



# Appraisal Environmental and Social Review Summary

## Appraisal Stage

### **(ESRS Appraisal Stage)**

Date Prepared/Updated: 10/14/2024 | Report No: ESRSA03736

**I. BASIC INFORMATION****A. Basic Operation Data**

Operation ID	Product	Operation Acronym	Approval Fiscal Year
P507190	Investment Project Financing (IPF)	BERRP	2025
Operation Name	Barbados – Beryl Emergency Response and Recovery Project		
Country/Region Code	Beneficiary country/countries (borrower, recipient)	Region	Practice Area (Lead)
Barbados	Barbados	LATIN AMERICA AND CARIBBEAN	Urban, Resilience and Land
Borrower(s)	Implementing Agency(ies)	Estimated Appraisal Date	Estimated Board Date
Ministry of Finance, Economic Affairs and Investment	Ministry of Environment and National Beautification, Blue and Green Economy	01-Oct-2024	20-Nov-2024
Estimated Decision Review Date	Total Project Cost		
23-Sep-2024	54,000,000.00		

**Proposed Development Objective**

The Project Development Objective is to: (i) restore targeted, disaster-affected sectors; (ii) enhance climate-resilient infrastructure; and (iii) strengthen emergency preparedness and response capacity.

**B. Is the operation being prepared in a Situation of Urgent Need of Assistance or Capacity Constraints, as per Bank IPF Policy, para. 12?**

Yes

**C. Summary Description of Proposed Project Activities**

B. Project Components Project activities will focus on supporting recovery and reconstruction in the wake of Hurricane Beryl while strengthening the country's resilience to future disasters, including and building capacity for disaster preparedness and response capacity. The project is organized in four components: Component 1: Immediate Recovery from a hurricane (US\$43.5 million of which retroactive financing up to US\$5.32 million). This component will finance activities prioritized by the GoB according to the degree of damage in the aftermath of Hurricane Beryl. Activities focus on the immediate response to the hurricane and the resilient recovery of the fisheries sector, Bridgetown Port, Fisheries



Marina and affected coastal areas. This component will have three sub-components. Sub-Component 1.1: Recovery of the Affected Sectors (US\$28.5 million of which retroactive financing up to US\$0.8 million): (a) Financial assistance to repair and replace fishing vessels affected by Hurricane Beryl and propose a mechanism to compensate fisherfolk 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) conditional grants to boat owners for 25 percent of the cost for repairs provided boat owners contribute the remaining in-kind and/or in-cash repair cost from their own and/or other sources; and (2) a combination of a conditional grant, subject to the approval of a loan to replace boats destroyed in the hurricane. The MENB's FD, in coordination with PECU, will implement the first window, and the MENB will procure the fee-based services of a Fiduciary Agent (FA) reporting to PECU. The MEFI will assume the credit risk for the second window; (b) Rehabilitation of the Barbados Fisheries Marina and its coastal protection, as well as rehabilitation of landing facilities (US\$17.95 million of which retroactive financing up to US\$0.8 million): This activity is a priority for the Government, and toward that end, the Bridgetown Port, Inc. (BPI) has already hired a firm for the design and supervision of the rehabilitation of the fisheries marina and its breakwater. The fish markets at Paynes Bay and Oistins will also be rehabilitated. Sub-Component 1.2: Repair and Rehabilitation of Bridgetown Port (US\$7.5 million of which retroactive financing up to US\$4.52 million). Activities under this sub-component will include clearance of debris in the immediate aftermath of the hurricane, small civil engineering works for the Cruise terminal, and repairs to the breakwaters to ensure the structural integrity of the port facilities. Sub-Component 1.3: Climate Resilient Coastal Protection (US\$7.5 million). Activities under this sub-component will include design and construction of critical coastal protection works for priority sites to enhance coastal resilience. Currently, the Government has prioritized coastal protection works such as breakwaters at the Six Mens and Paynes Bay sites. Additional sites may be included in the Project, depending on the availability of funds and their feasibility. Designs will be informed by climate-risk data and quantitative decision-making methods under various risk models, including climate change scenarios for various time horizons. Component 2: Strengthening Barbados' Resilience for Future Catastrophic Events (US\$5.5 million). This component will finance activities to increase the resilience of Barbados to disaster and climate-related hazards by focusing on strengthening preparedness and response capacity of the NEMS, as well as planning for climate-resilient infrastructure for NEMS, the Barbados Fisheries Marina, and the Barbados Port Inc. 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 will aim at strengthening the preparedness and response capacity of the DEM. Sub-Component 2.2: Studies and Support for Port and Fisheries Infrastructure Resilience (US\$3.75 million). Activities under this sub-component aim at building resilience to climate change and future catastrophic events of key infrastructure for the Bridgetown Port and the fisheries sector, as well as fostering economic development in the decades to come. Studies include: Transshipment Hub connecting Latin America and Africa, dry-dock, sustainability of local boat building, repair and possible retrofitting capacity, and a new fisheries port. Component 3: Contingent Emergency Response Component (CERC) Component 4: Project management. C. Project Beneficiaries The proposed Project will target the communities affected by Hurricane Beryl, with particular emphasis on the fishing community. D. Results Chain To develop the results chain for the Project, a Theory of Change (ToC) approach was adopted. The ToC in Figure 1 describes the key development issues addressed under the Project and details the activities and outputs that are expected to lead to the selected outcomes in the achievement of the PDO. The ToC also includes medium- and long-term outcomes that go beyond the Project timeline to which the Project would contribute. The critical assumptions or important preconditions for these outcomes to be achieved include: (i) the local and international suppliers of goods, works, and services can meet the demands of the emergency response and early recovery activities; (ii) procurement processes have adequate market response and advance smoothly; (iii) adequate coordination mechanisms are in place among the implementing agency, technical agencies, and local communities; (iv)



