

GOVERNMENT OF THE COMMONWEALTH OF DOMINICA
MINISTRY OF BLUE & GREEN ECONOMY, AGRICULTURE & NATIONAL FOOD
SECURITY
EMERGENCY AGRICULTURAL LIVELIHOODS & CLIMATE RESILIENCE
PROJECT (EALCRP)

TERMS OF REFERENCE

Position title	Social Safeguards Officer
Location	EALCRP Project Implementation Office
Duration	12 months
Procurement Plan	Selection Method – IC(IND)
Tentative Start Date	November 1st 2021

I. Background

The Government of the Commonwealth of Dominica has received financing from the World Bank toward the cost of the Emergency Agricultural Livelihoods and Climate Resilience Project (EALCRP) and the Global Environment Facility (GEF) financed Leveraging Eco-tourism for Biodiversity Protection in Dominica (LEToBP) project. The EALCRP is part of an overall developmental partnership initiative supporting medium and long-term recovery in Dominica after the devastating effects of Hurricane Maria on September 17th 2017, while LEToBP focuses on leveraging Dominica’s natural environment as a driver of economic resilience, in line with the national development plan (Dominica 2030). This overall program of support complements and is aligned with other development partner initiatives and fills critical gaps for agricultural development and biodiversity conservation, including a more modernized agriculture sector, increased farm productivity, and overall climate resilience of the country’s agriculture and food systems and tourism sector.

A Project Implementation Unit (PIU) has been established within the Ministry of Blue & Green Economy, Agriculture and National Food Security (MBGEANFS) to coordinate the day to day management and execution of the EALCRP, and joint execution with the Ministry of Environment, Rural Modernisation and Kalinago Upliftment (MERMKU) for the LEToBP project. The PIU works in close coordination with the Implementation Support Team (IST) which reports to the Climate Resilience Execution Agency of Dominica (CREAD) and includes expertise in procurement, social and environmental safeguards and financial management, and serves as a shared resource for all World Bank financed project in Dominica.

II. Projects Description

a. The Emergency Agricultural Livelihoods and Climate Resilience Project (EALCRP)

The Emergency Agricultural Livelihoods and Climate Resilience Project (EALCRP) was established to restore agricultural livelihoods and enhance climate resilience of farmers and fisher folks affected by Hurricane Maria in Dominica. The project beneficiaries are crop and livestock farmers, fisher folk, and Agricultural Producers Organizations (APO). At least 20 percent of the beneficiaries will be rural women, most of whom head single-parent households and represent one

of the population groups that have been most affected by the hurricane. The project components include:

1. Restoration of Productive Base for Recovery of Agricultural Livelihoods

This component restores the cropping systems by assisting crop and livestock farmers back to their productive capacity, through provision of key agricultural inputs and technical assistance on an immediate basis, thus supporting food security and recovery of livelihoods

Restoration of livestock system through the renovation of existing structure or construction of new resilient livestock structures. Assisting fisher folk in restoring the fishing capacity by providing support to acquire new outboard engines and in the recovery of boat-building facilities for fishers. Building of climate resilience and agribusiness capabilities by providing technical assistance for the development of more productive, climate-resilient systems and the promotion of agribusiness capabilities.

2. Restoration of Key Productive Infrastructure and Institutional Strengthening

This component will restore key infrastructure in agriculture, livestock, and forestry and reestablish the essential public services that farmers depend on.

b. Leveraging Eco-tourism for Biodiversity Protection in Dominica (LEToBP)

The project will strengthen biodiversity protection, finance and build capacity for the national parks and the national trail system, as well as of local communities. The direct project beneficiaries include communities and their members in targeted landscapes, entrepreneurs, small, medium and micro-sized enterprises (SMMEs) and community-based organizations (CBOs). Women to include the Kalinago bear the heavy burden of ensuring the livelihood sustainability of rural households and as of such are expected to benefit significantly. Benefits are expected to include improved access to skills training for business development, finance and markets, improved local governance, and subsequently more profitable community or individually-owned businesses and increased household income.

The project has three major components:

1. The first component will support the preparation of operational management plans for the trail network and the protected areas, supported by a strong engagement approach, and will install a modernized visitor entry and fee collection system.

2. The second component will enhance the physical and institutional environment for the protection of biodiversity through the sustainable use of landscapes along the Waitukubuli National Trail (WNT) and in the three National Parks. It also aims to expand activities for tourists to engage with biodiversity in a sustainable manner.

3. The last component will provide assistance to Indigenous Peoples and Local Communities (IPLC) in the trail and the areas surrounding the protected Areas (PA's) to engage in the expansion of eco-tourism activities.

