



Initial Environmental and Social Review Document

Kingston Waterfront Improvement Project (P179642)

March 31, 2023

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1. INTRODUCTION

1.1 Project

The project is designed to revitalize Kingston's downtown waterfront area, expand economic development opportunities, and enhance the institutional capacity to enable future private sector-led redevelopment. The project will have 4 different components. These are:

- Component 1: Green, resilient, and inclusive waterfront (US\$25 millions)
- Component 2: Improve economic development opportunities (US\$8 millions)
- Component 3: Enhance the institutional capacity to enable future private sector-led redevelopment (US\$3 millions)
- Component 4: Project management (US\$4 millions)

Component 1: Green, resilient, and inclusive waterfront. This component will finance the construction of a linear, multi-use park along Downtown Kingston's waterfront between the Port Authority and Hanover Street. The park will include investments, financed through an integrated works contract, including, among others, recreational facilities, such as bike paths, playgrounds, and sport grounds; permeable and natural walkways; street furniture and landscaping; street lighting and signage; green infrastructure like retention pools and floodable park areas; the rehabilitation of the seawall; multi-purpose community centers; adaptable market and event spaces for art and entertainment that will generate income-generating opportunities for local entrepreneurs; and amenities such as police posts and public toilets.

The conceptual design of the park is expected to be completed in May 2024. Following the completion of the conceptual design, this component will finance the detailed design and construction of the park under one of two procurement scenarios: (a) assuming satisfactory performance of the design firm undertaking the conceptual design of the park, a follow-on contract for the detailed design and construction supervision will be awarded to the same firm in May 2024, with construction estimated to commence in October 2025; or (b) upon the completion of the conceptual design it is determined that a different firm will be procured for the detailed design of the park, a contract for which would be expected to be awarded by March 2025 and construction of the park will commence in May 2026. In both scenarios, the satisfactory review of the social and environmental impacts associated with the final park design will be critical.

The park will feature world-class design and high-quality amenities, specifically intended to catalyze development and private sector investment in the areas adjacent to the waterfront. The park will provide a new and inclusive venue for year-round, family friendly use and programming. Community engagement, and participatory design will be an integral part of defining the vision for the park, which seeks to recast the underutilized waterfront into a regional destination, embracing the Kingston harbor as a recreational amenity and balancing urban ecology with active program elements. By attracting locals and tourists who value the park and spend money on goods and services while visiting the park, the park will generate revenue for operations and maintenance (O&M) and activate the wider area for future investment and private sector-led development. The park investment will also create employment opportunities during the construction of the park space, as well as more long-term permanent jobs in the area including for the O&M of the space, through the provision of upgraded amenities for formalized vendors in the vicinity of the proposed project site and technical assistance (TA) (through Component 2) to improve their product offering.

The aim of this component is to promote low-carbon development and adaptation to climate risks. The proposed project will assess and calibrate the carbon impact of proposed design solutions from the early stages of planning, with a view to including optimal design options, land uses, structural systems, and landscape and façade materials, including through the reuse of existing structures (pavement, seawall, and concrete piers) to create new typologies unique to the waterfront and thus reduce the carbon footprint of construction. The waterfront park will pedestrianize Ocean Boulevard and connect to the waterfront promenade and coastal protection measures developed along Port Royal Street under the DVRP (P146965), thus creating a contiguous and resilient recreation corridor to encourage active mobility and a modal shift away from cars. The construction of the park will adhere to high resource efficiency standards, high energy efficiency and low carbon building standards, as well as onsite renewable energy generation, and will look to certify any construction with relevant green building standards. The park will be designed to reduce flood risks by allowing for greater permeability, address risks related to sea level rise and storm surges by rehabilitating the seawall and provide adaptation measures for extreme temperature by increasing tree cover and shade areas. The proposed project will prioritize nature-based solutions, green infrastructure, indigenous vegetation, and educational sites that raise awareness about coastal resilience and stormwater surges and the ecological and symbolic significance of Kingston's natural harbor.

The waterfront improvement will be designed to promote gender impacts in project design and programming. The park design will be based on a truly participatory and inclusive design process that explores and attends to the experiences and uses of the city from the perspective of all citizens, including disadvantaged groups such as women, girls, sexual and gender and other minorities, as well as at-risk (male) youth from inner-city communities.¹ By doing so, the proposed project seeks to address an identified gender gap in the use of and feelings of safety in the public space (see paragraph 19) which disadvantages girls and women in their full enjoyment of the city. To address this gap, the proposed project will finance targeted investments, design, and activities to improve safety at the proposed project site, such as improved lighting, clear unimpeded sight lines, and other elements drawn from 'Crime Prevention Through Environmental Design' approaches. Other elements will be included in the park design to attract families, people of all ages and abilities, and women, to the space, including universal accessibility; restrooms; playgrounds; shaded resting areas; and facilities for nursing mothers and baby changing stations. To ensure that the design responds to the specific needs of girls and women, participatory workshops and stakeholder engagements will be conducted to identify investments, design, and activities to attract them as primary future users of the site. It is expected that both the participatory design process, as well as the outcomes of this process, empower women as agents and owners of the redevelopment.

Component 2: Urban Upgrading and Economic Development in Downtown Kingston. This component will finance three sub-components: (i) basic urban infrastructure upgrading; (ii) fostering economic development; and (iii) community outreach, activation, and inclusion.

Sub-component 2.1: Basic urban infrastructure upgrading. This subcomponent will finance small-scale infrastructure works and urban upgrading in the commercial district, bordering the Kingston waterfront. Investments will prioritize the enhancement of critical corridors and throughfares in the area to facilitate access to the waterfront and improve the conditions for commercial activities in the area. Investments will include (i) street scaping, widening, rehabilitating, and paving roads or sidewalks; (ii) improving

¹ <https://openknowledge.worldbank.org/handle/10986/33197>.

stormwater drainage; (iii) installing Light-Emitting Diode (LED) street lighting; (iv) constructing skip enclosures around dumpsters; (v) carrying out cleanup and maintenance activities by Environmental Wardens; and (vi) making investments to increase accessibility, promote active mobility, and road safety (for example, improved sidewalks, crosswalks, and signage).

Subcomponent 2.2: Fostering economic development. Investments under this subcomponent are designed to enable existing vendors and MSMEs in and around the project site, including the Kingston waterfront and the adjacent commercial district, to take advantage of the economic opportunities generated by the waterfront investment and associated development, based on a comprehensive mapping and business needs assessment financed under this subcomponent. Business support activities financed under this subcomponent will include: (a) skills and knowledge transfer programs, including training in the following areas: business plan development, operations, accounting, marketing, human resources, and finance; and (b) in-kind support such providing equipment or upgraded facilities. The detailed design of this subcomponent will be concluded within the first 6 months of implementation, based on the findings of the MSMEs mapping exercise and business needs assessment. Criteria for the prioritization and selection of beneficiaries under this component are expected to include, among others: (a) geographic scope (MSMEs located in the geographic scope of Component 2), (b) socioeconomic vulnerability (presence of the elderly, female-headed businesses, presence of people with disabilities, presence of economically vulnerable people, and so on), (c) potential for local impact, (d) technical and financial feasibility, and (e) E&S sustainability.

Subcomponent 2.3. Community outreach, activation, and inclusion. This subcomponent will finance deep community engagement throughout the project cycle. The stakeholder engagement process will be designed to (a) communicate and generate buy-in and ownership among community members and residents about the waterfront redevelopment; (b) elicit community views and contributions during the visioning process of the waterfront park, to ensure that the design concept engages the experiences and uses of a wide diversity of Kingstonians and addresses concerns the community might have about the proposed redevelopment; and (c) create inclusive activation and programming of the waterfront redevelopment that draws on the creative and entrepreneurial potential of local residents and businesses. Community outreach and communication campaigns, including radio ads and special events, have shown to be a critical element for attracting new park visitors and will specifically target girls and women and other vulnerable groups and address perceptions of insecurity which may prevent them from accessing the site. Finally, the proposed project will develop strategies to include at-risk youth through out-of-school programming, events, and cultural activities at the waterfront and Downtown Kingston, including after school activities, summer camps, volunteering, training, and access to practice and performance spaces.

Component 3: Enhance the institutional capacity to enable future private sector-led redevelopment. This component will finance TA to relevant government agencies to help attract private investors to develop blighted and underutilized sites within and adjacent to the waterfront. Real estate market demand has been rising in Kingston in recent years, and the private sector has expressed interest in investing in Downtown Kingston and the waterfront. The Government is keen to unlock the latent economic and social value in Downtown Kingston and seeks technical support to clarify the regulatory framework for urban planning and development; to align planning and investment efforts focused on Downtown Kingston and develop an associated implementation strategy on which the private sector can depend; and to attract, negotiate, and manage future private sector investments. This may include helping to upgrade technical knowledge among the primary public sector entities with formal responsibilities for

development and urban management of this area, proposing adjustments to the regulatory framework and streamlining existing development plans for Downtown Kingston. Furthermore, this component will finance technical advice to develop sustainable O&M mechanisms for urban public spaces, including, most importantly, the waterfront park financed under Component 1.

Activities under this component will include, among others: (a) advisory services to support the creation of a Downtown-Kingston City Improvement District or a similar professionally and independently managed entity, to ensure the sustainable O&M of the waterfront park; (b) TA to develop and manage public-private collaboration in implementing urban regeneration, including related to the potential use of land-based financing instruments; negotiation of market-viable transaction structures; and selection of real estate development partners; and (c) TA to strengthen public sector planning capacities and support to align institutional, private sector, community, and other stakeholders around a medium- to long-term redevelopment vision.

Component 4: Project management. This component will support the administrative management of the proposed Project by JSIF and implementing partners through, but not limited to, (a) a project coordinator; (b) financial management (FM) and procurement specialists to carry out the fiduciary aspects of the Project, including audits; (c) monitoring and evaluation (M&E) specialists; (d) technical experts needed for project preparation and implementation (including E&S management and social protection specialists); and (e) technical focal points, including project managers with expertise in real estate development, urban development and engineering in UDC. JSIF will coordinate the provision of training and workshops and manage the financing of necessary goods, equipment, and operating costs, including costs associated with convening and reporting to different Government stakeholders.

1.2 Purpose of the Environmental and Social Review Document

The conceptual design of the park, financed under the Foundation for Competitiveness and Growth Project (P173165) will not be available before the project approval. Accordingly, the environmental and social study was not initiated during the project preparation stage. It was agreed during the project preparation that the Environmental and Social Impact Assessment (ESIA) and the Environmental and Social Management Plan (ESMP) for Component 1 will be prepared and approved before bidding processes and the Resettlement Action Plan (RAP) before the start of physical work, causing resettlement impacts. RAPs will be fully implemented before the start of work and in the timeframe set in the approved RAPS. Similarly, the details of the Component 2 activities are not known at this stage and an Environmental and Social Management Framework (ESMF) will be prepared for Component 2 based on the nature and scope of the component. Component 3 Technical Assistance activities will follow the WB requirements set out in paragraphs 14-18 of ESS1, as relevant and appropriate to the nature of the risks and impacts of these activities. The Terms of Reference, work plans or other documents defining the scope and TA outputs will be developed so that the advice and other support provided is consistent with ESSs 1-10. In addition, a Labor Management Procedure (LMP) will be prepared for the project. The timing to prepare the environmental and social (E&S) instruments (ESIA/ESMP, RAP, and LMP) has been discussed and included in the ESCP.

This environmental and social review document has been prepared to provide the initial environmental and social information related to the project. It also provides the outline of the environmental and social instruments to be prepared for the project during implementation phase. In addition, the initial E&S risk

review document includes rapid capacity gap analysis and covers the scope of work for additional E&S staff/consultant to be required for the successful implementation of E&S risk management.

2. POLICIES, LEGISLATIONS AND REGULATIONS

2.1 General

The project will be processed under the World Bank's Environmental and Social Framework (ESF). At the same time, it will follow all the relevant national policies and legislations related to environmental and social issues.

2.2 Relevant National Legislations and Regulations

Based on the preliminary project details and environmental and social risk identification mentioned above, the relevant Government of Jamaica (GOJ) policies, legislation, regulations, and environmental standards pertaining to this project were reviewed. The review examined those policies, legislation and regulations governing environmental quality, health and safety, protection of sensitive areas, protection of endangered species, site selection and land use control at the regional, national, and local levels that relate to or should be considered by JSIF in the policies, laws, and regulations framework of the project (See Table 2.1). The list is not exhaustive but highlights the laws and regulations that should be considered for the project.

Table 2.1: Relevant National Legislations and Regulations and Possible Link to the Project

Legislation/Regulation	Applicability to the Project	Entity Responsible
The Natural Resources Conservation Authority (NRCA) Act (1991)	The NRCA Act provides for the management, conservation, and protection of the Natural resources and it's the main Environmental Act for Jamaica. The proposed redevelopment may require an EIA and permit.	National Environment and Planning Agency (NEPA)
The Natural Resources Conservation Authority (Permits and Licenses) (Amendment) Regulations (2015)	Under the NRAC Act of 1991, the NRCA is authorized to issue, suspend and revoke permits and licenses if facilities are not in compliance with the environmental standards and conditions of approval stipulated.	NEPA
The Natural Resources Conservation Authority (Wastewater and Sludge) Regulations, (2013)	These regulations require that separate licenses be acquired to construct, operate, and discharge effluent for a wastewater or sewage treatment plant. If a permit is granted, the developer would be required to monitor the effluent quality based on the frequency outlined in the terms and conditions of the license and submit reports accordingly.	NEPA
The Natural Resources Conservation Authority (Air Quality) Regulations, (2006)	These Regulations will apply to any air pollutant emitted such as total suspended particulate matter, dust, smoke, fumes, etc.	NEPA
The Town and Country Planning Act (1999)	The Act establishes area-specific standards for land use, density, and zoning.	NEPA

Legislation/Regulation	Applicability to the Project	Entity Responsible
The Wildlife Protection Act (1945), Amended 1991	This Act is concerned with the protection of animals, birds, and fish. The proposed development associated pre-construction and construction, operational activities, may impact on marine ecosystem (Kingston Harbor) and provisioning ecosystem services.	NEPA
The Beach Control Act (1956)	The Act provides for the regulation of domestic or commercial activities over the foreshore and floor of the sea. No person shall erect, construct, or maintain any dock, wharf, pier or jetty on the foreshore or the floor of the sea, or any structure, apparatus or equipment pertaining to any dock, wharf, pier or jetty and encroaching on the foreshore or the floor of the sea.	NEPA
The Land Acquisition Act (1947)	This Act will be applicable as lands (private and public) may be acquired for the project.	National Land Agency (NLA)
The Kingston and St. Andrew Corporation Act (2007)	The Act defines for all or for any specified purpose, the limits of any town or village within the parishes of Kingston and St. Andrew. For the purposes of this Act, the parishes of Kingston and St. Andrew shall include all the lands and houses and buildings within the boundaries set forth in the First Schedule and therein described as the Corporate Area.	Kingston and St. Andrew Corporation (KSAC)
Jamaica National Heritage Trust Act (1985)	This Act provides for the protection of important areas, including the numerous monuments, forts, statues, buildings of historic and architectural importance in Jamaica. The Jamaica National Heritage trust (JNHT) designates what is a national monument which may be located above or below ground and will guide the preservation or removal of chance finds. These chance finds may be encountered during the pre-construction and construction phases of the project.	KSAC - Kingston and St. Andrew Parish Council - Any other parish
The National Solid Waste Management Authority Act (2000)	The Act provides for the regulation and management of solid wastes. Solid/ construction waste generated during the construction phase will require proper collection and disposal. The NSWMA should be contacted for identifying approved disposal site(s).	National Solid Waste Management Authority (NSWMA)
Occupational Safety and Health Act (2017)	The Act is to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work by protecting workers against discrimination or harm to their safety, health, or welfare; providing fair and effective workplace representation; promoting the provision of advice and training in relation to occupational safety and	Environmental Health Unit - Ministry of Health and Wellness

Legislation/Regulation	Applicability to the Project	Entity Responsible
	health; and ensuring compliance and enforcement measures.	
Public Health Act (1974)	This Act governs all matters concerning Vector Control, Food Safety, Occupational Safety and Health, Port Health, and Quarantine, Building and Subdivision Plans (approving appropriate sewage systems), Water and Wastewater (regulating existing systems), Waste Management (include medical, hazardous, and other solid waste e.g., domestic), Institution Health and Environmental Sanitation.	Environmental Health Unit - Ministry of Health and Wellness
Water Resources Act (1995)	This Act governs the management of Jamaica's surface and underground water resources. If the project requires additional water resources beyond the National Water Commission supply, the Water Resources Authority (WRA) undertakes an assessment of the resources available for water supply for both public and private interests. The WRA issues licenses for abstraction of surface and underground water. The mission of the WRA includes ensuring rational and equitable allocation of the nation's water resources, to reduce conflicts among water users.	Water Resources Authority (WRA)
Disaster Risk Management Act (2015)	Given Jamaica's susceptibility to natural hazards and more recently the outbreak of COVID 19, JSIF and UDC should remain cognizant of changes mandates by the Act for business continuity purposes and the safety of employees, contractors, and communities.	Office of Disaster Preparedness and Emergency Management (ODPEM)
2002 Access to Information (ATI)	Access to information by the public and the media is guaranteed by the 2002 Access to Information (ATI) Act which gives a right to request information from government; "it is extensively used, also by civil society organizations" ² . The ATI Act and related Regulations mandate that each government entity (Ministries, Departments and Agencies) should appoint an ATI Responsible Officer to respond to ATI requests from members of the public which are addressed to the respective body	Public ministries
Strategic development plan, "Vision 2030	includes as part of its National Outcome #6 "Effective Governance" the following Strategy 6-1: "Strengthen the Process of Citizen	Planning institute of Jamaica

² Bertelsmann Transformation Index, Jamaica Country Report 2022, p.35

Legislation/Regulation	Applicability to the Project	Entity Responsible
Jamaica - Planning for a Secure and Prosperous Future”	Participation in Governance” (see screenshot on the left ³).	
National Policy on Gender Equality, 2011.	The NPGE Is a cross cutting Policy and is in line with other policies and legislative actions being undertaken by the GoJ. The Policy seeks gender equality by providing a policy framework of analysis, implementation, and monitoring.	Ministry of Youth, Sport and Culture
The Employment (Termination and Redundancy Payments) Act, 1974; Minimum Wage Act, 1938 and supporting National Minimum Wage Order, 1975; Labor Relations and Industrial Disputes Act, 1975; The Employment Act, 1975); The Disabilities Act, 2014; The Sexual Harassment Act, 2021; Maternity Leave Act, 1979; The Child Care and Protection Act, 2004; The Factories Act, 1943 and the Factories Regulations, 1961, Occupational Safety and Health Act 2017 and Public Health Act 1974	The laws address equal pay for Men and Women’ minimum wage, non-discrimination, safety and health; Minimum Wage, etc.	Ministry of Labour and Social Security

2.3 Environmental and Social Management System (ESMS) of JSIF

The JSIF’s environmental management system (EMS) has been certified to ISO 14001 Standards since January 2009. The JSIF’s EMS procedures manual and the “Environmental and Social Framework (ESF)” are interlinked and served as policy documents for managing environmental and social risks and impacts for all projects. Both documents have been continually reviewed and updated to reflect the considerations of new and emerging activities being undertaken, global trends, and donor requirements.