costs for materials and services are not affected by inflation; and (v) no other emergencies causing significant damages (e.g., earthquake, hurricane) occur during implementation.

## D. Environmental and Social Overview

### D.1 Overview of Environmental and Social Project Settings

Barbados, one of the smallest island states in the easternmost part of the Caribbean archipelago, is situated on the southern edge of the North Atlantic Hurricane Belt. The island's climate is significantly influenced by the El Niño Southern Oscillation, making it highly vulnerable to climate change. With a coastline of approximately 97 km, Barbados is home to extensive coral reefs, particularly on its western coast. The island faces numerous environmental challenges, including coastal inundation, sea level rise, increased tidal and storm surge levels, coastal erosion, rising temperatures, changes in rainfall patterns, drought, and more frequent and intense tropical storms and cyclones. These climate-induced hazards pose significant risks to Barbados' blue economy, housing stock, and the 25 percent of its population living in coastal areas. The island has experienced almost 30 weather-related events in the last 30 years, highlighting its vulnerability to natural disasters. The project will be implemented in various environmental settings across Barbados, focusing on key sites such as the Marina, Bridgetown Fisheries Complex, and the Bridgetown Port. The coastal areas, including Six Mens and Paynes Bay, are prioritized for climate-resilient coastal protection works. Additionally, the project will ensure that new coastal protection measures are environmentally friendly, avoiding significant negative impacts on ecosystems.

Barbados is a high-income service economy. However, the country's economic achievements remain vulnerable due to its small size, heavy dependence on tourism at 17 percent of GDP, and considerable exposure to climate change risks. Prior to the pandemic, Barbados experienced an increase in the proportion of the population living in poverty from 15.1 percent in 2010 to 17.2 percent in 2016. (<https://pubdocs.worldbank.org/en/438851586546174000/mpo-brb.pdf>)

Between July 1 and 4, 2024, Hurricane Beryl, the most powerful Atlantic hurricane on record for the month of June, struck several Caribbean nations, including Barbados. On July 1, 2024, Beryl, then a Category 4 hurricane, inflicted severe damage along Barbados's south coast, notably at the Barbados Port (commercial and cruise terminal), the Bridgetown Fisheries Complex, on coastal protection measures (breakwaters and revetments) and resulted in significant beach erosion at Paynes Bay and Six Mens. The hurricane disrupted the accessibility, availability, quality, and utilization of goods and services, particularly the fishing sector with more than 200 vessels damaged in which 90 percent of vessels were uninsured, leading to long-term economic challenges. Additionally, the tourism sector suffered considerable setbacks, with 73 percent of hotels, apartments, and guest houses sustaining varying degrees of damage. The housing sector was not spared, with reports of damage to 40 houses such as loss of roofs, partial collapse, or roof leaks, which has exacerbated the hurricane's toll on the community. The Barbados Red Cross reported on the IFRC GO platform that 208,200 people were affected by the storm, representing almost 74 percent of the total population.

Coastal ecosystems such as coral reefs and eroded beaches sustained extensive damage during the passage of the hurricane Beryl. Fisherfolk at Pile Bay lost 56 pots, Bay Street lost 28 fish pots, Half-moon Fort lost 18, and St. Lawrence lost 12. A total of 114 fish pots have been reported damaged by various landing sites. Fish Aggregating Devices (FADs) 1 and 2 to be forcibly moved from their original locations and FADs 4 and 5 were completely lost.

