

BARBADOS
Beryl Emergency Response and Recovery Project

Terms of Reference
SOCIAL SPECIALIST

1. Context

The Government of Barbados has requested World Bank financing to support recovery from the destruction caused in July 2024 by Hurricane Beryl, the earliest Category 5 storm to form in the Atlantic. Beryl caused extensive damage to the south and west coasts, impacting the Bridgetown port and fisheries marina, severely affecting fisherfolk and their boats, and damaging key coastal areas and infrastructure. The development objective of the Beryl Emergency Response and Recovery Project is to (i) restore disaster-affected sectors, (ii) enhance climate-resilient infrastructure, and (iii) strengthen emergency preparedness and response capacity. A detailed description of the project is provided in Annex 1. To implement the project, Government is establishing a Project Execution and Coordination Unit (PECU) that will be hosted by the Ministry of Environment and National Beautification (MENB) and be led by a Project Manager.

After graduating in 1994, Barbados became eligible for International Bank for Reconstruction and Development (IBRD) financing again in 2024. Since 1994, the country has experienced high economic volatility and stalling development. In May 2024, the World Bank approved the request from the GoB to access IBRD financing considering: (i) the country's vulnerabilities, which are exacerbated by the increasing frequency of climate-related disasters and global shocks; (ii) its lack of access to external capital markets on reasonable terms; and (iii) the need to strengthen key institutions for economic and social development. Between 1994 and 2024, Barbados received exceptional IBRD financing four times, twice for Investment Project Financing (IPF) projects and twice for Development Policy Financing. As a result, this Project is the first Barbados IPF loan since the last one closed in 2014.

2. Scope of Services

The position of Social Specialist is a contracted full-time staff position working on site at the PECU office in MENB and in the field. The Social Specialist is expected to coordinate with the Environmental Specialist contracted for this Project to support the project management in ensuring that social issues and social management activities are mainstreamed into the various components of the Project so that it is compliant with the Environmental and Social Standards of the World Bank, and with the Environmental and Social Assessment provisions developed for this Project. The Social Specialist will report to the Project Manager.

3. Terms of Assignment

The Social Specialist will work in tandem with the Environmental Specialist and take the leading role with respect to the application of the following Environmental and Social Standards (ESSs):

1. Environmental and Social Standard 1: Assessment and Management of Environmental and Social Risks and Impacts: The main instruments are the Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Plans (ESMPs), and the Environment and Social Audit. In the application of this standard, the Social Specialist will identify, assess, and manage the potential environmental and social risks and impacts of the project and will support in ensuring that

relevant measures related to code of conduct, impacts on livelihoods, stakeholder engagement, social inclusion and the Environmental and Social Management Plans (ESMPs).

2. Environmental and Social Standard 2: Labor and Working Conditions. The main instrument is the Labor Management Procedures (LMP) with its Worker Grievance Mechanism. In the application of this standard, the Social Specialist will promote safety and health at work; will promote the fair treatment, non-discrimination, and equal opportunity of fisherfolks. To provide project fisherfolks with accessible means to raise workplace concerns. The Specialist will support in ensuring that relevant elements of Occupational Health and Safety (OSH) that fall under ESS2 will be implemented, and for which measures will be described in the ESMPs.
3. Environmental and Social Standard 4: Community Health and Safety. . In the application of this standard, the Social Specialist will anticipate and avoid adverse impacts on the health and safety of project-affected communities; ensure that relevant Community Health and Safety measures under this ESS will be part of the Environmental and Social Management Plans (ESMPs).
4. Environmental and Social Standard 8: Cultural Heritage. Measures are part of the ESMPs. In the application of this standard, the Social Specialist will support in ensuring that relevant Measures to address these potential impacts will be defined in the ESMPs of the Project, including the formulation and application of chance find procedures.
5. Environmental and Social Standard 9: Financial Intermediaries. Provide support to assess the maturity of the FI's Environmental and Social Management System (ESMS) and assist with capacity-building activities and monitoring to ensure the proper implementation of the FI ESMS
6. Environmental and Social Standard 10: Stakeholder Engagement and Information Disclosure. The main instrument is the Stakeholder Engagement Plan (SEP). In the application of this standard, the Social Specialist will provide opportunities for stakeholder views to be considered throughout the project life cycle.