III. Objective of Assignment

The purpose of this consultancy is to provide social support to the PIU during the life of its two projects:

Specific Objectives:

1. Manage and oversee the social safeguards function of both projects at all levels.
2. Ensure compliance with the World Banks' Environmental and Social Safeguards Policies¹ during the restoration of the agricultural sector of EALCRP
3. Ensuring compliance to the World Bank Environmental and Social Framework² to include Gender Based Violence and vulnerable groups such as the Kalinago during the rehabilitation of the WNT and National parks of LEToBP
4. Provide leadership and operational guidance for social safeguards aspects of delivering on all the components and reporting as per the guidance and procedures of the Environmental and Social Management Framework (ESMF) of the both EALCRP and LEToBP.

IV. Key Responsibilities

1. Contribute in the preparation of the necessary social safeguard documents, including consultations with stakeholders following the guidance of the IST;
2. Coordinate activities and provide the necessary support to the PIU's Project Manager, environmental safeguards specialist and project staff;
3. Follow up and monitor the implementation of the proposed mitigation measures as agreed in the mitigation plan;
4. Conduct consultations with the relevant project beneficiaries (including Kalinago Territory) on a regular basis to ensure that issues are addressed in a timely manner and that project beneficiaries are kept abreast of development. Document all citizen engagement activities;
5. Monitor implementation and ensure compliance of safeguards instruments such as gender action plan, cultural heritage and indigenous people's plan, etc.;
6. Implement and report on the Project Grievance Redress Mechanism
7. Build capacity and share knowledge with project staff and stakeholders to ensure safeguards guidelines are fully understood;
8. Assist the PIU's Project Manager and environmental safeguards specialist in the preparation of technical and operational safeguard plans for approval and implementation;
9. Assist the PIU's Project Manager, environmental safeguards specialist in the preparation of reports (quarterly, semi-annual, annual) on social safeguards risks with appropriate actions for project implementers and stakeholders;
10. Provide substantive advice on social safeguards to project implementers;
11. In consultation with the project manager, environmental safeguards specialist and the IST, carry out a knowledge gap assessment and build capacity of implementers to close the identified gaps and minimize likelihood of risks;

¹ <https://www.worldbank.org/en/projects-operations/environmental-and-social-policies>

² <https://www.worldbank.org/en/projects-operations/environmental-and-social-framework>

12. Perform other duties as directed by the PIU Project Manager and as directed by the environmental safeguards specialist and the IST related to project activities operations, management and implementation;
13. Identify risks, challenges, opportunities, priorities and needs on social safeguards relevant to the project and plan for their implementation;
14. Supervise consultancy works, review and assess products/services provided by consultants and experts and notify / advise the PIU Project Manager on quality of deliverables and recommend appropriate actions to be taken for improvement as per guidelines and principles;
15. Ensure social safeguards issues or concerns related to project activities are monitored throughout project implementation and reported on a monthly and quarterly basis accordingly;
16. Conduct joint work with the other staff of the PIU to ensure coordination of activities;
17. Prepare social safeguards training materials and deliver training to PIU staff, MBGEANFS and other government agencies or departments on World Bank Safeguards policies and standards and the relevant laws of the Commonwealth of Dominica.

V. Qualifications and Experience Required

Qualifications

1. A minimum of a bachelor's degree in social sciences, natural resource management or related discipline. A master's degree would be an asset.

Experience

1. At least 3 years, and ideally more than 5 years' working experience in social safeguards, with a track record in developing social policies, data collection surveys, identifying social risks, and working on gender, indigenous peoples, stakeholder engagement matters.
2. Demonstrated ability working with government ministries/departments and project teams.
3. Knowledge on the World Bank Environmental and Social Policies; the World Bank Environment and Social Framework and laws of Commonwealth of Dominica.
4. Experience in working with indigenous people, conducting beneficiary consultations, and stakeholder engagement/participation would be an asset
5. Work experience in the Caribbean and would be an asset, specifically in Dominica. Understanding of main social challenges faced by Dominica or Caribbean islands.
6. Demonstrated understanding of social safeguards procedures and track record in contributing to social research and analytical reporting.
7. Fluent in English and ability to communicate in Creole language (Commonwealth of Dominica) would be an asset.
8. Strong Analytical and Report Writing Skills;
9. Proficiency in the use of Microsoft Office Applications, Adobe Software for the design of communication materials.

VI. Reporting Station

The Position will serve within the Project Implementation Unit Office and will report to the Project Manager.

VII. Terms of Assignment

The post is expected to be awarded for a duration of one (1) year, and will be renewed subject to satisfactory performance reviews and available funding. The assignment is expected to commence in November 1st 2021. The awarded applicants shall be engaged on a full-time basis, eight hours a day, and five days a week