The fishing industry and vendors within the Bridgetown Fisheries Complex have been severely disrupted with 41 of 66 businesses affected and fisherfolk experiencing substantial loss of equipment, stocks, and supplies. This disruption has



not only affected their immediate livelihoods but also posed long-term economic challenges, reducing their ability to support their families and sustain their businesses. Women working as vendors in fish markets and within the Bridgetown Fisheries Complex (poor fisherfolk, women participating in the fisheries market value chain, etc.) have been also heavily impacted. The Hurricane has disrupted the accessibility, availability, quality, and use of goods and services in these markets. The destruction of infrastructure and supply chain interruptions have made it difficult for these women to resume their trade, affecting their income and financial stability. This situation exacerbates existing gender inequalities, as women are often primary caregivers and are now facing additional economic pressures. The tourism industry has also been significantly affected, with 73 percent of hotels, apartments, and guest houses reporting some level of damage, according to the Barbados Hotel and Tourism Association- Tourism is the main driver for growth and the main source of foreign exchange, accounting for 17.5 percent of GDP in 2019 and directly employing over 12 percent of the labor force (IDB 2019)

The risks and vulnerabilities of the affected population are compounded by the geographic and operational context in terms of climatic conditions that exacerbate the formation and intensity of Hurricanes and the continued lack of insurance of fisherfolk boats and equipment. The low-lying coastal areas where many fisherfolk live and work increases the risk probability of repeated hurricane impacts, and making recovery efforts more challenging. The financial, physical and mental well-being of those affected by Hurricane Beryl is of significant concern. The mental strain of losing livelihoods, combined with the physical danger posed by Hurricane Beryl has left many community members in a state of heightened stress and anxiety. This mental health burden requires urgent attention to prevent long-term psychological issues and to support community resilience.

The Project identifies several vulnerable groups that, consistent with the Stakeholder Engagement Plan (SEP), will be included, to varying degrees, in meaningful consultations and as entry points for inclusion in project activities and benefits. These include poor households and fishers, particularly those without insurance, who are disproportionately affected by hurricanes and severe weather events. Elderly people, who make up a significant portion of the population, face challenges such as physical frailty, social isolation, and economic insecurity, which can hinder their ability to benefit from development projects. Persons with disabilities, estimated to be around 20,000 in Barbados, encounter barriers to accessing services and face social exclusion and discrimination. Women-headed households, which constitute 44% of all households and 75% of vulnerable families, are more likely to be poor and less able to cope with climate change impacts. Sexual and gender minorities, despite recent legal progress, still face pervasive prejudice and discrimination. Lastly, youth, who represent 13.5% of the population, experience high unemployment rates and significant numbers are not engaged in education, employment, or training. The project aims to address these vulnerabilities through targeted interventions and inclusive planning.

## **D.2 Overview of Borrower's Institutional Capacity for Managing Environmental and Social Risks and Impacts**

The Project will be implemented by the Ministry of Environment and National Beautification (MENB)t, utilizing a dedicated Project Execution and Coordinating Unit (PECU). This unit will comprise seasoned experts and consultants specializing in procurement, financial management, environmental and social risk management, monitoring and evaluation, and communications, supplemented by regular audits. While Barbados has a track record of executing projects with the Inter-American Development Bank (IDB), it is new to managing World Bank Investment Project Financing (IPF) projects and, by extension, applying the World Bank's Environmental and Social Framework (ESF). The FI's E&S capacity will be assessed during the early stage of implementation and will be improved if required.



To bridge this experience gap, the PECU will include at least one (1) environmental and one (1) social specialist, each committed to overseeing the project's environmental and social risk management. Prior to project initiation, the World Bank Team will conduct comprehensive training for the PECU on the relevant Environmental and Social Standards (ESS) relevant to the project. Additionally, the World Bank Team will require the PECU to engage qualified Supervising Engineers or Consultants during the construction phase to ensure that all works adhere to the established codes and standards.