The ESF was developed in 2020 in response to the new requirements of funding partners and integrates both environmental and social standards into a single policy document. This document was reviewed and approved by the World Bank. The ESF is aimed at ensuring that the execution of projects/programs is in alignment with national laws and the environmental and social standards of project funders. The Environmental and Social Performance Standards (ESPSs) under the JSIF’s ESF are generally

³ Vision 2030: Jamaica National Development Plan, Planning Institute of Jamaica, p.275

consistent with the Bank's ESSs outlined in the ESF. The respective ESPs outline the approaches the JSIF will adopt to ensure that projects are implemented in an environmentally and socially responsible manner that will enable achievement of the project's development objectives.

The ESF is integrated in all aspect of the JSIF's project cycle and is managed through the critical project management information system, Fund Manager. The JSIF has developed multiple tools, procedures, and best practices in support of the ESF to ensure projects are executed in accordance with the standards. These include environmental and social management framework; generic environmental and social management plan; site specific environmental and social management plan; environmental and social monitoring instruments; environmental objectives and targets sheet; environmental key performance indicators; significant environmental aspect identification sheets; management procedures for significant environmental aspects; workers code of conduct; GRM; and land acquisition and resettlement policy framework; inter alia.

Assessment of environmental and social risks and impacts are undertaken by JSIF staff for all projects. However, external expertise/consultants are contracted to assess and monitor projects that are determined to be substantial and high risk. The JSIF has an established multi-layered system for monitoring and supervising projects for environmental and social risks. All projects are managed by a consultant/supervisor on the behalf of JSIF. The consultant or a representative is required to be present at the site every day to provide supervision. Each project is also assigned a technical officer (JSIF worker) that monitors the site regularly and manage the consultant/supervisor. An environmental officer and a social officer are also assigned to the project and are required to conduct monitoring. The Internal Audit Department (IAD), Internal EMS Audit Team (trained EMS auditors), and the external ISO auditor also select projects at random for environmental and social performance assessment.

The JSIF has a strong compliment of staff with training in the Bank's Environmental and Social Standards. The JSIF also has a track record in implementing the Bank's environmental and social safeguards. It is a standard JSIF requirement to provide project stakeholders including contractors, consultants, and project beneficiaries environmental and social training throughout the project cycle. Disclosed JSIFs EMS and ESF documents can be accessed at "Disclosure Documents | Jamaica Social Investment Fund (JSIF)". Undisclosed documents are available internally for review in Fund Manager and on the JSIF's intranet.

2.4 The World Bank's Environmental and Social Framework (ESF)

The World Bank Environmental and Social Framework (ESF) sets out the requirements for projects it supports through Investment Project Financing. The Environmental and Social Standards (ESSs) under the ESF explain the requirements for Borrowers relating to the identification and assessment of environmental and social risks and impacts associated with projects supported by the Bank. The application of these standards, by focusing on the identification and management of environmental and social risks, will support Borrowers in their goal to reduce poverty and increase prosperity in a sustainable manner for the benefit of the environment and their citizens. The standards aim to:

- support Borrowers in achieving good international practice relating to environmental and social sustainability.
- assist Borrowers in fulfilling their national and international environmental and social obligations
- enhance non-discrimination, transparency, participation, accountability, and governance
- enhance the sustainable development outcomes of projects through ongoing stakeholder engagement

The ten Environmental and Social Standards (ESSs) establish the standards that the Borrower and the project will meet through the project life cycle and set out the obligations of the Borrower in identifying and addressing environmental and social risks and impacts that may require particular attention. These Standards establish objectives and requirements to avoid, minimize, reduce, and mitigate risks and

impacts, and where significant residual impacts remain, to compensate for or offset such impacts. Detailed information on the Bank's ESF is available at: <https://www.worldbank.org/en/projects-operations/environmental-and-social-framework>

The Framework is accompanied by non-mandatory guidance and information tools to assist Borrowers in implementing the Standards, Bank staff in conducting due diligence and implementation support, and stakeholders in enhancing transparency and sharing good practice. The World Bank Access to Information Policy, which reflects the Bank's commitment to transparency, accountability, and good governance, applies to the entire Framework and includes the disclosure obligations that relate to the Bank's Investment Project Financing. Borrowers and projects are required to apply the relevant requirements of the World Bank Group Environmental, Health and Safety Guidelines (EHSGs). The EHSGs are technical reference documents with general and industry-specific examples of Good International Industry Practice (GIIP) and are referred to in the World Bank's Environmental and Social Framework. The EHS can be accessed from the following link:

https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/ehs-guidelines.

ESSs Relevant to the Project

The Project's Environmental and Social Risk Classification (ESRC) is Substantial. Eight of the ten ESSs of the ESF have been identified as relevant for the project. These are:

- ESS1: Assessment and Management of Environmental and Social Risks and Impacts
- ESS2 Labour and Working Conditions
- ESS3 Resource Efficiency and Pollution Prevention and Management
- ESS4 Community Health and Safety
- ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- ESS8: Cultural Heritage
- ESS10: Stakeholder Engagement and Information Disclosure

2.5 GAP Analysis

Although the country's legal framework is comprehensive, however, it has some gaps in comparison to the requirements of the Bank's ESF. There are no additional national requirements beyond the ESF that is applicable to the project outside of what is outlined in the legislations and regulations listed in Table 2.1. The project meets the threshold for an environmental and social impact assessment (ESIA) which is covered under the Permit and Licensing Regulations of the NRCA.

Table 2.2 provide gaps between ESF requirements and the national legislations and regulations.

Table 2.2: Gap Analysis between ESF Requirements and National Legislation

Environmental and Social Standard	Objectives	Country Laws and Regulatory System	Gap Analysis and Project Actions
<p>ESS1: Assessment and Management of Environmental and Social Risks and Impacts</p>	<ul style="list-style-type: none"> • To identify, evaluate and manage the environment and social risks and impacts of the project in a manner consistent with the ESSs. • To adopt a mitigation hierarchy approach to: (a) Anticipate and avoid risks and impacts; (b) Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; (c) Once risks and impacts have been minimized or reduced, mitigate; and (d) Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible. • To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development benefits and opportunities resulting from the project. • To utilize national environmental and social institutions, systems, laws, regulations and procedures in the assessment, development, and implementation of projects, whenever appropriate. • To promote improved environmental and social performance, in ways which recognize and enhance Borrower capacity. 	<p>Existing related law/policies: The Natural Resources Conservation Authority Act 1991; The Town and Country Planning Act 1999; and The Beach Control Act 1956</p>	<p>Gap Analysis: Jamaica has strong legislative framework regarding conducting environmental impact assessment of projects. However, important capacity constraints remain regarding the implementation, monitoring, and enforcement of the measures. Additionally, the national framework does not include requirements regarding social impact assessment, including the screening of potential negative impacts on and ensuring equitable benefits for disadvantaged or vulnerable groups. This could limit the project achieving its development objective and outcomes.</p> <p>Project Actions: Promote the ESS1 and Environmental and Social Management Plan (ESMP) throughout project implementation</p>
<p>ESS2: Labor and Working Conditions</p>	<ul style="list-style-type: none"> • To promote safety and health at work. • To promote the fair treatment, nondiscrimination, and equal opportunity of project workers. • To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate. • To prevent the use of all forms of forced labor and child labor. 	<p>The Constitution of Jamaica, 1962 including the Charter of Fundamental Rights and Freedoms; The Employment (Termination and Redundancy Payments) Act, 1974; Minimum Wage Act, 1938 and supporting National Minimum Wage Order, 1975; Labor Relations and Industrial Disputes Act, 1975; The</p>	<p>Gap Analysis: Consistent with the GN 10 and GN 10.2 of the ESF, Project workers are to be provided with information and documentation that is clear and understandable about their terms and conditions of employment contracts. However, in Jamaica, employment can be oral, in which the employee may not be provided with written documentation</p>

Environmental and Social Standard	Objectives	Country Laws and Regulatory System	Gap Analysis and Project Actions
	<ul style="list-style-type: none"> • To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law. • To provide project workers with accessible means to raise workplace concerns. 	<p>Employment (Equal Pay for Men and Women) Act, 1975); The Disabilities Act, 2014; The Sexual Harassment Act, 2021; Maternity Leave Act, 1979; The Child Care and Protection Act, 2004; The Factories Act, 1943 and the Factories Regulations, 1961 which address safety and health in factories which are defined; Minimum Wage Act, National Minimum Wage Order and Minimum Wage (Industrial Security) Guards Order. Existing related law/policies: Occupational Safety and Health Act 2017 and Public Health Act 1974</p>	<p>evidencing the terms and conditions of employment. There is also no requirement for the workers to be advised as to the conditions under which deductions from wages will be made. Also, no legislation specifically treats the issue of discrimination in employment, except the Disabilities Act, which is specific to discrimination based on disability—protection from dismissal based on marital status not addressed in national law. Regarding Child labor, the Minimum age is 13 years in national law, but these children can only be engaged in light work. There is no requirement in national law at this time for a risk assessment to be carried out nor for keeping the specified records of the children working in a workplace.</p> <p>Project Actions: Promote ESS2: The application and monitoring of the Labor Management Procedures (LMP) and Grievance Mechanism (GM), Code of Conduct, throughout project implementation. The LMP addresses OHS measures, measures to prevent discrimination, and child labor, reporting on incidents and accidents, among other things.</p>
	<ul style="list-style-type: none"> • To promote the sustainable use of resources, including energy, water, and raw materials. 	<p>Existing related law/policies: Water Resources Act 1995; The National Solid Waste</p>	<p>Gap Analysis: As indicated by the series of legislation related to pollution</p>

Environmental and Social Standard	Objectives	Country Laws and Regulatory System	Gap Analysis and Project Actions
<p>ESS3: Resource Efficiency and Pollution Prevention and Management</p>	<ul style="list-style-type: none"> • To avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities. • To avoid or minimize project-related emissions of short and long-lived climate pollutants. • To avoid or minimize generation of hazardous and non-hazardous waste. • To minimize and manage the risks and impacts associated with pesticide use 	<p>Management Act 2000; The Natural Resources Conservation Authority (Wastewater and sludge) Regulations 2013; The Natural Resources Conservation Authority (Air Quality) Regulations 2006; and The Natural Resources Conservation Authority (Permits and Licenses) Regulations 2015</p>	<p>prevention and management, Jamaica has established a comprehensive legal framework relating to ESS 3. However, in many instances, these laws are outdated and need to be revamped. The national air and water quality standards under the NRCA have far exceeded international benchmarks for environmental protection. The National Solid Waste Management Act is very limited in its scope and lacks supporting legislations to make it effective in the management waste and enforcement of the law. While the NRCA provides a strong basis for protection of natural resources and prevention of pollution, there is room for improvement. There are loopholes that developers and mining companies exploit to the detriment of the environment. There is need for: (1) revising mining legislation to provide stronger incentives for efficiency, enhance environmental and social responsibility of developers, addressing gaps in mining waste management, and reclamation of mined lands; (2) strengthening enforcement measures and economic incentives to stimulate energy efficiency and recycling/recovery of waste; (3) adopting watershed-based planning with full consideration of sustainability, pollution control,</p>

Environmental and Social Standard	Objectives	Country Laws and Regulatory System	Gap Analysis and Project Actions
			<p>ecosystem service provision, and the equity of access among various users; (4) develop and implement hazardous waste regulations; and (5) strengthen renewable energy policy.</p> <p>Project Actions: Promote ESS3 throughout project implementation</p>
<p>ESS4: Community Health and Safety</p>	<ul style="list-style-type: none"> • To anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project life cycle from both routine and nonroutine circumstances. • To promote quality and safety, and considerations relating to climate change, in the design and construction of infrastructure, including dams. • To avoid or minimize community exposure to project-related traffic and road safety risks, diseases, and hazardous materials. • To have in place effective measures to address emergency events. • To ensure that the safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the project-affected communities. 	<p>Existing related law/policies: Public Health Act 1974 and Disaster Risk Management Act 2015</p>	<p>Gap Analysis: There is applicable national legislation that addresses many aspects of the issues of concern under ESS4, such as communicable diseases, sanitation and waste disposal, traffic management, emergency management, and handling of hazardous materials. However, issues such as the setting exposure limits to various pollutants seems lacking. The laws do not have explicit provisions related to internal or external labor influx and the associated risks such as sexual harassment and sexual exploitation; gender-based violence; discrimination; and child labor which may arise from projects requiring large-scale civil works. These risks are real especially now when there is grave concern by both public and private stakeholders about the acute scarcity of labor in Jamaica presently. It is projected that this reality will continue in the long-term if the economy continues to grow</p>

Environmental and Social Standard	Objectives	Country Laws and Regulatory System	Gap Analysis and Project Actions
			<p>without a concomitant upskilling of the labor force.</p> <p>Project Actions: Promote ESS4 throughout project implementation</p>
<p>ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement</p>	<ul style="list-style-type: none"> • To avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives. • To avoid forced eviction. • To mitigate unavoidable adverse social and economic impacts from land acquisition or restrictions on land use by: (a) providing timely compensation for loss of assets at replacement cost and (b) assisting displaced persons in their efforts to improve, or at least restore, their livelihoods and living standards, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher. • To improve living conditions of poor or vulnerable persons who are physically displaced, through provision of adequate housing, access to services and facilities, and security of tenure. • To conceive and execute resettlement activities as sustainable development programs, providing sufficient investment resources to enable displaced persons to benefit directly from the project, as the nature of the project may warrant. • To ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and the informed participation of those affected. 	<p>Existing related law/policies: The Town and Country Planning Act 1999; The Kingston and St. Andrew Corporation Act 2007; and The Land Acquisition Act 1974;</p>	<p>Gap Analysis: While the issue large-scale physical displacement, land acquisition and land use restrictions are not very common in Jamaica, there are instances where this process is necessary to facilitate major development projects. The cumulative economic impact of land acquisition and land-use restrictions from such projects can amount to significant economic losses for project affected persons unless adequate measures are taken to compensate for losses of land, property, incomes, and livelihoods. There are systems in Jamaica for the valuation and compensation for loss of agricultural produce through the Rural Agricultural Development Authority. However, there is need for a more robust guidance on the compensation valuation process for land, assets, loss of income and livelihoods considering the level of agitation of project affected persons caused by displacement due to implementation of large-scale road infrastructure projects over the last several years. The Land Acquisition Act of 1974 is dated and need to be</p>

Environmental and Social Standard	Objectives	Country Laws and Regulatory System	Gap Analysis and Project Actions
			<p>revamped to reflect current social realities and best management trends. The current laws appear to be one sided and do not consider seriously the input or concerns of the PAPs.</p> <p>Project Actions: Promote ESS5, Resettlement Action Plan (RAP) and Grievance Mechanism (GM) throughout project implementation</p>
<p>ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</p>	<ul style="list-style-type: none"> • To protect and conserve biodiversity and habitats. • To apply the mitigation hierarchy and the precautionary approach in the design and implementation of projects that could have an impact on biodiversity. • To promote the sustainable management of living natural resources. • To support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities. 	<p>Existing related law/policies: The Wildlife Protection Act 1945</p>	<p>Gap Analysis: Jamaica has a strong regulatory framework pertaining to biodiversity conservation and use. There are laws to protect biodiversity including the creation of protected areas. There are regulations to protect endangered species and designated hunting seasons for certain species of animal. However, the management of biodiversity is challenging especially in areas external to the formal protected areas. Legal gaps, and a lack of capacity to monitor and enforce often hinder the authorities from operating effectively and efficiently. The existing Wildlife Protection Act of 1945 is also dated and therefore, the national legislation needs to be strengthened by explicitly introducing the concepts of ecosystem services and biodiversity offsets.</p>