4. Duties and responsibilities

The Social Specialist will be responsible for ensuring that the Project's objectives are achieved and that any adverse impacts are effectively avoided and/or mitigated in a timely manner. The duties/responsibilities of the social specialist include, but are not limited to:

1. Implement the Project's Environmental and Social Commitment Plan (ESCP) and the Environmental and Social Standards instruments: Labor Management Procedures (LMP), Stakeholder Engagement Plan (SEP), Grievance Mechanisms (GM), including Workers Grievance Mechanism (WGM). The Social Specialist will coordinate with the Environmental Specialist for the implementation and monitoring of all instruments of the ESCP, including reporting, but especially in regard to ESS2, ESS4, and ESS8 as described in Terms of Assignment.
2. Prepare and/or update Environmental and Social Standards (ESS) instruments such as the LMP and SEP. Review them on a regular basis and keep regular updates.
3. As part of the LMP, monitor for the timely implementation of incident and accident procedures, develop and implement a code of conduct detailing measures, including but not limited to, to prevent sexual exploitation and abuse, sexual harassment, and violence against women and children.
4. Contribute to the design and delivery of learning programs on social inclusion and sustainability.
5. Advise and instruct Project staff, consultants and other stakeholders on various social issues associated with project implementation to ensure that these issues are addressed.

6. When needed, conduct social risk assessments and enforce preventative or mitigation measures.
7. Contribute to the design and delivery of social advice to support relevant stakeholders, particularly fisherfolk
8. As part of the implementation of the SEP, develop and implement activities and measures to ensure the social inclusion of disadvantaged or vulnerable populations in the mainstream consultation process and in the Project's benefits.
9. Systematically document all community consultations and meetings held with project beneficiaries, local communities, and stakeholders,
10. Assist with development and implementation of the grievance mechanisms (GM) of the SEP and of the LMP.
11. Ensure that the GM of the SEP and the LMP are adapted to address complaints on sexual exploitation, abuse and harassment.
12. Record, investigate and report on grievances and give follow up for the timely resolution of these.
13. Support the organization and implementation of training to Project beneficiaries such as fisherfolk on environmental and social standards, citizen engagement, stakeholder engagement, GM, closing the gender gap, and how these relate to monitoring and evaluation.
14. Perform any other tasks assigned by the Project Manager in line with the Project's objectives and expected results.

Duties and responsibilities that will require higher level of coordination and collaboration with the Environmental Specialist and other technical staff of the project:

1. In collaboration with the Environmental Specialist, and as indicated in the ESCP, prepare quarterly regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project; on the implementation of the ESCP; and on the status of preparation and implementation of ESS documents required under the ESCP.
2. In collaboration with the Environmental Specialist, ensure the application of the Environmental and Social Management Plans.
3. Collaborate with the Environmental Specialist to prepare and/or update the Project's ESA/ESIAs and ESMPs related to project's activities.
4. Collaborate with the Environmental Specialist in Monitoring the implementation of the Project's ESCP and ESMPs.
5. Collaborate with the Environmental Specialist in developing and implementing Environment, Social, Health and Safety (ESHS) measures.
6. Coordinate with the Environmental Specialist to conduct consultations with the relevant project beneficiaries and any Project-affected parties (PAP), particularly the fisherfolk, on a regular basis to ensure that environmental and social issues are addressed in a timely manner and that project beneficiaries are kept abreast of developments.
7. Work closely with BPI to ensure that social aspects of all activities are understood, taken into account through ESMPs and ESCP and implemented.
8. In collaboration with the Project Manager, the monitoring and evaluation officer, and other team members, support the implementation and monitoring of Feedback Mechanism to determine the level of citizen engagement (CE) in the projects and its subprojects, and monitoring to track progress toward closing the identified gender gaps of the project.
9. Coordinate with the Environmental Specialist to give technical assistance so that all terms of reference for studies, capacity building, training and any technical assistance activities carried out under the Project duly incorporate and take into consideration, the requirements (as applicable) of

the World Bank's Environmental and Social Standards, and the provisions of the ESCP, ESMF, ESMPs, LMP, RPF, RAP, ARAPs, and SEP.