## II. SUMMARY OF ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS

### A. Environmental and Social Risk Classification (ESRC)

Substantial

#### A.1 Environmental Risk Rating

Substantial

Risk and impacts of associated with the project's activities in Component 1 Immediate Recovery from Hurricane Beryl (Sub-Components 1.1 Recovery of the Fisheries Sector – assistance to repair and replace fishing vessels and marina rehabilitation; 1.2 Coastal protection and rehabilitation of landing facilities for fisherfolk – strengthening and upgrading of breakwater/break walls, repair of fish markets (Oistins and Paynes Bay), Paynes Bay and Fish market revetment repacking, seawall repair/rebuild and Six Men's rehabilitation and shoreline stabilization and coastal road protection; and 1.3 repair and rehabilitation of the Port of Bridgetown) and Component 2 (Sub-Components 2.1 strengthening the emergency management systems and 2.2 studies for the Port and Fisheries Infrastructure Resilience – logistics hub, dry dock facility, boat repair facility, strengthening and upgrading of breakwaters or break walls and designs for new fisheries port) are not likely to be significant, not complex, or large, predictable and expected to be temporary and reversible, site specific without the likelihood of impacts beyond the project's footprint, and low probability of serious adverse effects to human, health and the environment. Potential environmental risks and impacts may include, among others: (a) disposal of low to moderate amount of non-hazardous and negligible quantities of hazardous wastes (including e-waste) during debris clearing and disposal. Debris and clearance work are already completed and to be subjected to Retroactive financing. During construction works and operations (b) exposure of community and construction workers to harmful materials during debris clearance (c) occupational health and safety (OHS) risks during construction; and (d) community health and safety risks including odor, noise, dust and traffic during construction and nuisances, accidents, and emergencies during works. The Technical Assistance activities are expected to result in environmental benefits, but any adverse impacts identified will be assessed and if necessary, the risks rating and mitigation measures will be adjusted. Overall, the environmental risks are likely to be temporary and can be managed through proper infrastructure design, implementation of appropriate risk mitigation measures, and capacity strengthening. Activities to be financed through the FI will consist of grants or loans for the replacement of small and big boats, and repairs will be financed through grants. This support will be a 'specific lending portfolio' limited to boats damaged by Hurricane Beryl and is preliminarily assessed as having low to moderate Environmental and Social (E&S) risks. Measures to mitigate the above potential impacts are elaborated in the relevant ESSs below and documented in the ESCP.

#### A.2 Social Risk Rating

Moderate

The project is expected to positively impact recovery from Hurricane Beryl with a focus on emergency relief and rebuilding. The social risks associated with this project are rated as moderate. They are associated with risks of



exclusion from access to benefits of the activities in Sub-Component 1.1: Recovery of the Fisheries Sector, which includes assistance to repair and replace fishing vessels. Other associated risks are moderate labor risks labor influx is not envisaged as workers will be recruited locally), and the risk of excluding vulnerable groups from mainstream consultation processes related to the implementation of the Technical Assistance work. Risks associated with rehabilitation work under Component 1, are associated with labor, community health and safety, and cultural heritage. As explained under ESS5, “Land Acquisition, Restrictions on Land Use and Involuntary Resettlement” is not currently relevant. To manage the social risks of the Project, the Government of Barbados (GoB) is defining guidelines with the selection criteria for beneficiaries of subcomponent 1.1 that will be implemented via an FI, which is aimed at including the most vulnerable fishers who suffered losses; Labor Management Procedure (LMP) and a Stakeholder Engagement Plan (SEP) with Grievance Mechanisms will be developed consulted, disclosed, and implemented throughout the life of the Project. Other mitigation measures related to other relevant standards will be part of the Environmental and Social Management Plans (ESMPs) for the respective works, which will be consulted and disclosed prior to work. Regarding retroactive financing activities, the Bank Team's preliminary assessment indicates that these could entail Low to Moderate Environmental and Social (E&S) risks. For activities with Moderate risk, due diligence will be completed before a decision on retroactive financing is made. If necessary, the World Bank will require the borrower to amend existing work contracts or implement a corrective action plan. The ESRC will be reviewed regularly throughout the project life cycle to ensure that it continues to accurately reflect the level of risk that the Project presents.