Environmental and Social Standard	Objectives	Country Laws and Regulatory System	Gap Analysis and Project Actions
			Project Actions: Promote ESS6 throughout project implementation
ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	<ul style="list-style-type: none"> • To ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples/ Sub-Saharan African Historically Underserved Traditional Local Communities. • To avoid adverse impacts of projects on Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, or when avoidance is not possible, to minimize, mitigate and/or compensate for such impacts. • To promote sustainable development benefits and opportunities for Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities in a manner that is accessible, culturally appropriate, and inclusive. • To improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation with the Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities affected by a project throughout the project's life cycle. • To obtain the Free, Prior, and Informed Consent (FPIC) of affected Indigenous Peoples/ Sub-Saharan African Historically Underserved Traditional Local Communities in the three circumstances described in this ESS. • To recognize, respect and preserve the culture, knowledge, and practices of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, and to provide them with an opportunity to adapt to changing conditions in a manner and in a time frame acceptable to them. 		The standard is not relevant to the project; therefore, no gaps are addressed by project instruments.
ESS8: Cultural Heritage	<ul style="list-style-type: none"> • To protect cultural heritage from the adverse impacts of project activities and support its preservation. • To address cultural heritage as an integral aspect of sustainable development. 	Existing related law/policies: Jamaica National Heritage Trust Act 1985	Gap Analysis: Jamaica's national legislation provides a solid basis for the protection of cultural heritage, but its implementation and enforcement

Environmental and Social Standard	Objectives	Country Laws and Regulatory System	Gap Analysis and Project Actions
	<ul style="list-style-type: none"> • To promote meaningful consultation with stakeholders regarding cultural heritage. • To promote the equitable sharing of benefits from the use of cultural heritage. 		<p>need to be strengthened. The Jamaica National Heritage Trust Act includes provisions for protection of national monuments and national heritage, control and development of national monument and protected national heritage, and developments of national monuments and places designated to be protected national heritage but leave gaps for economic development interests to prevail over the restrictions needed to maintain the aesthetic value of monuments. The Jamaica Heritage Trust appears to lack the capacity to monitor and carry-out enforcement activities to protect and preserve national heritage. There is a need for the development of policies that improve coordination and consultations between applicable state entities, NGOs, and private entities in the protection of national heritage assets.</p> <p>Project Actions: Promote ESS8 and 'chance find' procedures throughout project implementation.</p>
ESS9: Financial Intermediaries	<ul style="list-style-type: none"> • To set out how the FI will assess and manage environmental and social risks and impacts associated with the subprojects it finances. • To promote good environmental and social management practices in the subprojects the FI finances. • To promote good environmental and sound human resources management within the FI. 		The standard is not relevant to the project; therefore, no gap analysis is done

Environmental and Social Standard	Objectives	Country Laws and Regulatory System	Gap Analysis and Project Actions
<p>ESS10: Stakeholder Engagement and Information Disclosure</p>	<ul style="list-style-type: none"> • To establish a systematic approach to stakeholder engagement that will help Borrowers identify stakeholders and build and maintain a constructive relationship with them, in particular project-affected parties. • To assess the level of stakeholder interest and support for the project and to enable stakeholders' views to be taken into account in project design and environmental and social performance. • To promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life cycle on issues that could potentially affect them. • To ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible, and appropriate manner and format. 	<p>Existing related law/policies: The Natural Resources Conservation Authority Act 1991 - public consultation process.</p>	<p>Gap Analysis: The main Gap in the country's law is that policy does not explicitly require engaging with vulnerable groups, as identified in the World Bank directive on Addressing Risks and Impacts on Disadvantaged or Vulnerable Individuals or Groups. Also, disclosure of information does not coincide with the WB requirements for the planning and implementation phases of WB financed Projects/</p> <p>Project Actions: Promote ESS10, Stakeholder Engagement Plan (SEP), Grievance Mechanism and convene frequent consultations and information disclosure throughout project implementation.</p>

3. PROJECT LOCATIONS AND INITIAL BASELINES

3.1 Kingston Metropolitan Area

Kingston Metropolitan Area is the most important urban concentration in Jamaica, with an estimated population of 700,000 or 25 percent of the national population. The historic old town, now Downtown Kingston, is based on the original grid plan established in 1702, with wide streets - oriented east to west - and narrow lanes - oriented north to south - tracing the city's waterfront. Kingston's waterfront embraces the Kingston Harbor, the 7th largest natural harbor in the world, which played a significant role in the history of Kingston and continues to play an integral part in the country's economy. The harbor retains an important role in global and regional trade as a transshipment port. The value of the activities along the harbor is estimated at over US\$510 million annually (NEPA). However, the Kingston Metropolitan Area's (KMA's) urban growth and inadequacies in waste management (both solid and otherwise) have led to high level of pollution of the Kingston Harbor reducing the active use of the Waterfront for recreational purposes.

As Jamaica's capital city and regional center for trade and commerce, Kingston has an outsized role in defining the character of Jamaica. Kingston has been the birthplace of almost all forms of Jamaican music and is home to legendary musicians such as Bob Marley and Dennis Brown, earning in 2015 the title of World Creative Music City by UNESCO. However, the city has not realized its potential as a cultural hub or tourist attraction and has largely fallen short of meeting the needs and aspirations of the Jamaican people. The development of Downtown Kingston, the historical urban core along the waterfront, has been held back by a combination of social factors, public safety concerns, disinvestment by the private sector, lack of amenities, and long-deferred upgrades of critical infrastructure. The existing land uses along the waterfront are commercial office, government office buildings, and institutional use; presently, the area has only two residential buildings: the newly refurbished ROK hotel (formerly the Oceana Hotel) and the Ocean Towers Apartments. Given the limited retail offerings, the irregular activation of the waterfront for recreational and/or cultural activities, and low resident population density, the area is a largely transient zone with limited foot traffic and visitors.

Today, whilst the city concentrates the country's industry and economic opportunity, it also exhibits some of the country's most profound problems of exclusion and deprivation: about 69,000 people (representing about 20 percent of Jamaica's poor) reside in the Kingston Metropolitan Area, constituting a poverty rate of about 9.2 percent. The city is socially segregated and marked by the distinction between uptown (which is largely upper or middle class) and downtown (which is lower class and houses the city's poorer, inner-city communities). In terms of urban livability, the share of the urban area allocated to open public space in Kingston is only 1.8 percent; and only 53 percent of the population living within convenient walking distance (500 or 1000m) to low or high-capacity public transport systems, respectively (UN Habitat, 2022). Kingston, alongside St. Andrew, St. Catherine, and Clarendon, also remains one of the areas with the highest concentration of violent crimes in the country (IDB Crime and Violence in Jamaica, 2016).

The regeneration of the Downtown Kingston waterfront has long been a concern for local and central government administration and the private sector. Following Jamaica's independence in 1962, several years of rapid economic growth, and the creation of a new port area to the west of the city, a large-scale waterfront redevelopment initiative was undertaken in the 1960s and 1970s. The Kingston Waterfront Redevelopment Company was formed by the Government of Jamaica in 1966 (subsequently designated as the Urban Development Corporation, or UDC) and initiated the transformation of the Kingston Waterfront from its historical structure and design, into the modernist skyline, streetscape, and waterfront that we see today. At the time, the main traffic artery of the area, Ocean Boulevard, was created, and the construction of office buildings, residential areas, parking spaces as well as the 388-room Oceana Hotel (recently re-opened as the ROK hotel) was completed by the early 1970s. Despite these achievements, the original ambition remained unrealized, both in terms of the scope of the redevelopment, and the hope that a large-scale infrastructure redevelopment of this type would act as a catalyst for the revival of the surrounding Central Business District. Since the 1990s, attempts at developing Downtown Kingston have been more focused on creating an institutional framework to incentivize private sector development. This included the creation of a Business Improvement District and the granting of tax incentives for the improvement of land or buildings in a government-defined "Special Development Area". Today, the government's vision for the redevelopment of the waterfront and Downtown Kingston, are embodied in the Downtown Kingston & Port Royal Redevelopment Plan (UDC, 2013), which seeks to create high-quality spaces to attract visitors to the Kingston Waterfront; and reinforce the city's position as a hub for local and regional business; amongst other objectives. The aim is to promote a "mixed-use, 24-7 hours environment conducive for living, doing business, working, shopping and entertainment" (Downtown Kingston & Port Royal Redevelopment Plan, 2013).

In recent years, investment and energy has been flowing back into downtown Kingston. This includes the relocation to downtown of private sector corporations such as Digicel Caribbean and introduction the new headquarters of the GraceKennedy Limited, and of public sector entities such as the Ministry of Foreign Affairs and Foreign Trade, as well as the conversion of the Oceana Hotel at the waterfront into a new ROK Hotel Kingston. In addition, the new revetment corridor along the seafront, the murals and restaurants in the Market District, and increasingly popular restaurants and entertainment options along the waterfront have contributed to a general sense of positive market momentum. There is a window of opportunity for the Government, as the owner of a majority of land plots in the waterfront area, to take a leadership role in creating the conditions that would facilitate additional improvements in the area, through preparation of a high-level concept plan for the public space - the Waterfront Park -, investing in long-deferred upgrades to outdated public infrastructure and amenities, and improving institutional capacity of government entities responsible for operating and programming public and civic spaces in that area.

3.2 The Project Area

The project area (Figure 3.1) is likely to cover an area of about 3.9 hectares (9.7 acres) about six blocks wide (parallel to the harbor) and four blocks deep (inland) but may extend further east (to the Port Royal Street boardwalk and revetment and west (to the Kingston Pen Gully).

Figure 3.1: Project Area Map



The project is divided into three (3) components:

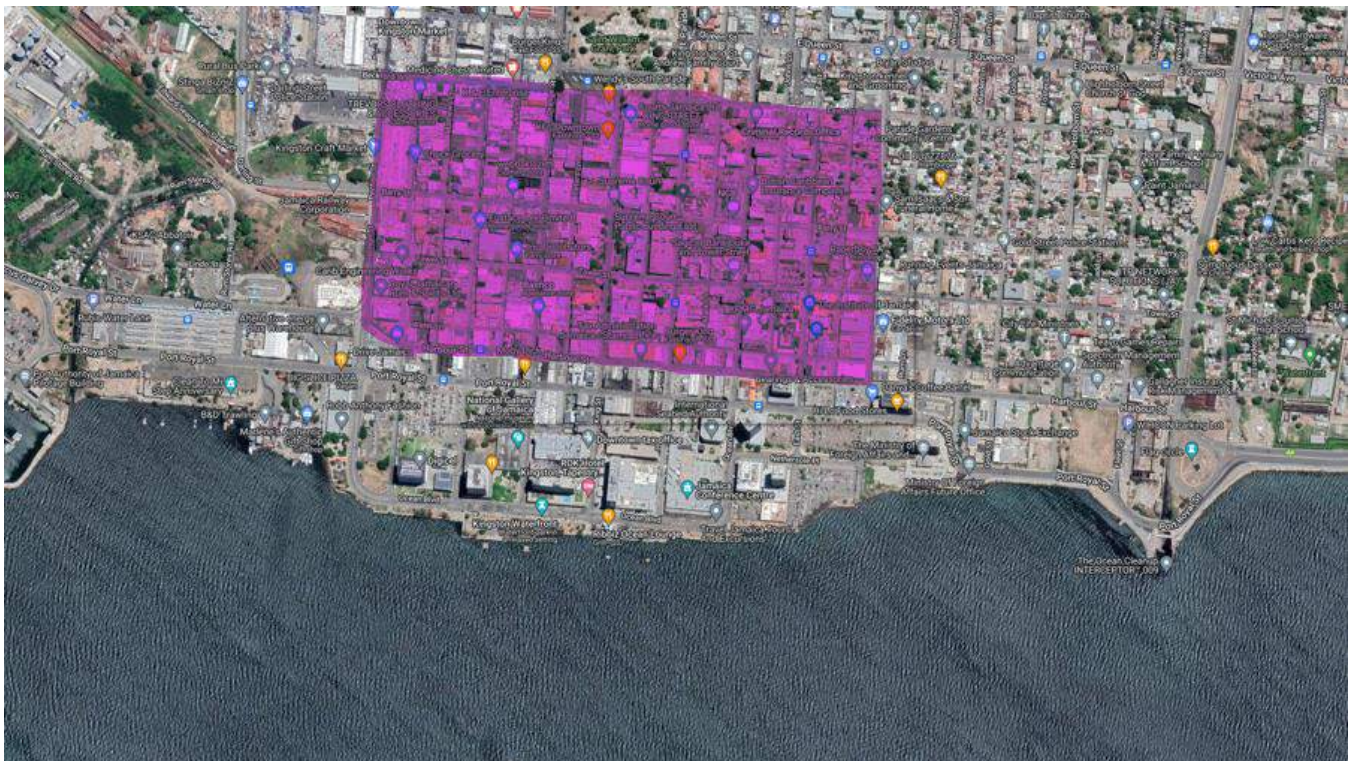
- Component 1: Green, resilient, and inclusive waterfront:** This component will finance the construction of a linear, multi-use park along Downtown Kingston's waterfront between Port Authority to the west and where Gold Street meets Port Royal Street to the east (Figure 3.2). The park will include investments, financed through an integrated works contract, including, among others, recreational facilities, such as bike paths, playgrounds, and sport grounds; permeable and natural walkways; street furniture and landscaping; street lighting and signage; green infrastructure like retention pools and floodable park areas; the rehabilitation of the seawall; multi-purpose community centers; adaptable market and event spaces for art and entertainment that will generate income-generating opportunities for local entrepreneurs; and amenities such as police posts and public toilets.

Figure 3.2: Component 1 Area Map



- **Component 2: Urban upgrading and economic development in Downtown Kingston:** This component will finance three sub-components: (i) basic urban infrastructure upgrading; (ii) fostering economic development; and (iii) community outreach, activation, and inclusion (Figure 3.3).

Figure 3.3: Component 2 Area Map



- **Component 3: Enhance the institutional capacity to enable future private sector-led redevelopment:** This component will finance TA to relevant government agencies to help attract private investors to develop blighted and underutilized sites within and adjacent to the waterfront (Figure 3.4).

Figure 3.4: Component 3 Area Map



A mix of old and new commercial buildings are densely packed in the project area. Specifically, the central business district accommodates many small businesses which are located between South Parade to the north, Harbour Street to the south and Luke Lane to the west and Church Street to the east. Nestled in the middle of the commercial district is the judicial complex dubbed “Justice Square” on King Street, between Sir William Grant Park and Harbour Street. Housed here are the conglomerate of Supreme Court buildings. Itinerant vending is prevalent in the quadrant just off of Sir William Grant Park (bounded by Beckford Street, Matthews Lane, Tower Street and Orange Street). Homeless persons utilize open spaces and some abandoned buildings. Figures- 3.5- 3.11 highlights the current land use of the project area.

Figure 3.5: Kingston Harbour Waterfront (Loop News November 2019)



*Figure 3.6: St William Grant Park - Located in the centre of downtown
(Loop News November 2019)*



*Figure 3.7: St. William Grant Park (with Ward Theatre in the background)
Jamaica Gleaner February 2014*



*Figure 3.8: Vendors on Barry Street
(JSIF January 2023)*



*Figure 3.9: Vendors on Beckford Street
(JSIF January 2023)*



*Figure 3.10: Port Royal Street Revetment Fisherman's beach
(JSIF November 2022)*



Figure 3.11: View down Orange Street (JSIF January 2023)



3.3 Further Studies on Baselines

Under the consultancy of the ‘Urban Design Concept for the creation of a public space along Ocean Boulevard and the Kingston Waterfront’, baseline condition of the waterfront areas will be studied. As mentioned earlier, the study is expected to be completed by May 2024, and it will be done in time to fully inform the Project’s design. The scope under the baseline study are as follows:

Baseline studies and investigations. To enable formulation of the development vision and urban design concept, the consultant shall first conduct baseline studies and investigations, including but not limited to:

- Topographic survey with utilities and property lines.
- Preliminary assessment of existing conditions of infrastructure at the project site along the Kingston waterfront, including:
 - o Bulkhead wall assessment, to understand costs of repair and potential design solutions.
 - o related infrastructures and utilities (i.e., water supply, sewage, electricity, data, telecommunications, street lighting, etc.).
 - o flood-risk in the area from storm surge and stormwater runoff, and potential coastal protection and/or drainage solutions
 - o structural conditions of the road (structural safety, erosion, etc.).
 - o Assessment of the capacity minimally required to service the proposed development vision
- Assessment and screening of environmental and social issues, including:
 - o A list of affected properties impacted by the project.
 - o location of informal structures and any encroachment of public land in or along the project area,
 - o location of all businesses and residents which might be affected by this intervention.
 - o Identification and assessment of risks and impacts on valued environmental components (VECs)⁴.
 - o Mapping of vulnerable groups that could be affected by the Project, as well as other stakeholders that may have interest in the Project.
 - o Examination of the dimensions of vulnerability in relation to direct and indirect impact and propose differentiated measures for vulnerable individuals and groups to be consulted and for their input to be integrated into project design. The latter includes the homeless people, for whom the project will coordinate with other government programs, such as programs providing shelters to address these.
 - o Identification of approximate number of workers that might be engaged by the Project, including local contracts, workers coming from elsewhere, community workers⁵, primary supply workers, and associated Occupational Health and Safety (OHS); child labor/forced labor and sexual exploitation and abuse, and sexual harassment (SEA/SH) type risks which may arise

⁴ VECs are environmental and social attributes that are important in assessing risks; they may be: • physical features, habitats, biodiversity, • ecosystem services, • natural processes (e.g., water and nutrient cycles, microclimate), • social conditions (e.g., health, economics), or • cultural aspects (e.g., traditional spiritual ceremonies). While VECs may be directly or indirectly affected by a specific development, they often are also affected by the cumulative effects of several developments. VECs are the ultimate recipient of impacts because they tend to be at the ends of ecological pathways.