10. Coordinate with the Environmental Specialist to review and ensure that relevant aspects of the ESCP and ESS documents are incorporated into bidding documents, and in the ESHS specifications of the procurement documents with consultants. Support with monitoring, to ensure that the consultants/contractors comply with the ESHS specifications of their respective contracts.
11. In collaboration with the Environmental Specialist, the MENB and BPI, prepare and/or support subprojects/contractors with reports on incidents or accidents and propose measures to prevent its recurrence.

Outputs/deliverables

1. Develop a Consultation Strategy for the duration of the project
2. Prepare and submit monthly reports.
3. Document all consulting processes and instruments produced, including Grievances and GM logs.
4. Quarterly reports that consolidate the environmental and social performance of the project and as inputs to the project's biannual report. It will cover the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to, the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s), citizen engagement, gender, and participation.

5. Qualifications and Experience

Prospective candidates should have at minimum the following qualifications:

1. Bachelor's Degree or higher in relevant discipline (e.g., Social Science, Sociology, Economics, Law, Environmental Management, or other related discipline).
2. Demonstrated experience working on projects that have applied the operational Environmental and Social Standards policies of the World Bank or experience applying similar policies in other similar organizations with international financing institutions
3. At least 5 years of experience in the preparation of social assessments and/or other social risk management instruments like those required under the ESSs.
4. At least 3 years of experience in facilitating workshops and training.
5. Demonstrated experience in the preparation and participation in intersectoral consultations and systematization of information.
6. Ability to work in teams, communicate effectively, and demonstrate resourcefulness and initiative.
7. Fluency in English with excellent oral and writing communication skills as well as report writing.

6. Reporting Requirements

The Social Specialist will be required to submit the following reports:

- Environmental and Social Monthly reports
- Consultation Reports
- GM Report
- Training plan and reports for training executed.
- Biannual reports that consolidate the E&S performance of the Project and as inputs to the project's biannual report. The inputs for the biannual report will include, but not limited to, the implementation of the ESCP, SEP, LMP, ESA, ESMP, as well as stakeholder engagement activities, functioning of the GRM and citizen engagement.

7. Contract Duration

The contract will be two (2) years in the first instance and would be subject to extension until the end of the project based on satisfactory performance.

8. Remuneration

Remuneration will be commensurate with qualifications and experience.

9. Performance Evaluation

The Social Specialist will be subject to evaluation of performance based on the Performance Indicators listed in Annex 2.

ANNEX 1 – PROJECT DESCRIPTION

The Beryl Emergency Response and Recovery Project is composed of four components:

Component 1: Immediate Recovery from a Hurricane (\$43.5 million). This component will finance key recovery activities for the affected sectors and will have three sub-components as described below:

Sub-Component 1.1: Recovery of the Fisheries Sector (US\$28.5 million).

Financial assistance to repair and replace fishing vessels affected by Hurricane Beryl and propose a mechanism to compensate fisherfolks in the future (US\$10.55 million): The project will provide financial assistance to fisherfolk and related industry members impacted by the hurricane to repair or replace damaged fishing vessels and equipment. The financial support will have two windows: (1) grants to boat owners (up to US\$15,000) for 25 percent of the cost for repairs and (2) a combination of grants and loans for replacement of boats destroyed in the hurricane. The second window will be executed by a fiduciary agent. In addition, a concept for future sustainable support to fisherfolk affected by disasters, including insurance schemes, will be developed.

Rehabilitation of the marina and its coastal protection, as well as rehabilitation of landing facilities (US\$17.95 million): Rehabilitation of the Barbados Fisheries Marina, upgrading landing facilities, rehabilitating or building new coastal protection structures for priority landing sites, repair of fish markets at Oistins and Paynes Bay, and purchase of fish aggregating devices.

Sub-Component 1.2: Repair and rehabilitation of the Port (US\$7.5 million).

1. Activities include immediate debris clearance and small civil engineering works to ensure the structural integrity of the port facilities.

Sub-Component 1.3: Coastal protection and rehabilitation of landing facilities for fisherfolk (US\$7.5 million).

1. Six Men's Bay: Rehabilitation of the landing facility and coastal protection measures.
2. Paynes Bay: Coastal protection works for the road and rehabilitation of the beach area.