B. Environment and Social Standards (ESS) that Apply to the Activities Being Considered

B.1 Relevance of Environmental and Social Standards

ESS1 - Assessment and Management of Environmental and Social Risks and Impacts

Relevant

The Project's key potential E&S risks and impacts are highlighted in Section A of this C-ESRS. The appropriate environmental and social mitigation measures for specific works, will be determined during the formulation of the respective Environmental and Social Impact Assessments (ESIA) and Environmental and Social Management Plan (ESMP) for the respective works and consistent with the relevant ESSs and their respective guidance notes for Borrowers. The ESMPs will also follow the World Bank Group Environmental, Health and Safety Guidelines (EHSGs) and will be consulted, disclosed, and approved prior to the launching of the respective bidding documents. For activities that may require ESIA/ESMP (sub components 1.1: Pier Repair and 1.2: upgrading of breakwater, repairing fish markets, shoreline stabilization and coastal road protection) During project preparation and prior to appraisal, the Borrower will also develop, consult, and disclose a draft Stakeholder Engagement Plan (SEP) with a Grievance Mechanism (GM), and an Environmental and Social Commitment Plan (ESCP.) The timeline for the preparation of the ESS instruments is described in the ESMP and referenced below each ESS of this A-ESRS. Under Component 1, r subcomponent 1.3 activities for Immediate debris clearance, and small restoration works will also be subjected to retroactive financing. In the circumstance of Retroactive financing, before a decision on retroactive financing is made, due diligence will be conducted, to evaluate if these meet the requirements of the relevant ESSs. The Terms of Reference (ToR) for the environmental and social risk evaluation/audit related to retroactive financing will be developed during the project preparation phase. If necessary, amendment to existing work contracts, or a corrective action plan will be made. Regarding technical assistance (TA), under Component 1, the project will include the design of coastal protection works for priority sites, specifically Six Men’s and Paynes Bay. Under Component 2,





the project will implement a comprehensive gender and disability-sensitive institutional assessment to inform potential reforms and provide detailed plans to strengthen preparedness, response, and recovery systems; Engineering and functional designs for a new national Emergency Operations Centre (EOC) and a national disaster shelter strategy, both incorporating considerations for people with disabilities and gender; Climate-proofing studies and designs for strengthening/upgrading breakwaters and sea walls; Feasibility studies and detailed designs for a new fisheries port and upgrading the Bridgetown Port; Feasibility and structuring studies for developing a transshipment hub for Barbados between the Panama Canal and Africa, aiming to boost trade and support sustained economic growth for Barbados and the Port; Hazard assessment and detailed design studies to increase the current protection levels and climate resilience of the Barbados Fisheries Marina and the Bridgetown Port; Studies and designs to explore the relocation of the current marina to a safer area; etc. The Environmental and Social (E&S) risks associated with the implementation of the outputs of the TA activities, are factored into the overall E&S risk rating of the project. All TA activities of the project, including capacity building and training, will be carried out in accordance with terms of reference acceptable to the Bank and consistent with the Environmental and Social Standards (ESSs)." The TA activities will adhere to the requirements set out in paragraph 14 – 18 ESS1, consistent with ESS 1- 10 which are captured in draft ESCP. The World Bank's responsibility will not extend beyond the World Bank TA. For Component 3 there will be a CERC Annex (CERC ESMF) as part of the CERC Manual which will include guidelines for screening possible CERC activities, negative list of activities not to be supported, possible mitigation measures and monitoring following the Bank's CERC guidance. These requirements are captured in the ESCP. A list of non-eligible investments (Negative List) will be developed in the Project's Operations Manual (POM) and to serve as mitigation measure to avoid risks and impacts. However, preliminarily, the project will not finance the following: a) Activities Causing Involuntary Resettlement: This includes both physical and economic displacement. b) Construction Outside Existing Building Footprints: All buildings and infrastructure will be reconstructed within the bounds of existing building footprints or on available publicly owned land. c) Activities in Environmentally or Archaeologically Sensitive Areas: The project will not support activities that would pose significant negative impacts on ecosystems, cultural heritage, or community health and safety. The project will not finance activities that could cause the removal or alteration of any physical cultural property, including sites with archaeological, paleontological, historical, religious, or unique natural values. It will also avoid activities that could lead to the conversion, deforestation, degradation, or any other alteration of natural forests or natural habitats. Furthermore, the project will not support activities related to the illegal commercialization of timber and non-timber products. The purchase and use of formulated products that fall under World Health Organization classes IA and IB, or formulations of products in Class II, will also be excluded if they are likely to be used by, or accessible to, lay personnel, farmers, or others without the necessary training, equipment, and facilities to handle, store, and apply these products properly. For activities to be financed through a Financial Intermediary (preliminarily assessed as having low to moderate Environmental and Social (E&S) risks), the Borrower will evaluate the Financial Intermediary's compliance with Environmental and Social Standards (ESS) 1 through 10. As described under ESS9, this evaluation will focus on the maturity of the Financial Intermediary's Environmental and Social Management System (ESMS), including its Environmental and Social policy, procedures, organizational capacity and competency, monitoring and reporting mechanisms, and stakeholder engagement practices. Based on this assessment, the Borrower will update the ESMS as necessary and ensure its implementation throughout the life of the Project.