⁵ labor is provided by the community as a contribution to the project, or where projects are designed and conducted for the purpose of fostering community-driven development, providing a social safety net or providing targeted assistance in fragile and conflict-affected situations.

- Assessment and screening of tangible and intangible cultural heritage assets; identification of protected archaeological areas and building heritage/cultural monuments or facades in the project area; and potential for encountering buried historical artifacts. The consultant shall consult Jamaica National Heritage Trust and take in consideration laws and regulations that safeguard and protect the cultural assets. In accordance with the assessment, the consultant shall evaluate any risks linked to the implementation of the projects and provide solutions.
- Assessment of water quality in the harbor and nearby gullies (stormwater management), as well as the presence of floating and/or wind-born solid waste, plastic, and debris, that could affect aesthetics or health, and identification of potential solutions.
- The consultant should be able to assess, map and deliver conclusions on the applicable zoning and construction regulations, previous urban planning studies and priorities, and relevant local land use planning regulations and policies.
- Traffic Impact Assessment; assessment of access points to the site and connectivity issues (including parking, public transit, and pedestrian infrastructure) as well as impact assessment resulting from the road closure/pedestrianizing of Ocean Boulevard.
- Summary of existing uses and programming on and around the project site (e.g., retail, vendors, concerts and parties, parades, art shows, national holidays events, etc.), including estimation of participants/client capacity and (potential) revenue.
- Assess the relationship and connectivity of the project area as it relates to the rest of the city and define its respective functional vocation and role to achieve the city's general development vision, as determined in the 2013 Downtown Kingston & Port Royal Redevelopment Plan
- Develop SWOT analysis and propose relevant design principles, parameters, and ideas to respond to the opportunities and challenges identified, both for the planning and operational phases of Project's activities.
- Real estate market analysis that explores 3 possible development scenarios (e.g., minimal; small-scale development; small-scale and high-density/ large-scale) to consider possible medium- and longer-term redevelopment scenarios, based on
- Market assessment, including potential client demand and capacity for additional retail, recreation and programming.

In addition, a baseline survey consultancy has been included in the project design for the component 2, which will be carried out at the early stage of the project implementation.

3.4 Initial Baselines

This section provides further details of the area using the publicly available information and interactive maps of the project sites. The detailed baseline study will be carried out as part of the environmental and social impact assessment during the project implementation phase when further details about the investments will be known. This section will address social baseline information and urban management aspects.

Following 2 links will provide further clear views of the project sites:

[Maxar 2019 Kingston Mosaic](#)

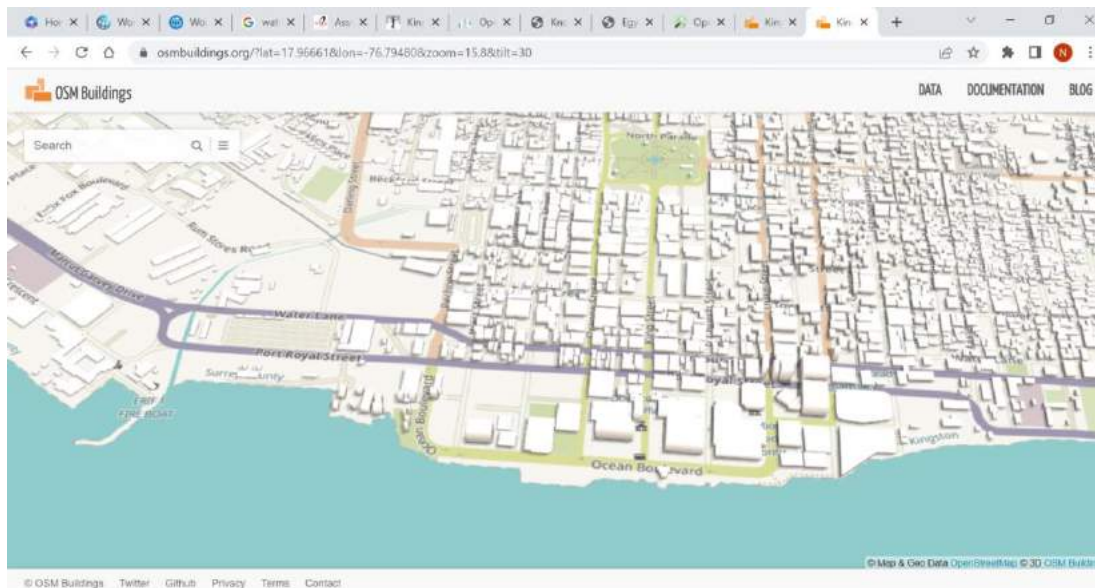
[Explore the Kingston Area on Google Earth \(use Chrome browser\)](#)

Existing Infrastructures

The Figure 3.12 shows the existing infrastructure (buildings) in a 3D map. The following link will provide details of different building by selecting any specific building.

[Interactive version](#)

Figure 3.12: Existing Infrastrucrure (Buildings) in Project Area



Changes over time

It is important to understand changes of the project sites due to the recent development works. The Figure 3.13a and Figure 3.13b shows the Kingston Waterfront area in 2015 and 2022. Noticeable development/landscape changes within the immediate Waterfront environs include upgraded roadways, seawall, sidewalks, stormwater drainage (gullies) and refurbishment of buildings for private sector investments (e.g., Grace Kennedy Foods, Ministry of Foreign Affairs, ROK Hotel, etc.). However, the waterfront remained stable without any major erosion.

Figure 3.13a: Kingston Waterfront in October 2015



Figure 3.13b: Kingston Waterfront in January 2022



Historical climate (Precipitation, Temperature, Sea Surface Temperature and Historical Sea Level Rise)

Average temperature in Jamaica is around 24.2 °C, with maximum as 29.4 °C and minimum as 19 °C. Annual Precipitation is 1805.3 mm whereas precipitation in driest month is 60.2 mm and for wettest month, it is 291mm. (Source: [WB Geospatial Portal](#))

In Jamaica, peak temperatures occur during summer months of June to September while the coolest temperatures occur during winter between December through March. The Northern portions of the island tend to be exposed to colder temperatures from occasional surges of cool air from continental North America during fall and winter months. There exists a dry season between December through March and a rainy season between April through November which are divided into early rainfall and late rainfall seasons. There exists a mid-summer minimum around July that separates early and late wet seasons.

Most of Jamaica's rainfall occurs during the wet season (May and October) and experiences its driest conditions in February and March. (State of the Jamaican Climate) ([Source: CCKP](#))

Temperature

- Maximum, mean, and minimum temperatures show upward (linear) trend. Minimum temperatures are increasing faster (~ 0.27 °C/decade) than maximum temperatures (~ 0.06 °C/decade). Mean temperatures increasing at a rate of 0.16 °C/decade. Daily temperature range has decreased.

Precipitation

- Interannual variability accounts for most of the variability experienced in Jamaica over the past decades.
- There is no statistically significant trend in mean annual rainfall, however there is a noticeable increase in short-term variability.
- Observations show an increase in the intensity and occurrence of extreme rainfall events between 1940-2010.

Figure 3.14 shows the monthly climatology of Mean Temperature and Precipitation in Jamaica from 1991-2020.

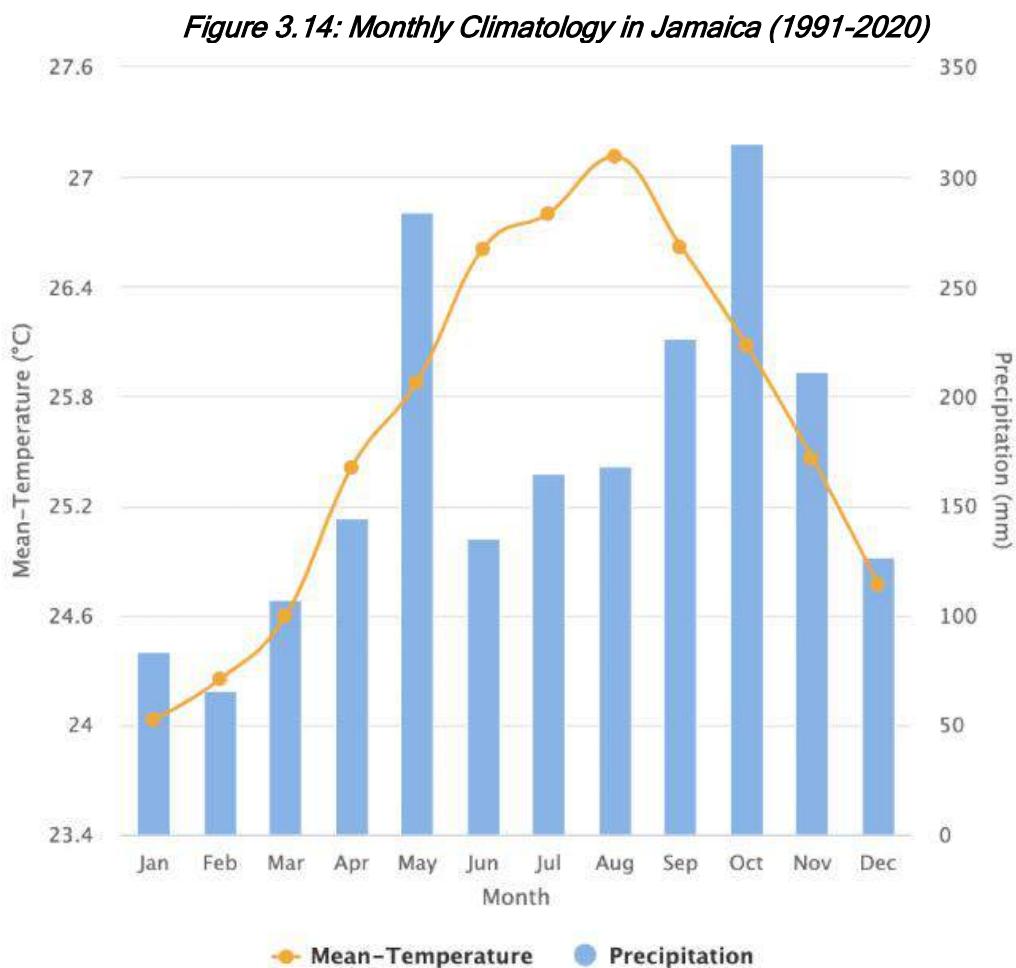


Figure 3.15 indicates the changes in mean temperature across the surface of Jamaica. A rising temperature is an indicator of global warming and climate change. (Source: [IMF Climate Change Dashboard](#))

Figure 3.15: Mean Temperature Change of Metrological Year

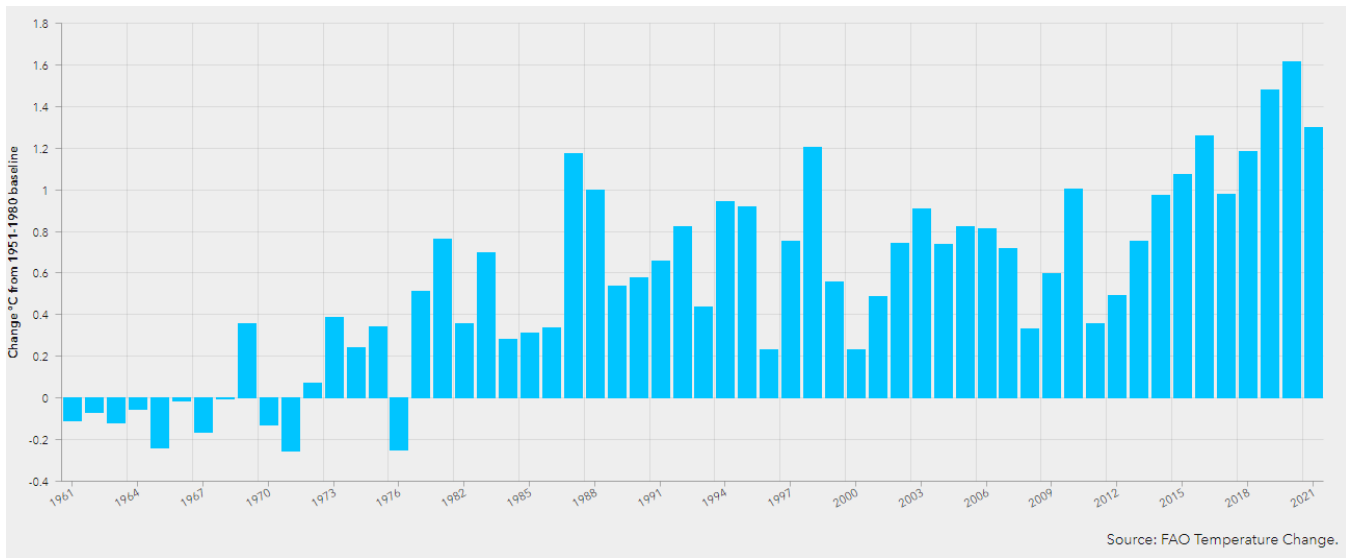


Figure 3.16 shows the Daily Rainfall (mm) estimated by CHIRPS in the Kingston Waterfront related area (outlined in the map) in the time period from June 2017 to July 2022. The Daily Rainfall mean value is 8.63 mm/day for the same time period.

Figure 3.16: Daily Rainfall (mm) in Kingston Waterfront (June 2017- July 2022)

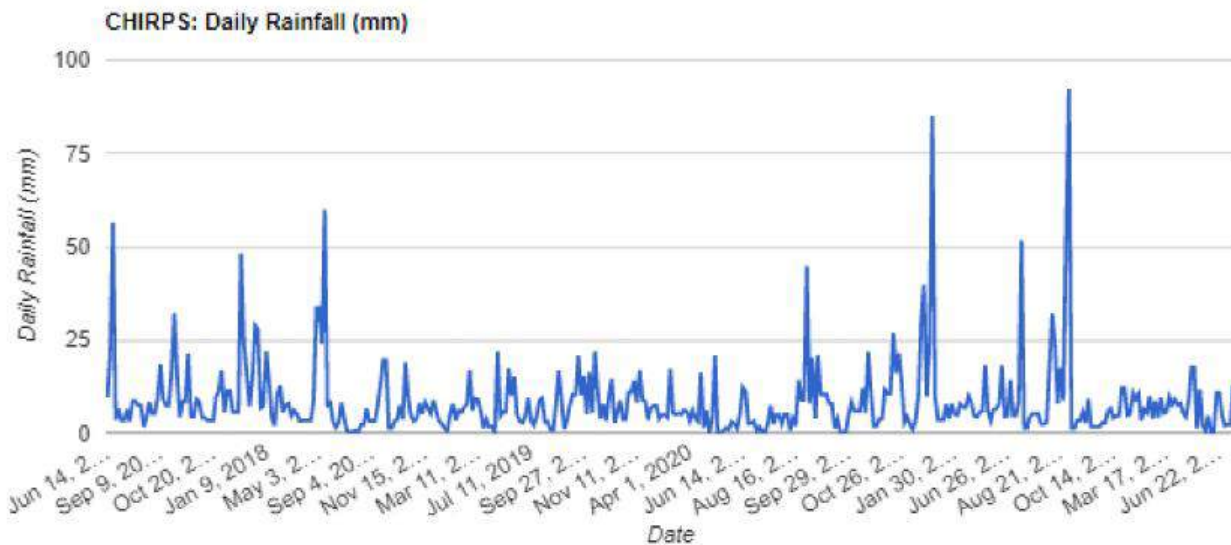


Figure 3.17 shows the Temperature (Celsius) by MODIS Combined in the Kingston Waterfront area in the time period from June 2017 to June 2022. The Average Temperature is 35.6 Celsius for the same time period.

