



TERMS OF REFERENCE

Cultural Ecosystem Services and Social Impact Assessment Consultancy for the Barbados Marine Spatial Plan Process

1. Background and Justification

Barbados is a Small Island Developing State (SIDS) with cultural heritage that is deeply intertwined with its marine and coastal environment. The marine and coastal environment not only support livelihoods but they also carry historical, spiritual and recreational significance that shape the identity and well-being of Barbadian communities.

The Government of Barbados (GoB), through the Ministry of Environment and National Beautification, Green and Blue Economy and spearheaded by the Coastal Zone Management Unit (CZMU), is advancing the development of a Marine Spatial Plan (MSP) that seeks to balance conservation, sustainable economic use and cultural values of its extensive marine space. The MSP process is guided by principles of inclusivity, transparency and science-based decision-making. As such it must recognise the importance of Cultural Ecosystem Services (CES), which consider the non-material benefits derived from ecosystems and contribute to the quality of life for individuals. Furthermore, there is a pressing need to assess potential social impacts of the marine planning decisions made under this MSP process.

CES such as recreation, heritage, sense of place, traditional fishing practices, spiritual values and educational opportunities play a vital role in community well-being and social cohesion. Yet, these services are often underrepresented in marine planning processes. This consultancy will ensure that Barbados' MSP meaningfully incorporates CES and social impact considerations into zoning, policy and decision-

making, thereby supporting the equitable distribution of benefits while minimising negative social outcomes .

2. Objectives of the Consultancy

The overall objectives of the consultancy are as follows:

- Identify, assess, and map the cultural ecosystem services associated with Barbados' marine and coastal areas.
- Identify potential social impacts (both positive and negative) of proposed MSP zones and management considerations under different planning scenarios.
- Provide recommendations to integrate cultural ecosystem services and social impact considerations into the MSP to ensure inclusive and culturally relevant marine spatial planning.
- Develop training sessions on cultural ecosystem services and social impact assessments for the CZMU, BMSP team and key stakeholders.

Specific Objectives:

1. Develop a Cultural Ecosystem Services Assessment Framework tailored to Barbados' MSP context.
2. Conduct participatory mapping and non-monetary valuation of CES by engaging diverse stakeholder groups including coastal communities, fishers, tourism operators, cultural practitioners, vulnerable persons and youth.
3. Identify potential social impacts given proposed zones and management considerations under different planning scenarios, identifying affected groups, potential impacts and options to mitigate negative impacts.
4. Integrate CES and SIA findings into MSP decision-support tools and policy guidance recommendations.

3. Scope of Work / Tasks

The consultancy will adopt a multidisciplinary and participatory approach, combining social science, cultural heritage, marine planning, and geospatial analysis. Key tasks include:

Task 1 – Inception & Framework Development

- Review existing MSP data, national development plans and relevant studies.
- Develop an Inception Report detailing the methodology, stakeholder engagement plan, data collection methods, deliverables and timelines.
- Design a CES & SIA Framework aligned with international best practice (e.g., IPBES, IFC Performance Standards, UNEP guidelines) and the MSP process.

Task 2 – Stakeholder Engagement & Participatory Mapping

- Conduct community workshops, focus groups, and interviews to identify CES values and usage patterns.
- Use participatory approaches to document the distribution of CES (e.g., recreational hotspots, culturally significant fishing grounds, heritage sites, spiritual areas).
- Ensure representation of women, youth, traditional knowledge holders and marginalised groups.

Task 3 – Cultural Ecosystem Services Analysis

- Create a national MSP CES framework and categorise CES into relevant subtypes (e.g. recreation, heritage, aesthetics, spiritual, educational).
- Assess relative importance, threats, and trends in CES provision.
- Identify CES hotspots and areas of potential conflict with other marine uses. The existing compatibility matrix, established through the MSPU's targeted space-use assessments and key informant interviews, will be provided to the consultant. The matrix indicates compatibility or incompatibilities between uses and the CES component must address how incompatible elements will affect management approaches and conflict resolution, while emphasising compatible uses.