ESS10 - Stakeholder Engagement and Information Disclosure

Relevant





The main project stakeholders include government ministries and agencies; civil society organizations and the private sector; and coastal communities, including vulnerable groups (fishers, female-headed households, low-income households, the youth, persons with disabilities, etc.) To properly address the requirement of ESS10, The Project has prepared a draft Stakeholder Engagement Plan (SEP) with its Grievance Mechanism, equipped to address Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) related complaints. The SEP has been consulted and disclosed (<https://www.fisheries.gov.bb/barbados-beryl-emergency-response-and-recovery-project/>) during appraisal mission. The draft SEP is proportionate to the nature and scale of the project and its associated risks and impacts consistent with ESS10 and its ESS10 Guidance note for borrowers. The draft SEP outlines several approaches to ensure effective information disclosure and consultation with vulnerable groups. It emphasizes the importance of identifying and partnering with representative organizations and leaders of vulnerable groups to facilitate their inclusion in the stakeholder engagement process. This ensures that their voices are heard and considered during the planning and decision-making stages of initiatives that may impact their lives. The SEP also includes specific measures to address the needs of vulnerable groups, such as considering literacy levels, disabilities, and other aspects that may affect their ability to participate. For potentially impacted protected, sensitive, and heritage areas, the SEP includes strategies for targeted engagement and consultation, for example with community, local and national experts. This involves advance public notification of consultations through accessible channels, such as mass media and public places, and ensuring that information is communicated in a clear and understandable manner. The SEP also outlines the use of various methods, such as formal meetings, community meetings, focus group discussions, and outreach activities, to engage stakeholders effectively. These methods are designed to be inclusive and culturally appropriate, ensuring that all stakeholders, including those in protected, sensitive, and heritage areas, have the opportunity to participate and provide feedback on the project activities and their potential impacts. The initial SEP will be updated following Project effectiveness and will include a detailed analysis of different stakeholder groups, a full description of the Grievance Mechanism, a summary of consultations, etc. Fishers and women participating in the fishery chain value will be a priority. An indicator will be included in the Results Framework to measure beneficiary satisfaction with the Project's stakeholder engagement process. The indicator measures the level of satisfaction with the process of consulting people living in the targeted Project areas during preparation. and implementation.

## **ESS2 - Labor and Working Conditions**

Relevant

The Project will likely include direct and contracted workers. Community workers is a possibility that will be assessed during the due diligence regarding activities the Borrower could be proposing (for example debris clearance) to be financed retroactively, and that could have involved community workers. As part of the due diligence and assessment process, the Project will ensure that activities involving community workers , comply with all occupational health and safety requirements. Additionally, it will verify that the use of community labor was voluntary and in compliance with the requirements outlined in paragraphs 34-38 of ESS2. Primary supply workers will be confirmed during project implementation, and prior to the approval of respective C-ESMPs by the PECU. Before engaging primary suppliers, the Borrower (the Project) will conduct a proportionate-to-the- risk-assessment/ screening to identify potential risks of child labor, forced labor, and serious safety issues that may arise in relation to primary suppliers. Regarding primary supply workers, if significant risks of child labor or forced labor are identified, the Project will require the primary supplier to address those risks consistent with paragraphs 17 to 20 above. If cases of child labor or forced labor are identified, the Project will require the primary supplier to take appropriate steps to remedy them. If there is a significant risk of serious safety issues, the Project will require the relevant primary supplier to introduce procedures and mitigation measures to address such safety issues. These procedures and mitigation measures will be reviewed