Figure 3.17: Average Temperature (Celsius) in Kingston Waterfront (June 2017- July 2022)

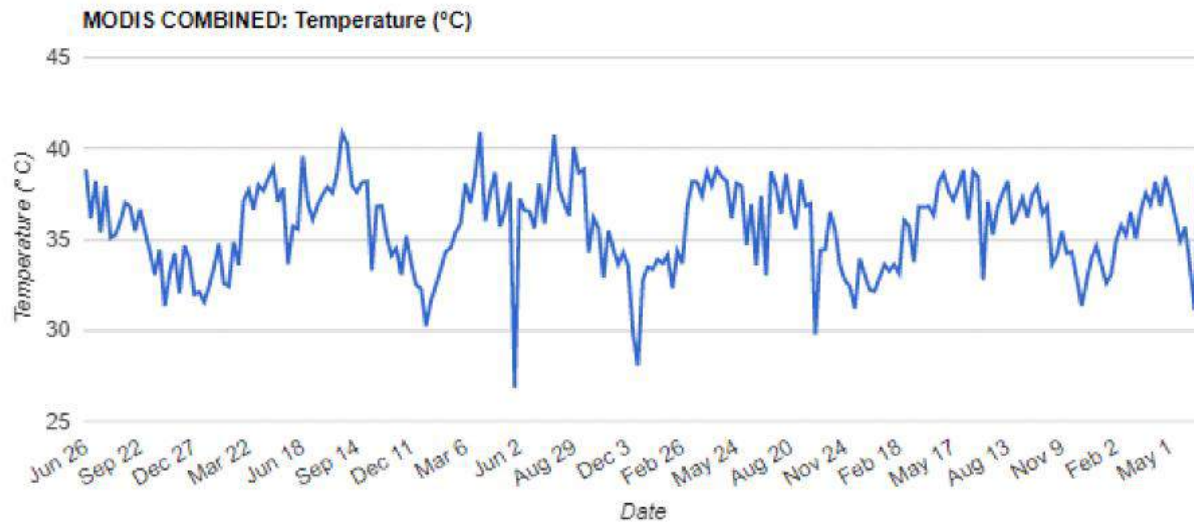
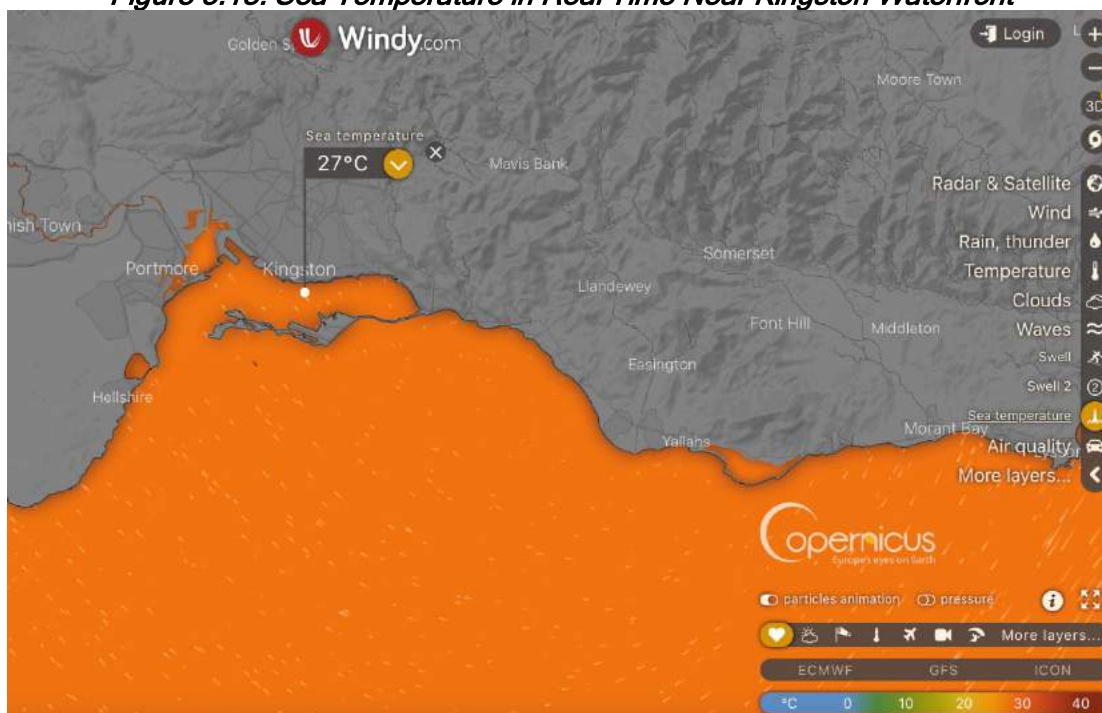


Figure 3.18 provides the Sea Temperature in real-time through an online tool, Windy. The sea temperature as updated on 28th of January was 27 °C. (Source: [Windy](#)).

Figure 3.18: Sea Temperature in Real Time Near Kingston Waterfront

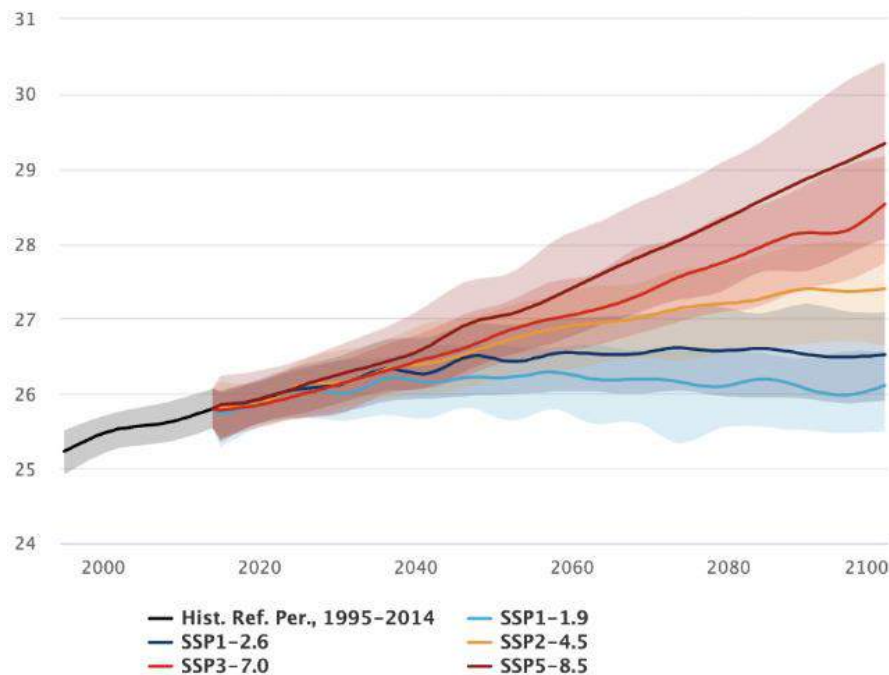


Future Climate (Precipitation, Temperature, Sea Level Rise projections)

Figure 3.19 shows the projected temperature changes till 2100 on different model scenarios based on the reference year 1995–2014 (Source: [CCKP](#)). Projections are made for different scenarios. These are: (i) **SSP1-1.9**: The IPCC's most optimistic scenario, this describes a world where global CO₂ emissions are cut to net zero around 2050. This first scenario is the only one that meets the Paris Agreement's goal of keeping global warming to around 1.5 degrees Celsius above preindustrial temperatures; (ii) **SSP1-2.6**: In the next-best scenario, describes a world of reaching net-zero after 2050. It imagines the same

socioeconomic shifts towards sustainability as SSP1-1.9. But temperatures stabilize around 1.8C higher by the end of the century; (iii) **SSP2-4.5**: This is a “middle of the road” scenario. CO2 emissions hover around current levels before starting to fall mid-century, but do not reach net-zero by 2100. In this scenario, temperatures rise 2.7C by the end of the century; (iv) **SSP3-7.0**: On this path, CO2 emissions roughly double from current levels by 2100. By the end of the century, average temperatures have risen by 3.6C; (v) **SSP5-8.5**: This is a future to avoid at all costs. Current CO2 emissions levels roughly double by 2050. By 2100, the average global temperature is a scorching 4.4C higher. Source for the above information on Scenarios: <https://www.reuters.com/business/environment/un-climate-reports-five-futures-decoded-2021-08-09/>

Figure 3.19: Projected Mean-temperature of Jamaica (Ref Period 1995-2014), Multi-Model Ensemble



The modeling results indicate that Jamaica’s mean temperature will continue to increase into the twenty second century. Depending on the variables, the increase could be gradual or more drastic. This increase in ambient temperature could cause the sea surface temperature at the Kingston Waterfront to increase beyond the current 27°C, which could have negative implications for aquatic life.

According to the Figure 3.20, there will some reduction in annual projected precipitation for Jamaica in 2050 comparing to 2022. For 2022, under the most optimistic Scenario SSP1-1.9, the 50th Percentile (or Median) value for Precipitation is 955.92mm whereas, for the year 2050, the corresponding value is 944.23mm.

For 2022, under the Scenario SSP5-8.5 which we should avoid at all costs, the 50th Percentile (or Median) value for Precipitation is 943.84mm whereas, for the year 2050, the corresponding value is 892.62mm. (Source: [CCKP](#))

Figure 3.20: Projected Precipitation of Jamaica (Ref Period 1995-2014), Multi-Model Ensemble

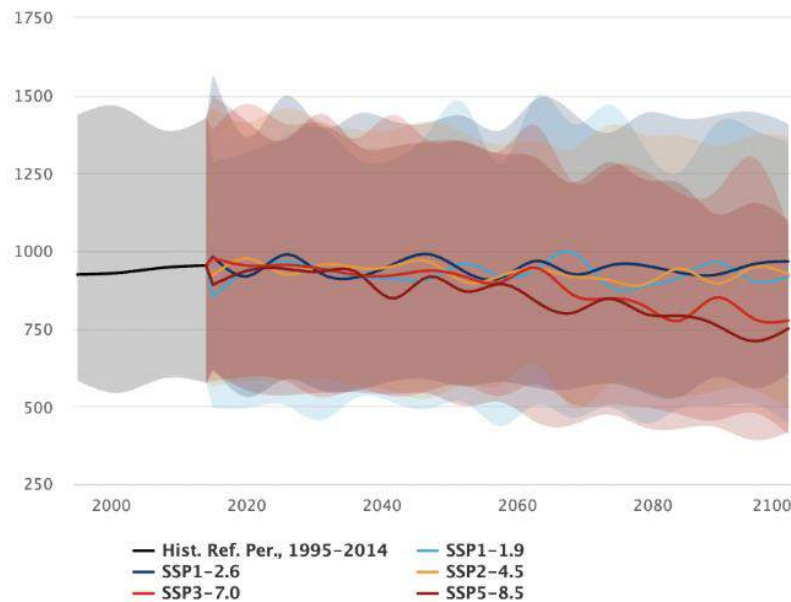


Figure 3.21a, 3.21b and 3.21c provide the different scenarios of projected sea level rise (red cells) in Kingston Waterfront area.

Figure 3.21a shows the Land Projected to be Below Annual Flood Level in 2030 in the Kingston Waterfront area. Source: [Climate Central](#)

Figure 3.21a: Land Projected to be Below Annual Flood level in 2030

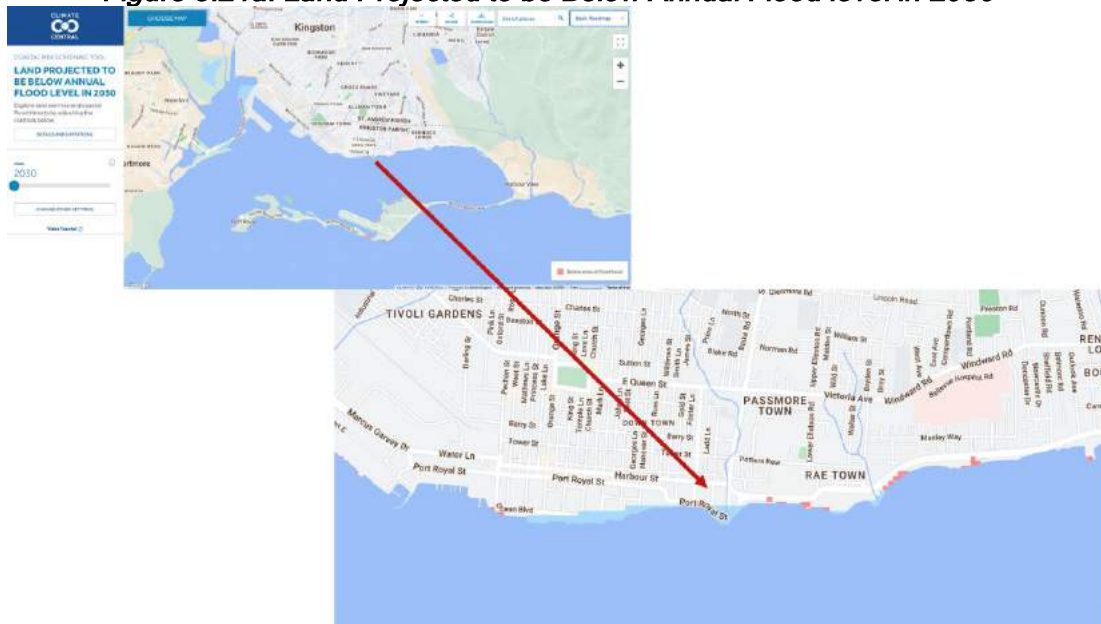


Figure 3.21b shows the Land Below 1.0 Meters of Water. Source: [Climate Central](#). A water level of 1.0 meters above the high tide line could be reached through combinations of sea level rise, tides, and storm surge.

Figure 3.21b: Land Projected to be Below 1.0 meters of Water

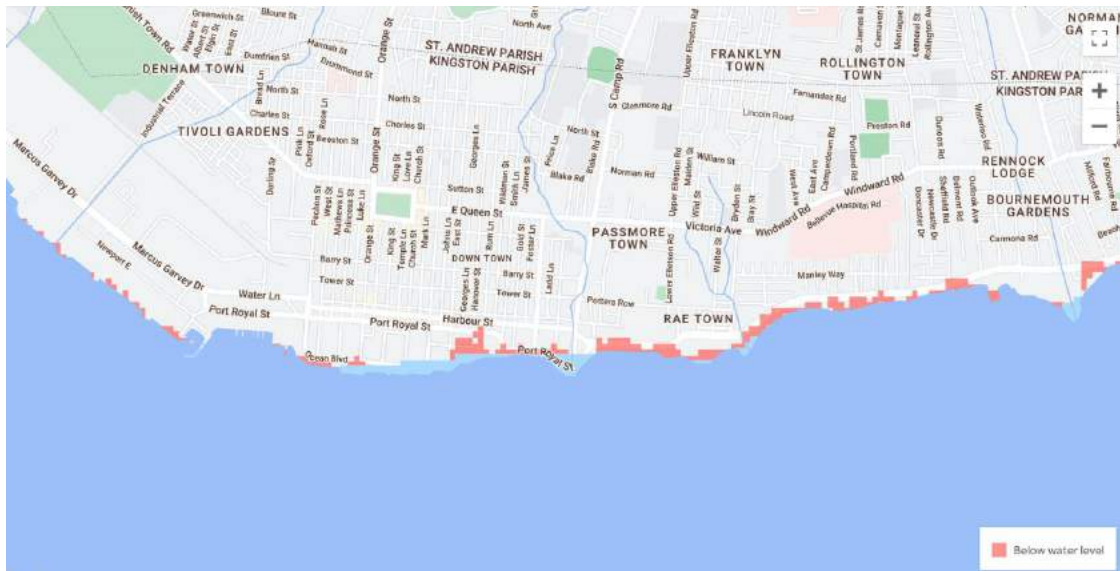


Figure 3.21c shows the Land Below 2.0 Meters of Water. Source: [Climate Central](#). A water level of 2.0 meters above the high tide line could be reached through combinations of sea level rise, tides, and storm surge.

Figure 3.21c: Land Projected to be Below 2.0 meters of Water

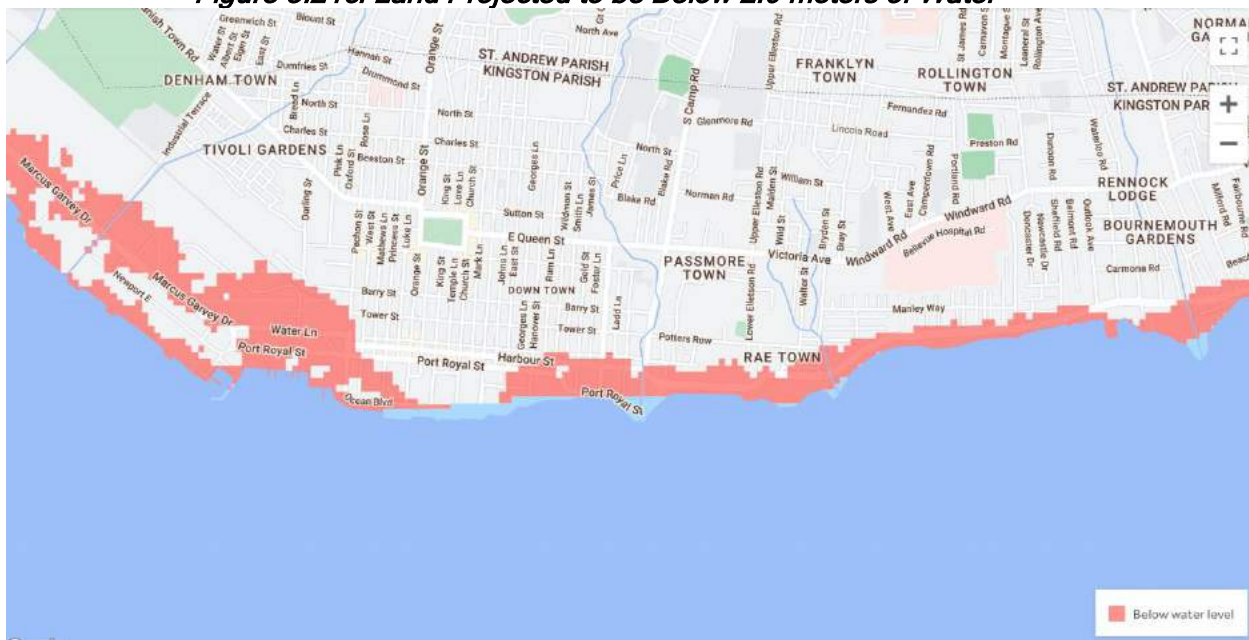


Figure 3.22a and Figure 3.22b shows coastal erosion in the Kingston Waterfront area. In historical shoreline change (1984-2016) (Source: [Aqua Monitor](#)) in Figure 3.22a, the bars represent the erosion/accretion along coasts, every 500m, over the period 1984-2016. Green bars indicate where shoreline accretion has occurred (natural accretion, land reclamation, nourishments). Red bars indicate erosive shorelines, based on a linear fit through shoreline positions. Bars along the Kingston Waterfront area show that there has neither been any accretion nor any erosive shoreline in the time period from 1984-2016. [Note: to interact with the data, click on the [link](#). After zooming in, click on a profile to see a time series chart.]