Task 4 – Review of Potential Social Impacts

- Identify potential social impacts of proposed MSP zones and management considerations under different planning scenarios. This review should be phased to align with the availability of draft nearshore zones from the concurrent Geospatial workstream outputs. Areas of review include:
 - Livelihood and employment changes.
 - Access to resources and spaces.
 - Cultural and heritage site preservation or loss.
 - Equity in benefit distribution.
- Develop mitigation and enhancement measures to address identified impacts.

Task 5 – Integration into MSP Tools & Recommendations

- Translate CES and SIA findings into datasets and narrative summaries for integration into MSP decision-support systems.
- Provide guidance for incorporating CES and social considerations into zoning criteria, monitoring frameworks, and public reporting.

Task 6 – Capacity Building & Knowledge Transfer

- Deliver training sessions for Coastal Zone Management Unit, MSP team and other key stakeholders on CES and SIA integration.
- Produce a CES & Social Impact Integration Plan for ongoing use in marine planning.

4. Deliverables and Timeline

Deliverable	Description	Due Date	Payment %
A. Inception Report & CES/SIA Framework	Methodology, engagement plan, tools	2 weeks after contract start	10%
B. Stakeholder Engagement Report	Summary of workshops, mapping results, preliminary CES maps	2 months after commencement of contract	25%
C. Draft CES & Social Impact Report	CES hotspots, CES & SIA findings, initial recommendations	4 months of the commencement of the contract	30%
D. Development of training materials and delivery of training sessions. Report of the training sessions	Report of the training sessions	5 months after the commencement of the contract	15%
E. Final CES & Social Impact Report & Integration Plan	Revised report incorporating recommendations for policy guidance	6 months after the commencement of the contract	20%

5. Qualifications and Experience

- **Education:**
 - A Master's degree in a relevant field such as sociology, anthropology, social sciences, gender studies, or a related discipline is required.
- **Professional experience:**
 - Minimum of 8 years of relevant professional experience in social assessments, socio-cultural impact assessments, and community consultations.
 - Experience working with diverse stakeholders, including local communities, NGOs, government agencies, and academic institutions.
 - Experience in social mobilization, capacity building, and participatory planning.
 - Experience in developing and implementing stakeholder engagement strategies and communication plans.
- **Skills:**
 - Excellent facilitation and interpersonal skills.
 - Strong analytical, research, and report-writing skills.
 - Fluency in English and any other relevant local languages.

6. Coordination and Oversight

The consultancy will work under the direction of the **Coastal Zone Management Unit (CZMU)** and report to the BMSP Project Manager. Oversight will be provided by the MSP Project Steering Committee. Close coordination with the Outreach & Communications Working Group and the Marine Geospatial Working Group will be required.

The Geospatial, Cultural Ecosystem Services and Future Foresight Scenario Development consultancies will be implemented concurrently to ensure cohesive timelines and integrated outputs. Each consultancy must contribute to and draw upon the technical outputs of the other workstreams. Specifically, the CES consultant's findings on cultural values and community use patterns will inform the scenario

development process, while the Geospatial workstream's draft nearshore zone proposals will provide the spatial framework against which social impacts are reviewed.

Regular inter-consultancy coordination meetings will be convened by the MSP Project Manager to facilitate data sharing, align milestones and ensure that each workstream has all the technical input needed from the other sections.

7. Duration and Place of Work

- Duration: 6 months from contract signature.
- Place of Work: Combination of desk-based work and in-country fieldwork across Barbados.

8. Payment Schedule

Payments will be made upon submission and approval of deliverables according to the percentages listed in Section 4.

9. Diversity and Ethical Considerations

The consultancy will ensure equitable participation, free prior and informed consent for community inputs, and adherence to ethical standards for research involving human participants.

10. Submission

Interested persons are asked to submit a letter of interest and Curriculum Vitae to the Director of Coastal Zone Management Unit via director@coastal.gov.bb no later than May 22nd, 2026.