Component 2: Strengthening resilience for future events (US\$5.5 million). This component will finance activities to increase the resilience of Barbados by focusing on strengthening preparedness and response capacity of the National Emergency Management System (NEMS), as well as planning for resilient infrastructure for NEMS and BPI. This component will have two sub-components:

Sub-Component 2.1: Strengthening the Emergency Management Services (US\$1.75 million)

Activities under this sub-component aim to strengthen the preparedness and response capacity of the Department of Emergency Management, and include:

1. Improvement of the DEM management information system;
2. Resource enhancement and capacity building at the national and sub-national levels to enhance preparedness and response capacity, including of the District Emergency Organizations (DEOs) at local level;
3. Implementation of priority recommendations from the recently concluded National Disaster Preparedness Baseline Assessment and the ongoing Comprehensive Disaster Management Assessment;
4. Development of a national emergency shelter strategy and associated management guidelines.

Sub-Component 2.2: Studies and Support for the Port and Fisheries Infrastructure Resilience (US\$3.75 million)

Activities under this sub-component aim to build resilience to climate change and future catastrophic events of key infrastructure for the Bridgetown Port and the fisheries sector, as well as to foster economic development in the decades to come. Informed by the Government's Vision Plan 2075 and the 2023 Port Masterplan, activities will develop climate-resilient feasibility studies and designs for a new fisheries port and development of the Bridgetown Port, which will include climate-smart and Build Back Better considerations. Activities include feasibility and/or market studies for a:

1. Transshipment hub connecting Latin America and Africa
2. Dry-dock facility
3. Enhancing local boat building and repair capacities
4. New fisheries port

Component 3: Contingent Emergency Response Component (CERC). A zero-dollar component will allow the Government to reallocate uncommitted funds from other components for immediate use during an eligible emergency.

Component 4: Project management (US\$5 million). Funds for project management, including hiring of experts/consultants on procurement, financial management, environmental and social safeguards, monitoring and evaluation, and communication, as well as audits and other incremental operating costs per World Bank regulations.

ANNEX 2 –PERFORMANCE INDICATORS
SOCIAL SPECIALIST

	Performance metric	Complied ¹	Rating ²
1. Compliance with E&S and commitments			
1.1.	Developed a Consultation Strategy for the duration of the project		
1.2.	Prepared and submitted monthly reports on time		
1.3.	Led consultations with relevant stakeholders on the ESMP for site-specific subproject.		
1.4.	Summary of stakeholder consultations and feedback was integrated into ESMP for site-specific subproject.		
1.5.	Documentation of all consulting processes and instruments produced, including Grievances and GRM logs		
1.6.	Quarterly reports that consolidate the Environmental and Social Performance of the project and as inputs to the project’s biannual report.		
1.7	Coordinated with subcontractors to communicate ESHS requirements, requested and obtained regular reports on compliance.		
1.8.	Undertook regular E&S monitoring to site-specific subprojects to verify contractor performance and included findings in a report submitted to the Project Manager within a week of the field visit.		
1.9.	Provided contributions to the regular semi-annual and annual progress reports on projects’ implementation within a week of request from the Project Manager.		
2. Stakeholder engagement and consultations			
2.1.	Led consultations with relevant stakeholders on non-infrastructure activities of the project.		
2.2.	Monitored and reported on stakeholder engagement and community outreach		
2.3.	Reported on citizen engagement indicators to be included in regular semi-annual and annual reports within a week of request from the Project Manager.		
3. Grievance Redress Mechanism (GRM)			
3.1.	Socialized the GRM with communities and relevant stakeholders prior to the start of project activities.		
3.2.	Followed GRM procedures and flowchart for every grievance received.		
3.3.	Once a year, provided basic training on the functioning of the project-level GRM to those involved in the response of grievances.		
3.4.	Provided quarterly report on grievances received and their status to Project Manager		

¹ Yes, No or N/A

² 5 - Outstanding, 4 – Good, 3 – Satisfactory, 2 – Moderately Satisfactory, 1 - Unsatisfactory

3.5	Provided contributions on GRM implementation to the regular semi-annual and annual project reports within a week of being requested those inputs by the Project Manager		
4. Strengthening of E&S capacity			
4.1	Provided at least once a year a basic awareness raising and training workshop on E&S issues and compliance with participation of PECU staff, other interested Government staff and potential beneficiaries.		