Figure 3.22a: Historical Shoreline Change (1984-2016)

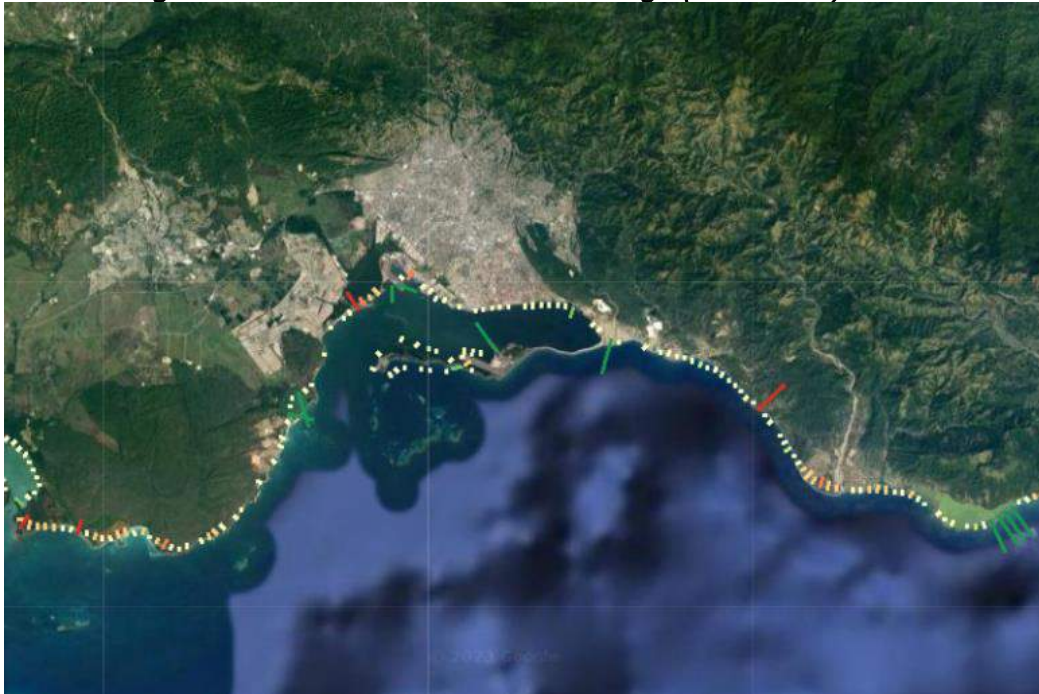
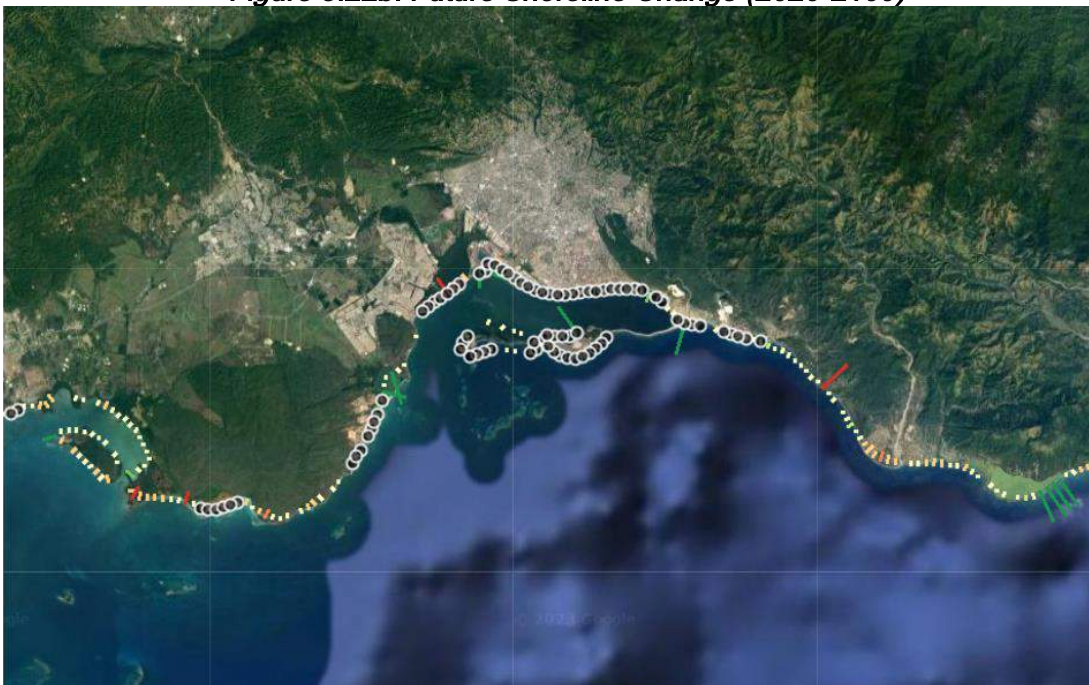


Figure 3.22b shows the future projection on Coastal erosion [Source: [Aqua Monitor](#)]. No major changes have been observed. [Note: Interact with the data by clicking on the [link](#), and then selecting the black circles with white stroke to show estimates of future shorelines under different emission scenarios.]

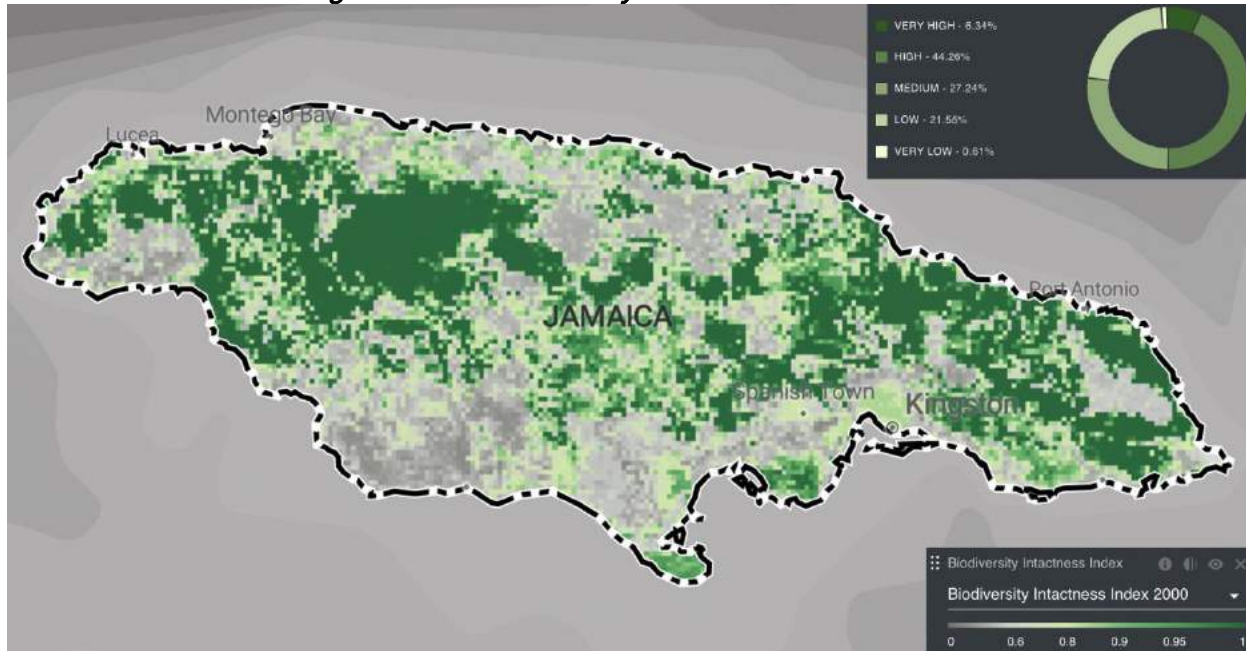
Figure 3.22b: Future Shoreline Change (2020-2100)



Biodiversity

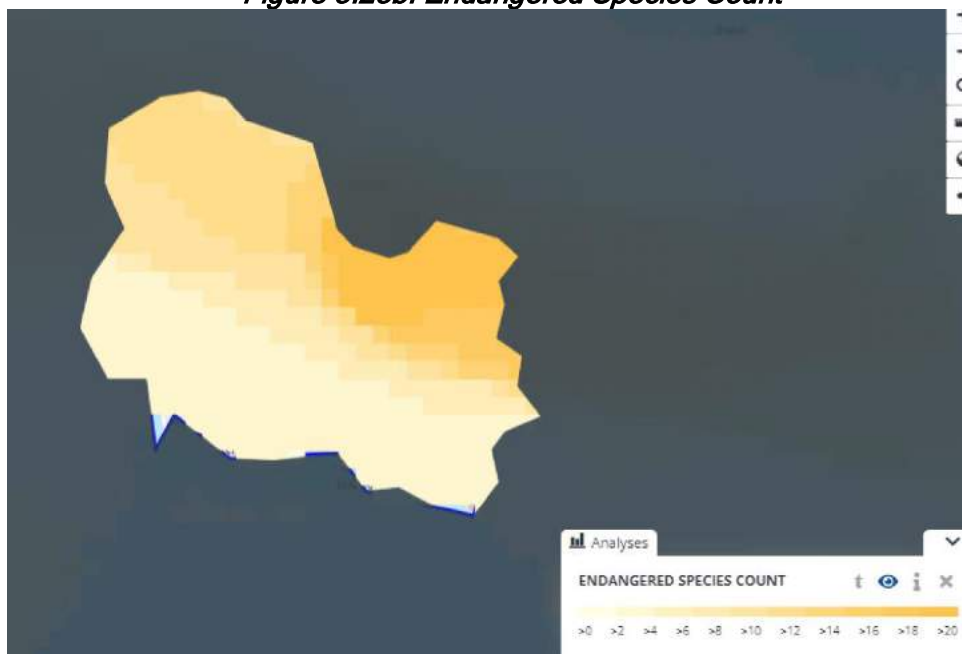
In 2015, the average terrestrial biodiversity intactness in Jamaica was 56%, indicating a medium level of biodiversity remaining relative to a baseline ecosystem with minimal human impact (Figure 3.23a). (Source: [UN Biodiversity Lab](#))

Figure 3.23a: Biodiversity Intactness Index of Jamaica



Based on the Endangered Species Count map (Figure 3.23b), Kingston Waterfront area doesn't seem to have a taxon which is facing a high risk of extinction in the wild. (Source: [WB Geospatial Portal](#))

Figure 3.23b: Endangered Species Count



Protected Areas

There are 173 total protected areas in the country, 21 of them being with management effectiveness evaluations (Figure 3.24a). Terrestrial and inland waters protected area coverage is 20% equaling 2212 sq km land area covered of the total 11,059 sq km. Marine protected area Coverage is around 0.77% equaling 1,902 sq km marine and coastal area covered of the total 246,488 sq km of total marine and coastal area. (Source: [Protected Planet](#))

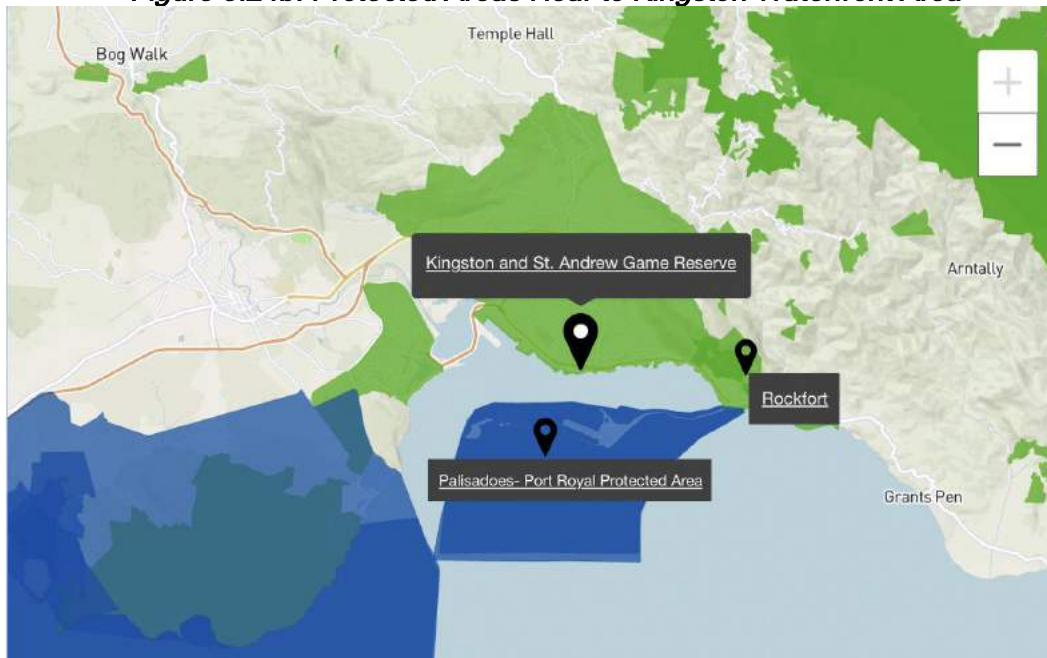
Figure 3.24a: Protected Areas in Jamaica



Figure 3.24b highlights the Protected Areas (Kingston and St. Andrew Game Reserve, Rockfort and Palisadoes Port Royal) within the parishes of Kingston and St. Andrew as designated by World Database on Protected Areas (WDPA). The management authority for these Protected Areas is the National Environment and Planning Agency (NEPA). The Kingston and St. Andrew Game Reserve covers 142.05 km² and is characterized as a terrestrial and inland waters protected area and designated as a Game Reserve which includes public and private areas as declared under the Wildlife Protection Act. The Rockfort Reserve covers 7.37 km² and is also characterized as a terrestrial and inland waters protected area and designated as a Forest Reserve. The Palisadoes Port Royal Reserve covers 77.6 km² and is classified as a Marine Protected Area (Source: [Protected Planet](#)). The protected areas are more than 2 miles from the project site and no impact is anticipated on these protected areas from the project activities/interventions.

The marine ecosystem by the waterfront can be classified as stressed as the Kingston Harbour's existing water quality is frequently polluted by stormwater (gullies), discharge of ship ballast water, sewage and industrial wastewater, and thermal pollution (cooling water from power plant). The relevant authorities have advised the public not to bathe or swim in the Kingston Harbour. The Kingston Harbour is frequently used for recreational activities such as tours, fishing and sailing. The project site is not likely to significantly affect these activities, as the appropriate mitigation measures will be applied throughout project implementation.

Figure 3.24b: Protected Areas Near to Kingston Waterfront Area



Cultural Heritage

There is one World Heritage Site in Jamaica, which is the [Blue and John Crow Mountains](#). The estimated distance of this site from the Kingston Waterfront area is around 100km. Based on current information, no impact foreseen on the Blue and John Crow Mountains.

Conflict

In the last one year between January 2022 and January 2023, Kingston Waterfront areas (area marked circle in Figure 3.25). has seen a total of 120 conflict related events including 6 riots, 29 battles and 85 events pertaining to violence against civilians with 107 reported fatalities. For more details, please refer to Source: [ACLED data](#).