periodically to ascertain their effectiveness. Where remedy is not possible, the Project will, within a reasonable period, shift to primary suppliers that can demonstrate compliance with the relevant requirements of ESS2. The LMP will outline the roles and responsibilities for monitoring primary suppliers. During the preparation mission, the GoB reiterated that the project's workers would be locally contracted as there is available work force due to the low unemployment rate of 7% ( LFS\_3Q2022.pdf (stats.gov.bb) ). Government employees involved in project implementation will remain subject to the terms and conditions of their contracts unless there is an effective legal transfer of their employment to the Project - only paragraphs 17 to 20 (Protecting the Work Force) and 24 to 30 (OHS) will apply to them. The main Labor risks for the project identified under sections A.1 and A.2 are related to occupational health and safety (OHS) risks during civil works. SEA/SH. Child labor risks are assessed as low. The key risks on occupational health and safety associated with Component 1 include exposure to hazardous material (including e-waste) and chemicals, slips, trips and falls, machinery hazards, and electrical dangers including accidental contact, noise, and vehicular accidents. To manage labor risks and impacts, the Project will prepare Labor Management Procedures (LMP) after Project effectiveness and within the timeframe established in the ESCP. The LMP will have a dedicated Grievance Mechanism (GM) with channels to update SEA/SH-related complaints. The LMP will include a code of conduct for project workers, including provisions on non-discrimination and the prevention of SEA/SH. The code of conduct will be included into works contracts. In relation to occupational health and safety, the LMP will also include requirements for the appropriate specifications to be included in the bidding documents and the subsequent work contracts, to ensure the risks are managed, workers trained appropriately (including with a general EHS induction based on the WB/KGGTF Standard EHS Induction for Construction Workers) and provided with the necessary equipment to complete the works safely. The LMP will also have procedures to address incidents and accidents during the life of the project, that will be reflected in ESMPs; will provide appropriate measures of protection and assistance to address the vulnerabilities of project workers, including specific groups of workers, such as women, people with disabilities, and children (of working age in accordance with ESS2, and national laws (minimum working age in Barbados is 16 years); and will require that a child over the minimum age and under the age of 18 may be employed or engaged in connection with the project only if the work is NOT likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral, or social development. Project workers will be managed in accordance with the requirements of national law and ESS 2. Consistent with ESS2: Project workers will be provided with information and documentation that is clear and understandable regarding their terms and conditions of employment. The information and documentation will set out their rights under the labour laws of Barbados, including their rights related to hours of work, wages, overtime, compensation and benefits, as well as those arising from the requirements of ESS2. This information and documentation will be provided prior to the start of the working relationship and when any material changes to the terms or conditions of employment occur. Project workers will be paid on a regular basis as required by national law and labor management procedures. Deductions from payment of wages will only be made as allowed by national law or the labor management procedures, and project workers will be informed of the conditions under which such deductions will be made. Project workers will be provided with adequate periods of rest per week, annual holiday and sick, maternity and family leave, as required by national law and labor management procedures. Project workers will receive written notice of termination of employment and details of severance payments in a timely manner. All wages that have been earned, social security benefits, pension contributions and any other entitlements will be paid on or before termination of the working relationship. Where payments are made for the benefit of project workers, project workers will be provided with evidence of such payments. Regarding the FI, the FI's labor policies, as well as the requirements set out for FI subprojects, will be consistent with national legislation, the LMP, and ESS2. This



includes capacity-building actions if required, and compliance with existing labor policies that align with ESS2, including non-discrimination policies, codes of conduct, and grievance mechanisms.

### **ESS3 - Resource Efficiency and Pollution Prevention and Management**

Relevant

Project activities under Components 1 and 2 the project will adhere to high resource efficiency standards, reduction of waste generation and pollution prevention and management during restoration works. Pollution prevention and management will be reviewed as part of the ESIA and relevant mitigation measures identified in the ESMP. The repairs and restoration of coastal protection measures (breakwaters and revetments) and beaches will require consideration for sustainability and climate resilience in the face of storm surge flooding. The ESMP will incorporate relevant requirements from the WBG EHS Guidelines (such as the General Guidelines and Ports, Harbors and Terminals). As part of the ESMP, the Project will adopt prior to the start of Works, measures related to Waste Management, and resource efficiency and pollution prevention and management. The ESMP will include strategies for reuse and recycling of demolition waste, and guidelines for contractors and subcontractors to prevent uncontrolled waste disposal and ensure that disposal occurs only at licensed sites. The project will not undertake formal GHG accounting, given the negligible change in emissions from the project activities. The terms of reference, work plans or other documents defining the scope and outputs of TA activities under Component 2 will be reviewed to ensure consistency with ESS3.

### **ESS4 - Community Health and Safety**

Relevant

Civil works may generate noise, dust, odors, and pollution that could potentially impact community health and safety. Other associated community health and safety risks may be related to traffic disturbance, traffic safety, accidents, and emergencies. Because potential works could be taking place in sites distant from the public, risks of possible temporary road closures, interruptions to normal operation of businesses, etc.; are considered as low. Though low risk, labor influx and its associated risks for nearby communities (for example SEASH risks,) are considered, and mitigation measures will be addressed in the ESMP, to enhance awareness among workers and communities, training, and monitoring. The ESMP will include measures to safeguard community health and safety during the construction (repair and restoration) and operational phases of the project. Measures will also address accessibility of infrastructure, safety of sanitation services and ensure that designs incorporate universal access principles where technically and financially feasible. The ESMP will include an Annex: emergency and communication plans for both workers and nearby communities, ensuring preparedness for potential emergency situations.

