of resource use (e.g. agriculture, grazing, fishing)
- Mapping of existing and potential sources of impacts on the wetland, current and potential uses of natural resources and surrounding land, including the preparation of a land use/land cover (LULC) map for the wetland and its surrounding area.
- seasonal dynamics and vulnerabilities
- governance-related factors affecting access to and control over wetland resources
- livelihood vulnerabilities and sensitivity to changes in access to wetland resources

Identify groups most dependent on wetland ecosystems and most vulnerable to potential changes in resource access or livelihood conditions. Identifying any ongoing or potential water related conflicts and defining potential mitigation approaches will be required.

Task 4. Gender and Social Inclusion Analysis

Analyse gender roles and social dynamics related to wetland use and governance, including:



- differences in access to and control over resources
- roles of women and men in livelihood activities
- participation in decision-making processes
- specific vulnerabilities of women and marginalised groups
- risks related to exclusion, unequal participation, or inequitable distribution of project benefits

This analysis should be integrated within the broader socio-economic assessment.

Task 5. Identification of Social Risks, Constraints and Mitigation Measures

Identify and assess key social risks and constraints affecting the feasibility of potential project interventions, including:

- conflicts over land and resource use
- exclusion or marginalisation of specific groups
- potential negative impacts of restoration or livelihood activities
- risks related to stakeholder engagement and participation
- risks affecting access to natural resources and livelihoods

Develop a structured analysis to support project feasibility and compliance with relevant safeguards frameworks (e.g. IKL requirements and applicable standards). Provide qualitative categorisation of risks (e.g. low, moderate, high) in terms of their likelihood (probability of occurrence) and potential significance and impact (severity), with justification.

Propose practical, context-specific measures, including monitoring and management measures, to:

- avoid or minimise identified risks
- mitigate potential negative impacts
- enhance positive environmental and social outcomes

Provide inputs to inform social safeguards considerations.

Task 6. Inputs for Project Design

Based on the analysis, provide actionable, site-specific inputs to inform project design, including:

- implications for livelihood-sensitive and socially inclusive interventions
- identification of potential opportunities for nature-based livelihoods
- recommendations for stakeholder engagement and participation mechanisms
- key considerations for integrating gender, social safeguards and risk mitigation measures into project activities
- identification of critical social risks that may affect project feasibility or implementation

Outputs should directly support the development of the FPP.

2.3. Duration

- Total duration of the assignment: **6-8 weeks**
- Estimated level of effort: **18 working days**

2.4. Deliverables

Deliverable	Description	Deadline
Inception note	Methodology and workplan	Week 2
Stakeholder mapping and socio-economic data review	Stakeholder analysis for each site	Week 4
Draft socio-economic and social and safeguards assessments	Preliminary findings per site	Week 6
Final site assessment report	Consolidated analysis and recommendations	Week 8
Presentation	To consortium	Week 8

2.5. Expected Output Format

The final report shall be concise, analytical, and directly oriented towards informing the design of the RAINBOW FPP. A dedicated report template will be provided by the RAINBOW Management Team to ensure consistency across project sites and between implementation countries.

It should include:

- A maximum length of 25-30 pages (excluding annexes)
- A clear description of the methodology used
- Dedicated sections for each selected site
- Each site assessment should clearly present:
 - stakeholder mapping and governance analysis
 - livelihood systems and dependence on wetland resources
 - gender roles and social dynamics
 - key socio-economic risks, vulnerabilities, conflicts, and constraints
 - a structured assessment matrix of potential social impacts and associated risks affecting site-level implementation
 - a corresponding set of proposed mitigation and management measures for each identified risk and impact
- A dedicated section titled “**Implications for RAINBOW Project Design**”, including:



- implications for livelihood-sensitive, gender-responsive and socially inclusive interventions at site level
- recommendations for stakeholder engagement and participation approaches
- key considerations for integrating gender, social safeguards and risk mitigation measures into project activities
- identification of critical risks requiring further attention

The report should prioritise decision-oriented analysis over descriptive content and clearly distinguish between evidence, risks, assumptions, recommended mitigation measures, and aspects requiring further validation. The document can be in English or French.

2.6. Reporting and Coordination

- The consultant/team will report to: GREPOM/BirdLife Maroc / IUCN lead
- The consultant/team will work in close coordination with:
 - national partners and site-level stakeholders
 - teams responsible for environmental baseline and safeguards assessments

Regular check-ins will be organised to ensure alignment with the overall project preparation process.

2.7. Required Expertise

Essential Requirements

- Demonstrated experience in socio-economic analysis, livelihoods assessment, social safeguards assessment or rural development
- Experience in stakeholder and governance analysis and participatory approaches
- Experience in identifying and analysing social risks and impacts in natural resource management, ecosystem restoration, or community-based development contexts
- Proven experience integrating gender and social inclusion considerations into field-based assessments
- Experience working in the MENA region or in the target country

Desirable Requirements

- Experience in wetland or natural resource management contexts
- Familiarity with social risk assessment and safeguards frameworks (e.g. IKI requirements, IUCN ESMS, or equivalent international standards)
- Experience in conflict-sensitive, participatory, or community-based project design approaches
- Experience with international donor-funded projects
- Familiarity with social monitoring frameworks and development of socio-economic indicators for project implementation



2.8. Available Budget and Payment Schedule

The maximum available budget for this consultancy is **7200 Euro** (VAT and other taxes included).

The financial proposal submitted by the consultant must be all-inclusive. This includes professional fees, VAT, other applicable taxes, transportation, accommodation, and any other logistical expenses related to the field missions. Payments will be made based

on the following milestones:

Milestone	Payment
Inception report approved	20%
Data review and site screening completed	30%
Final outputs approved	50%

PART 3 – INFORMATION TO BE PROVIDED BY PROPOSERS

3.1. Proposal Requirements

- Applicants are requested to submit:
- **A technical proposal** (maximum 5 pages), including methodology and approach
- **A financial proposal**, including approximate travel and accommodation costs for field missions
- CV(s) of the consultant(s)
- Examples of relevant previous work

The complete proposal should be sent to GREPOM/BirdLife Maroc on this mail:

recrutement.grepom@gmail.com

3.2. Evaluation Criteria

Proposals will be evaluated based on a cumulative analysis methodology. The total score is 100 points:

Evaluation Category	Max Points
A. Technical Proposal (70%)	70
1. Specific experience relevant to the assignment (Socioeconomic assesment in Morocco)	30



2. Adequacy of the proposed methodology and workplan in responding to the Terms of Reference	30
Qualifications and competence of key staff	10
B. Financial Proposal (30%)	30
Cost-effectiveness and budget alignment (maximum points to lowest evaluated price)	30