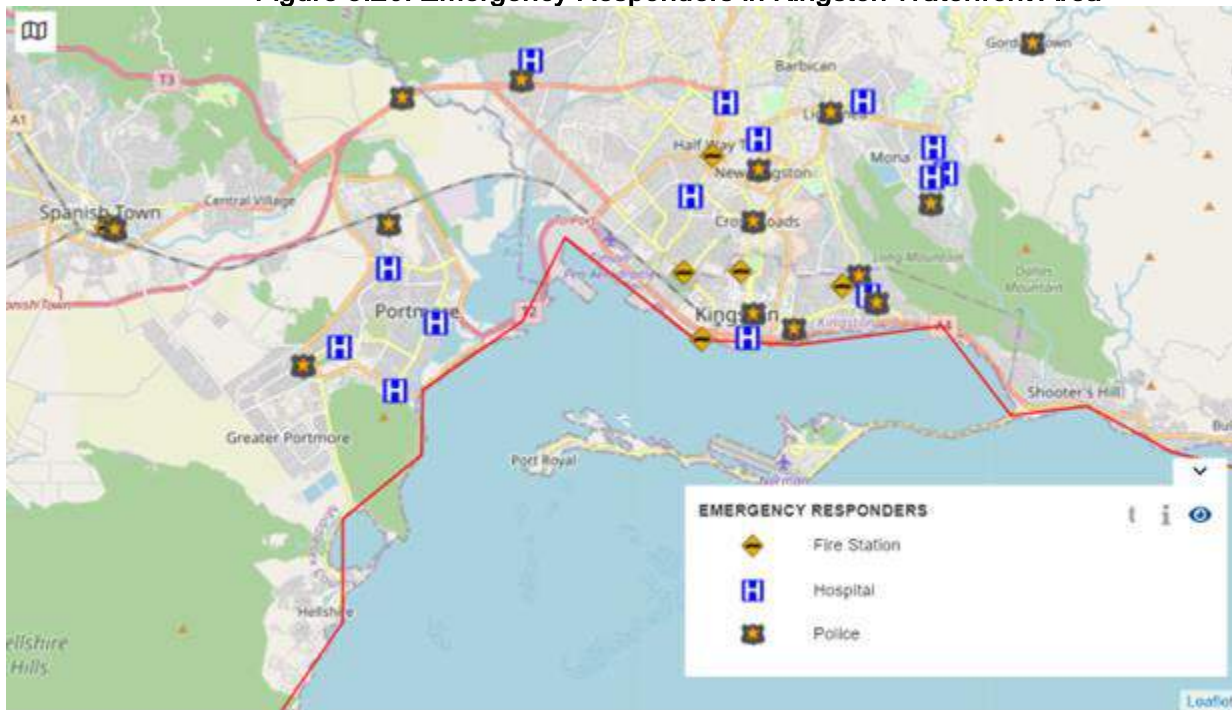
Figure 3.25: Conflicts in Kingston Waterfront Area

SUMMARY	EVENTS DETAILS
JAMAICA KINGSTON	
120 Total Events	107 Reported Fatalities
EVENT TYPE	
6 Riots	
85 Violence against civilians	
29 Battles	



The locations of the recognized emergency responders (Fire station, Hospital and Police) located in the Kingston waterfront areas are shown in Figure 3.26.

Figure 3.26: Emergency Responders in Kingston Waterfront Area



Source: World Bank Geospatial Platform based on OSM data

4. PROJECT ACTIVITIES AND POSSIBLE ENVIRONMENTAL AND SOCIAL IMPACTS

4.1 Component 1 Activities and Possible Impacts

Given the historic, economic, social, and cultural significance of the Kingston waterfront, the project will likely affect the economic and social dynamics of its surrounding neighborhoods, as well as Kingston broadly. The waterfront improvement planning and architectural principles, therefore, should align with the objectives and vision of the Government laid down in the Downtown Kingston & Port Royal Redevelopment Plan from 2013, consider the economic, social, and physical context of Downtown Kingston, actual and potential market demand, including tourism potential, and incorporate important elements of ecology, culture, and resilience in the design proposal. The design will address the extent to which communities may impact or be impacted by the project and will consider the views of vulnerable groups.

The vision of the Government is that a revitalized waterfront area would:

- ❖ Increase recreational options and provide year-round, 24/7, flexible, multi-purpose use and enjoyment.
- ❖ Dynamic, safe space which promote inclusiveness to economically diverse populations and family-focused activities
- ❖ Celebrate the rich cultural history of Kingston and provide a venue for public visual and performing arts programs.
- ❖ Catalyze private investment into additional development of mix of uses in the immediate area and catalyze broader positive economic and social impact.
- ❖ Improve the quality of access to the water -expanding the modalities and opportunities for Kingstonians and visitors to interact with the water
- ❖ Increase the quantity, and enhance the quality, of public leisure and park space by the water
- ❖ Attract new residents as well as tourists.
- ❖ Consider the cultural, architectural, and neighborhood context.
- ❖ Increase resilience of the area to risk of natural disasters and become a model for storm water management and education.
- ❖ Integrate green construction practices, deploy passive strategies for energy efficiency; incorporate indigenous vegetation and natural urban shading and cooling devices.
- ❖ Introduces a unique and iconic feature worthy of the one-of-a-kind destination that is the Kingston Waterfront

The proposed Waterfront Park shall be designed to accommodate the broader redevelopment of adjacent blocks/areas (between Ocean Boulevard and Port Royal Street) and be flexible to adapt to different potential redevelopment scenarios, including: (i) Scenario 1 | minimal redevelopment. improvement of current development; no new vertical construction takes place; (ii) Scenario 2 | small scale redevelopment. deeper adaptive reuse of existing buildings with some but limited density increases; (iii) Scenario 3 | high-density/large scale redevelopment. transformative investments and construction take place to transform and revitalize the area (e.g., two additional residential or hotel buildings and ground floor retail).

The activities of the component 1 will be finalized after completion and agreement on the approach for redevelopment. However, Table 4.1 provides examples of investment under scenario 2 and component 1.

Table 4.1 Examples of investment sub-projects under Components 1 may include, but are not limited to:

Streetscape	Open and green spaces	Public buildings & amenities
<ul style="list-style-type: none"> ○ Permeable and natural walkways, that aid in stormwater drainage ○ Walkways designed to take into account physical accessibility, such as for parents/guardians pushing strollers, elderly (who may need rails and/or ramps instead of stairs), and visually impaired persons ○ Street furniture and landscaping including native tree plantation for shade ○ Covering of exposed street level drainage and sewage channels ○ Energy-efficient streetlighting to improve personal safety and access, especially for women and youth 	<ul style="list-style-type: none"> ○ Recreational facilities, such bike paths, playground with landscaping; designed in a gender-inclusive way ○ Resilient and “green” infrastructure including retention pools, floodable park areas, for improved storm water management and erosion control ○ Rehabilitation of the seawall to increase resilience ○ Signage to provide information on existing helplines or services to report cases of harassment, or perception of danger ○ Wayfinding signage, such as corner kiosks with a large map of the broader waterfront and historic and/or cultural heritage facts ○ Placemaking and place management investment/activities 	<ul style="list-style-type: none"> ○ Multipurpose community centers with green building features such as rainwater harvesting, solar panels and low-carbon, energy efficient design principles and materials ○ Multipurpose market and event spaces ○ Public toilets including area for special needs of women/mothers of young children ○ Public safety kiosks with 24-hour lighting, emergency phone, information that promotes safety and security; such kiosks could also include public health information and/or sponsor monthly or periodic clinics to serve communities

The possible project environmental risks under Component 1 include negative effects typical of civil works associated with sea defense (if required) and road improvements (noise, dust, water quality, solid and liquid waste, stormwater runoff, turbidity, and temporary disturbance of marine ecosystem) and worker health and safety. Environmental risks would be managed through the assessment process and development and proper implementation of ESIA, ESMPs and C-ESMP.

The possible social impacts include social exclusion, safety, and security, economic and physical displacement, interactions between the contractor(s) and the public -that could result in SEASH type incidents, community health and safety risks if unauthorized people enter work zones-, traffic management and risks related to chance findings of cultural heritage in the project area.

Regarding economic and physical displacement, Under component 1 of the Project, given that in the urban park area, there are many businesses and a number of street vendors, there is potential for economic displacement (loss of assets, or access to assets, leading to loss of income sources or other means of livelihood). The full extent of the risk of economic displacement will be determined once the concept designs for the urban park have been completed by May 2024 after the Project approval. The businesses include several restaurants, and there are also a number of vendors who sell along the roadside and within the waterfront area. In addition, there are a number of persons who have been said to earn subsistence from fishing along the waterfront. These groups are not expected to be negatively impacted since the vendors will be incorporated into the waterfront kiosks and the fishermen mainly operate from the Rae Town fishing village, which is border the project site to the East. During the construction phase of the Project, it may happened that some persons will not have easy access to the waterfront area, which will be impacting their livelihoods. If the latter occurs, related measures will be

addressed in a Resettlement Action Plan or livelihood restoration plan. The work will be limited to the project site, and no communities are envisaged to be negatively affected.

Consistent with the ESCP, where economic displacement is foreseen, a Resettlement Action Plan (RAP) will need to be developed and implemented prior to the start of any civil works in the area. Depending on the nature of the impact, livelihood plans might be needed. The RAP will include, as needed: i) potential impacts, ii) baseline socioeconomic study, iii) Census Survey, iv) borrower's legal framework, v) issues related to resettlement and compensation, vi) institutional framework, vii) eligibility for compensation, including a cut-off date, viii) strategy for consultation with affected parties, ix) costs and budget, x) grievance mechanism to deal with resettlement issues, xi) support for alternative livelihoods, xii) valuation of losses and compensation value, xiii) consideration for economic development opportunities and xiv) transitional support. Economically displaced persons who face loss of assets or access to assets will be compensated for such loss at replacement cost and considered to integrate with the livelihood support activities of the project. Transitional support will be provided as necessary to all economically displaced persons, based on a reasonable estimate of the time required to restore their income-earning capacity, production levels, and standards of living. The Project will adopt and fully implement the respective RAP prior to commencing of work, including ensuring that before taking possession of the land and related assets, full compensation has been provided in accordance with the approved RAP's time frame.

4.2 Component 2 Activities and Possible Impacts

Component 2 aims to support economic integration and advancement of MSMEs vendors and entrepreneurs located at the waterfront and/or the commercial district to the North of the proposed Project site.). This component will finance three sub-components: (i) basic urban infrastructure upgrading; (ii) fostering economic development; and (iii) community outreach, activation, and inclusion. These interventions will focus on financing small-scale infrastructure works and urban upgrading in the commercial district, bordering the Kingston waterfront, on creating social and economic development opportunities that can be leveraged by Component 1, and financing deep community engagement throughout the project cycle. These activities are not likely to pose significant environmental and health risks, but may pose some and should be mitigated with the standard environmental management practices. The component 2 activities will include several supporting activities, such as (i) social marketing & behavior change campaign, (ii) business support; (iii) skills training/upskilling certification; (iv) solid waste management training, and (v) communication strategy plan.

Based on the current information, potential social risks include risk of social exclusion, safety, and security, economic and physical displacement, interactions between the contractor(s) and the public, traffic management and risks related to chance findings of cultural heritage in the project area. Social exclusion is a key concern and it is important to ensure that the communities around the project not to be excluded from the design and implementation. These persons often feel excluded from decisions and any form of development and improvements because they are often not consulted on them. The implications of this are far-reaching and include implications for safety and security. Consultations with and inclusion of neighbouring communities vis-à-vis them having access to benefits, may result in the project delivering sustainable poverty reduction benefits to these communities. More direct and immediate could be for example, the park are kept safe, thus contributing to reducing crime-related activities and the endeavor's social sustainability.

4.3 Component 3 Activities and Possible Impacts

The technical assistance under Component 3 may include TA activities of type 3 (strengthening borrower capacity) The requirements set out in paragraphs 14-18 of ESS1 will be applied to TA activities as relevant and appropriate to the nature of the risks and impacts. The terms of reference (TORs), work plans or other

documents defining the scope and TA outputs will be developed so that the advice and other support provided is consistent with ESSs 1-10

5. E&S INSTRUMENTS FOR THE PROJECT

5.1 General

The details of the investments under component 1 will be decided after completion of the conceptual design study. Accordingly, JSIF has prepared, disclosed and consulted the Environmental and Social Commitment Plan (ESCP) and the Stakeholder Engagement Plan (SEP) with its Grievance Mechanism (GM) prior to project appraisal. In addition, prior to appraisal, JSIF has prepared this initial environmental and social review document covering E&S setting of the proposed sites, possible environmental and social issues, and outlines of the E&S instruments to be prepared during the project implementation phase. Although the specific instruments will be confirmed during project preparation, the project will require an Environmental and Social Impact Assessment (ESIA) with an Environmental and Social Management Plan (ESMP) and a Resettlement Action Plan (RAP) for component 1 as there might be some economic displacement during civil works, would be required for Component 1. The ESIA and the ESMP will be prepared and approved before bidding processes and the RAP before the start of physical work, causing resettlement impacts and ensuring that, before taking possession of land and related assets, full compensation has been provided before the commencement of works on sites, and in line with the ESCP. It may be noted that based on the findings of the conceptual design, the detailed technical design will be finalized, and the ESIA including ESMP preparation will be carried out by a consultant firm independent to the design studies. In addition, the selected contractor will prepare the Contractors Environmental and Social Management Plan (CESMP) with the details of the material sourcing, transportation, storage, traffic management plan, workers and community health and safety issues, security management and waste management aspects. An Environmental and Social Management Framework (ESMF) will be prepared for Component 2 based on the nature and scope of the component. In addition, a Labor Management Procedure (LMP) will be prepared for the project. The timing to prepare the environmental and social (E&S) instruments (ESIA/ESMP, ESMF, RAP, and LMP) will be discussed during the project preparation and will be included in the ESCP. However, the relevant instruments to be prepared before initiating the bidding process. The initial E&S risk review document, developed during preparation, will also include capacity gap analysis and cover the scope of work for additional E&S staff/consultant to be required for the successful implementation of E&S risk management.

The following E&S instruments and actions will be completed by appraisal:

- Preparation, consultation, and disclosure of the Stakeholder Engagement Plan (SEP) with its Grievance Mechanism for project stakeholders.
- Preparation and disclosure of the Environmental and Social Commitment Plan (ESCP).
- Preparation and disclosure of an initial environmental and social review document covering the E&S setting of the proposed sites, possible environmental and social issues, institutional aspects for E&S risk management, and outlines of the E&S instruments to be prepared during the project implementation phase.

5.2 General

The following documents will be prepared during the project implementations.

- ESIA, ESMP, and RAP for Component 1
- ESMF for Component 2
- LMP for overall project.

The Annex- A provides the templates of the above instruments to be prepared during implementation.

6. IMPLEMENTING AGENCIES E&S CAPACITIES

6.1 JSIF

JSIF was established in 1996 as a limited liability company to reduce poverty and help create an environment for sustainable development. JSIF has recognized executing capacity for projects spanning multiple sectors, including rural development and institutional capacity related to procurement, financial management, E&S risk management, and M&E. JSIF has extensive experience implementing world Bank projects, such as the Integrated Community Development Project (ICDP, 2014 - 2021, P146460) and the Inner City Basic Services for the Poor Project (ICBSP, 2005 - 2013, P167121), which together benefited 30 inner-city communities; the Jamaica Disaster Vulnerability Reduction Project (P146965), which supported the construction of a promenade and rock revetments along the Downtown Kingston waterfront. The proposed waterfront project is within the immediate environs of the DVRP project site, and will be connected to create a contiguous pedestrian waterfront corridor. Additionally, JSIF is in the process of implementing the Second Rural Economic Development Initiative (REDI II) also funded by the World Bank.

JSIF has on staff qualified environmental and social specialists with extensive experience working with World Bank financed projects under the Environmental and Social Safeguards policies. There are three (3) environmental specialists and eight (8) social specialists currently employed by JSIF. The Systems Operation and Environment Manager leads the environmental team and directly supervise the two environmental officers. The Systems Operation and Environment Manager and the social specialists report directly to the Senior Manager for Social Development, who reports to the Technical Services Operations Manager. Detailed job descriptions (terms of reference) for environmental, social and technical specialists are presented in Annex B. Where necessary, JSIF will engage consulting firms, consultants and additional specialists' to support its capacity to execute E&S duties throughout project implementation. JSIF is the lead implementing agency in charge of the PIU with overall responsibility for project implementation as well as fiduciary, procurement, E&S risk management, M&E aspects, citizen engagement, and communication. JSIF will serve as the lead technical agency for the project, implement Component 2 and collaborate with UDC on for components 1 and 3. UDC will provide technical support to JSIF for Components 1 and 3.

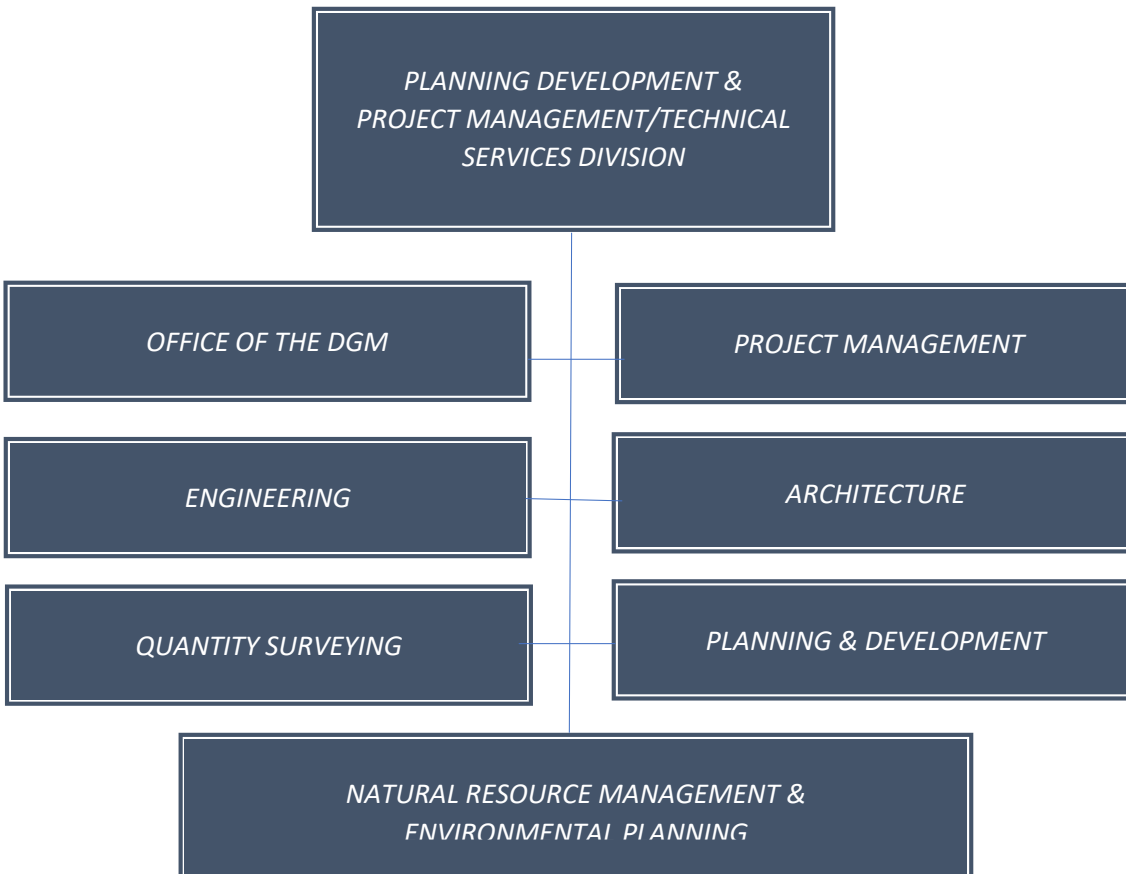
6.2 UDC

The Urban Development Corporation (UDC) established by an Act of Parliament on March 21st, 1968 is self-financing entity mandated to be a catalyst for growth of the newly independent nation through major infrastructure development projects. Since 1968, the UDC has sought to transform Jamaica's most viable urban centres and strategic rural towns, whilst preserving the natural environment and spurring economic development.