### **ESS5 - Land Acquisition, Restrictions on Land Use and Involuntary Resettlement**

Not Currently Relevant

All project activities will occur on existing government property, away from residential and commercial zones. Screening activities were undertaken to confirm existing land use and encroachments. As the areas designated for repair and restoration works are void of economic activity, it is anticipated that there will be no expected to affect livelihoods and no resettlement impacts are anticipated. The risk will be subject to ongoing review during the project's life cycle to maintain an accurate risk profile. Should such risks materialize, the GoB will develop and execute Resettlement Action Plans in line with ESS5.

### **ESS6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources**

Relevant



The Projects does not include infrastructure works that are likely to either impact biodiversity and habitats, considered as environmentally sensitive or pose a high negative impact to ecosystems, or lead to the harvesting of fish and other living natural resources, and no work will take place adjacent to the Barbados Fisheries Marina and the Bridgetown Port. Most repair and rehabilitation works will be likely confined to the existing footprint of the marina (Landing Facilities for Fisherfolk) and coastal protection measures (breakwaters). For new coastal protection measures, the project will build environmentally friendly breakwaters using good international industry practice (GIIP) making sure the impact on the ecosystems is avoided, reduced or mitigated. The identification of such situations and measures will be reflected in the Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) for the new structures. Although the project does not anticipate carrying out work in environmentally sensitive areas, measures will be taken as part of the Environmental and Social Management Plans (ESMPs) to ensure minimal impact, if any, on such areas.

**ESS7 - Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities**

Not Currently Relevant

This standard is currently NOT RELEVANT. No population in the areas of intervention can be considered Indigenous peoples as per the criteria outlined in ESS7.

**ESS8 - Cultural Heritage**

Relevant

The project activities and locations are unlikely to impact tangible or intangible cultural heritage and hence the potential risks and impacts are low. However, since activities in Component 1 will involve minor civil works, chance-find procedures will be included in relevant ESMPs and procurement documents considering the national legislation and the requirements under ESS8.

**ESS9 - Financial Intermediaries**

Relevant

The project will support a “specific lending portfolio” limited to small and large boats damaged by Hurricane Beryl, and for with ESS9 becomes relevant. Given the emergency nature of this project, the full set of documents required to meet ESS9 will be developed early during implementation with the support of World Bank, the Ministry of Environment and National Beautification with the support of E&S HEIS specialist. A survey has already been completed and around 176 boats have been identified. For repair and replacement, technical requirements will be established, and vendors evaluated to ensure that there are no negative environmental outputs such as use of dirty fuels, poor energy efficiency of boat systems and motors, and other technical risks identified by Bank experts. Assurances will be given by all parties that there can be no over-fishing in national and international waters. The Client will assess the maturity of the FI’s environmental and social management system (ESMS) with regards to its Environmental and social policy; Environmental and social procedures; its Organizational capacity and competency, Monitoring and reporting, and stakeholder engagement practices. As a result of this assessment, an improved ESMS will be required to be implemented by the FI. If necessary, capacity building measures could be agreed upon, to ensure that: (i) all FI subprojects will be (a) screened against an exclusions list in the legal agreement, (b) categorized according to their potential environmental and social risks and impacts, (c) environmental and social aspects and impacts are regularly monitored and reported ; (ii) all legal agreements between FI and the sub-borrowers state the measures needed to satisfy the requirements of the relevant environmental and social standards; and (iii) where relevant, FI sub-borrowers will comply with the requirement to conduct a stakeholder engagement consistent with



ESS10, proportionate to the risk category of each subproject and incorporated in the FI ESMS. The ESMS will include a grievance mechanism as part of the stakeholder engagement requirements.

## **B.2 Legal Operational Policies that Apply**

**OP 7.50 Operations on International Waterways**

No

**OP 7.60 Operations in Disputed Areas**

No

## **B.3 Other Salient Features**

**Use of Borrower Framework**

No

None

**Use of Common Approach**

No

None

## **C. Overview of Required Environmental and Social Risk Management Activities**

### **C.1 What Borrower environmental and social analyses, instruments, plans and/or frameworks are planned or required by implementation?**

During implementation, the Borrower will finalize the draft Stakeholder Engagement Plan (SEP), elaborate the Labor Management Procedure (LMP), and relevant Environmental and Social Management Plans with their respective ESIA/ESAs. The borrower will assess the maturity of the FI's environmental and social management system (ESMS), and if necessary, an updated FI ESMS will be elaborated prior to the start of implementation of activities by the FI. The SEP and the LMP will be elaborated within 60 days of Project effectiveness, and the ESMPs before the launching of the respective bidding instruments.

## **III. CONTACT POINT**

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#### V. APPROVAL

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