UDC's corporate structure demonstrates that it has the executing capacity and has implemented key development projects across the length and breath of Jamaica. Specifically, the Planning Development & Project Management /Technical Services Division, Natural Resource Management and Environmental Planning Department with a team of 68 persons, of which seven (7) are in the Natural Resource Management and Environmental Planning Department (NRMEP). The NRMEP team is responsible for providing environmental expertise for projects, reviewing project concepts to ensure environmental considerations are integrated in the process, carry out environmental monitoring to ensure compliance regulatory requirements, prepare Environmental Impact Assessments internally or manage external service providers. The UDC has dedicated environmental specialists who will work with the JSIF for managing the E&S risks of the components 1 and 3. The UDC doesn't have experience implementing World Bank Project's under the ESF. It is envisaged that staffing and training support will be required for

the UDC and in line with identified training activities of the ESCP, to enhance its social assessment capabilities for the project.

Table 6.1 UDC's Organizational Structure - Planning Development & Project Management /Technical services Division



ANNEX-A: TEMPLATES OF E&S INSTRUMENTS TO BE PREPARED DURING IMPLEMENTATION

ESIA Report (Component 1)

Executive Summary - Non-Technical Summary

An executive summary will be prepared to be used as a stand-alone document in a manner that can be accessible to non-technical readers in English

Chapter 1 - Introduction

The section will include the following:

- Identify the development project to be assessed
- Explain the executing arrangements for the environmental and social assessment
- Background information which provides a brief description of the Component 1
- Statement for the Component 1 need and objectives it is intended to meet
- Project implementation strategy
- A brief history of the project including alternatives considered
- Project's status and timetable
- Identify associated projects if any
- Summary of the general scope of ESIA

Chapter 2 - Policy, Legal and Administrative Framework

This section will provide an overview of the national (and relevant international) pertinent regulations and existing codes of practice and standards governing environmental and water quality, health and safety, protection of sensitive areas, siting, land use control, etc. at the international, national, regional, and local levels.

The section will include the following:

- Permits required to construct and operate
- Relevant environmental policy, legal and administrative issues
- Requirements and scope of the ESIA
- Regional development planning
- International and national environmental standards and guidelines

Describe the applicable World Bank Environmental and Social Standards.

Chapter 3 - Description of the Component 1

This section will provide a description of the Component 1, using maps at appropriate scale when necessary. This section will include the following sections:

- Infrastructure
- Strategic approach and objective
- Prioritization methodology and technical design
- Key Component Activities (including location, general layout, size, capacity, etc.)
- Description of the pre-construction and construction phase
- Description of the operation and maintenance phase
- Project schedule
- Operational management and staffing
- Support facilities and services
- Required offsite facilities
- Project life span

- Institutional arrangement proposed

Chapter 4 - Description of the Environment and Social Context

This section will assemble and evaluate data on the relevant environmental and social characteristics of the Jamaica Waterfront Area. It will include information on any changes anticipated before the project commences, including **physical, biological, and socio-cultural** environments. The presented data will be relevant and commensurate with the project. Information of the existing physical, biological, land-use and socio-economic environment will include, but will not be limited to the following:

- Geology, soils, existing terrain including local topographic and ground surface features, etc.
- Air quality including pollution levels, pollution causes, particulate emissions from stationary or mobile sources, precipitation, etc.
- Water quantity and quality including descriptions and maps of the existing water resources within or near the boundaries of the project, underground water resources, drainage, and hydrological characteristics
- Climatic conditions including data from the nearest meteorological station including prevailing climatic conditions, seasonal variations, wind direction, velocities, ambient temperatures, relative humidity, and climate-related extreme events, etc.
- Noise levels including the existing noise sources, duration, frequency, and levels of noise sources.
- Land-use patterns in the region including areas that can be combined and reclaimed within the development needs, area of future extension, archaeological and historical preserved or unexamined areas, valued aesthetic locations and areas used by the community
- Baseline social data, that includes:
 - Characterize the communities in terms of population, gender, health, education, leadership, households, land tenure, occupations, incomes, and other relevant factors such as poverty
 - Determine area prospective on previous and ongoing sanitation and solid waste management system functionality and development

Chapter 5 - Environmental and Social Impact Assessment

A description of the significant positive and negative environmental and social impacts will be mentioned in this section during both the construction and operation phases. This section will also discuss the positive and negative social impacts that the project might have on communities in general and on various sub-groups (women and men, the poor, youth) in particular.

The section will include the following:

- Environmental Impact Process
- Air Quality
- Aquatic Environment
- Noise and Vibration
- Flora and Fauna
- Land Use, Landscape and Visual Impact
- Soils, Geology and Hydrogeology
- Traffic
- Socio-Economic Effects, Quality of Life values
- Archaeological, Historic and Cultural Heritage
- Natural Disaster Risk
- Major Accidents and Hazards
- Solid Waste Management
- Public Health
- Occupational Health and Safety
- Security issues
- Associated Infrastructure

Chapter 6 - Analysis of Alternatives

This section will describe alternatives that were examined in the course of developing the Component 1 (refer to the conceptual design study) and identify other alternatives, which would achieve the same objectives. The concept of alternatives will be based on the ESIA findings pertaining to siting, design, technology selection, construction techniques and phasing, and operation and maintenance procedures.

It will compare alternatives in terms of potential environmental and social impacts and suitability under local conditions. This includes, for example, alternative ways of meeting the electricity demand, alternative technologies, alternative fuels, alternative heat rejection systems, alternative water supply/intake, engineering and pollution control equipment alternatives, alternative sites, etc.

The section will include the following:

- Current Situation (“No Action” option)
- Alternative alignments to avoid/minimize damage to environmentally sensitive areas.
- Alternative sites for associated facilities (to improve public safety as well as to reduce public interference on such facilities).
- Provide opinion on alternative construction technologies.

It may be noted that ESIA will be carried out once the scenario will be chosen. However, the environmental and social considerations are included in the conceptual study. The EISA will explore the alternatives within the selected scenario and also include discussion on environmental and social aspects of 3 scenarios considered at conceptual stage.

Chapter 7 - Mitigation of Environmental and Social Impacts

Specific details of mitigation measures during design, construction and operation phases will be proposed and delineated here. Compensation for affected parties will also be addressed here thoroughly.

The section will include the following:

- Mitigation Measures During Design and Construction
- Mitigation Measures During Operation
- Compensation for Affected Parties (cross referenced to the prepared RAP studies)

Chapter 8 - Environmental Mitigation, Management and Monitoring Plan: Environmental and Social Management Plan (ESMP)

This section will provide details on the measures to be implemented during both construction and operation phases of the Component 1. In particular, this section will:

- General and site specific environmental and social management plans
- Ensure an appropriate level of consultation and disclosure takes place
- Ensure systems and resources are in place for the successful monitoring of the management program
- Possible costs of the mitigation and compensation measures will be included
- Institutional capacity issues will be addressed

The ESMP will address the following:

- Monitoring Program: a detailed plan to monitor the implementation of mitigating measures and consciously monitor the impacts of the project during construction and operation phases in the various districts and areas of implementation.
- Institutional Arrangements: this section will review the authority and capability of the institutions at local, regional and national levels and recommend steps to strengthen or expand them so that the management and monitoring plans in the environmental and social assessment can be implemented. The costs and sources of funds for the proposed measures and any training requirements for capacity building in the field of environment and social safeguards will be specified.

The ESMP will be presented in a tabular format as follows:

A. Mitigation

Project Activity	Potential Environmental and social Impacts	Proposed Mitigation Measures	Responsibility of mitigation	Responsibility of direct supervision	Estimated Cost
Pre-construction Phase					

Construction Phase						
Operational Phase						

B. Monitoring

Project Activity	Impact	Monitoring indicators	Responsibility	Frequency/ Duration	Location	Methods	Estimated Cost
Pre-construction Phase							
Construction phase							
Operational Phase							

C: Institutional setup and Capacity development requirements

- Proposed institutional structure for environmental management and monitoring. Capacity development requirements (e.g., required equipment, training...etc.)

Chapter 9 - Consultation and Disclosure: Inter-Agency Coordination and Public/NGO Participation

Summaries the key points from the SEP on the following:

- Coordinating with other government agencies on environmental and social issues
- Obtaining views of local NGOs and affected groups
- Proper records keeping and timely disposition of records
- Grievance redress mechanism

Chapter 10 - ESIA Implementation Budget

The required budget to implement the ESIA and ESMP over the project period.

ESMF (Component 2)

Chapter 1 - Introduction

Introduction of the project, component 2 and purpose of the document

Chapter 2 - Component Description

Brief description of the component 2 and describe the locations where the Component 2 will be implemented.

Chapter 3 - Policy, Legal and Administrative Frameworks

- Brief on Government's relevant policies, legal and administrative Framework
- JSIF's Environmental and Social Management System (ESMS)
- The World Bank Environmental and Social Framework (ESF)
- Gaps among government, JSIF and Bank's ESF

Chapter 4 - Subproject Description and Baselines

Brief description of different types of subprojects to be supported by Component 2 and provide the guidance how to prepare a brief subproject environmental and social baselines

Chapter 5 - Subproject Alternative Analysis

Alternative analysis is an important part of the impact assessment. The primary objective of the "analysis of alternatives" is to identify the location/design/technology for a particular sub-project that would generate the least adverse impact and maximize the positive impacts.

Chapter 6 - Potential Impacts and General Mitigation Measures

Describe the possible impacts and general mitigation measures irrespective of site-specific issues.

Chapter 7 - Screening, Impact Assessment and Management Plan

Describe the environmental and social screening procedure, requirement of further assessment and how to prepare the site-specific environmental and social management plan. Appropriate mitigation measures will be identified according to the nature and extent of the potential negative impacts. The primary objective of the environmental and social management plan (ESMP) is to record environmental and social impacts resulting from the sub-project activities and to ensure implementation of the identified "mitigation measures", in order to reduce adverse impacts and enhance positive impacts.

The ESMP should clearly lay out: (a) the measures to be taken during pre-construction, construction and operation phases of a sub-project to eliminate or offset adverse environmental impacts or reduce them to acceptable levels; (b) the actions needed to implement these measures; and (c) a monitoring plan to assess the effectiveness of the mitigation measures employed.

Monitoring Plan: The primary objective of the environmental and social monitoring is to record environmental and social impacts resulting from the sub-project activities and to ensure implementation of the “mitigation measures” identified earlier in order to reduce adverse impacts and enhance positive impacts from project activities.

Chapter 8 - Implementation Arrangement

Describe the implementation arrangement focusing on screening, assessment (if required), preparation of ESMP, consultation, review and clearance, supervision, monitoring, and reporting.

Chapter 9 - Capacity Building, Training and Technical Assistance

Describe the required process of subproject level capacity building, training, and technical assistance (if any).

Chapter 10 - ESMF Implementation Budget

The required budget to implement the ESMF over the project period.

Labor Management Procedures (LMP)

Chapter 1 - Overview of Labor use on the Project

This chapter describes the following, based on available information:

Number of Project Workers: The total number of workers to be employed on the project, and the different types of workers: direct workers, contracted workers, and community workers. Where numbers are not yet firm, an estimate should be provided.

Characteristics of Project Workers: To the extent possible, a broad description and an indication of the likely characteristics of the project workers e.g., local workers, national or international migrants, female workers, workers between the minimum age and 18.

Timing of Labor Requirements: The timing and sequencing of labor requirements in terms of numbers, locations, types of jobs and skills required.

Contracted Workers: The anticipated or known contracting structure for the project, with numbers and types of contractors/subcontractors and the likely number of project workers to be employed or engaged by each contractor/subcontractor. If it is likely that project workers will be engaged through brokers, intermediaries, or agents, this should be noted together with an estimate how many workers are expected to be recruited in this way.

Migrant Workers: If it is likely that migrant workers (either domestic or international) are expected to work on the project, this should be noted, and details provided.

Chapter 2 - Assessment of Key Potential Labor Risks

This chapter describes the following, based on available information:

Project activities: The type and location of the project, and the different activities the project workers will carry out.

Key Labor Risks: The key labor risks which may be associated with the project during construction and operational phases (see, for example, those identified in ESS2 and the GN). These could include, for example:

- The conduct of hazardous work, such as working at heights or in confined spaces, use of heavy machinery, or use of hazardous materials
- Likely incidents of child labor or forced labor, with reference to the sector or locality
- Likely presence of migrants or seasonal workers
- Risks of labor influx or gender-based violence
- Possible accidents or emergencies, with reference to the sector or locality
- General understanding and implementation of occupational health and safety requirements

Chapter 3 - Brief Overview of Labor Legislation: Terms and Conditions

This chapter sets out the *key aspects* of national labor legislation with regards to term and conditions of work, and how national legislation applies to different categories of workers identified in Section 1. The overview focuses on legislation which relates to the items set out in ESS2, paragraph 11 (i.e., wages, deductions, and benefits).

Chapter 4 - Brief Overview of Labor Legislation: Occupational Health and Safety

This chapter sets out the *key aspects* of the national labor legislation with regards to occupational health and safety, and how national legislation applies to the different categories of workers identified in Section 1. The overview focuses on legislation which relates to the items set out in ESS2, paragraphs 24 to 30.

Chapter 5 - Responsible Staff

This chapter identifies the functions and/or individuals within the project responsible for (as relevant):

- engagement and management of project workers
- engagement and management of contractors/subcontractors
- occupational health and safety (OHS)
- training of workers
- addressing worker grievances

In some cases, this section will identify functions and/or individuals from contractors or subcontractors, particularly in projects where project workers are employed by third parties.

Chapter 6 - Policies and Procedures

This chapter sets out information on OHS, reporting and monitoring and other general project policies. Where relevant, it identifies applicable national legislation.

Where significant safety risks have been identified as part of chapter 2, this section outlines how these will be addressed. Where the risk of forced labor has been identified, this section outlines how these will be addressed. Where risks of child labor have been identified, these are addressed in chapter 7.

Where the Borrower has stand-alone policies or procedures, these can be referenced or annexed to the LMP, together with any other supporting documentation.

Chapter 7 - Age of Employment

This chapter sets out details regarding:

- The minimum age for employment on the project
- The process that will be followed to verify the age of project workers
- The procedure that will be followed if underage workers are found working on the project
- The procedure for conducting risk assessments for workers aged between the minimum age and 18

Chapter 8 - Terms and Conditions

This chapter sets out details regarding:

- Specific wages, hours and other provisions that apply to the project
- Maximum number of hours that can be worked on the project
- Any collective agreements that apply to the project. When relevant, provide a list of agreements and describe key features and provisions
- Other specific terms and conditions

Chapter 9 - Grievance Mechanism

This chapter sets out details of the grievance mechanism that will be provided for direct and contracted workers and describes the way in which these workers will be made aware of the mechanism.

Where community workers are engaged in the project, details of the grievance mechanism for these workers are set out in chapter 11.

Chapter 10 - Contractor Management

This chapter sets out details regarding:

- The selection process for contractors, as discussed in ESS2.
- The contractual provisions that will put in place relating to contractors for the management of labor issues, including occupational health and safety.
- The procedure for managing and monitoring the performance of contractors.

Chapter 11 - Community Workers

Where community workers will be involved in the project, this section sets out details of the terms and conditions of work and identifies measures to check that community labor is provided on a voluntary basis. It also provides details of the type of agreements that are required and how they will be documented.

This section sets out details of the grievance mechanism for community workers and the roles and responsibilities for monitoring such workers.

Chapter 12 - Primary Supply Workers

Where a significant risk of child or forced labor or serious safety issues in relation to primary suppliers has been identified, this section sets out the procedure for monitoring and reporting on primary supply workers.

Resettlement Action Plan (RAP)

1. Description of the project. General description of the project and identification of the project area.
2. Potential impacts. Identification of:
 - (a) the project components or activities that give rise to displacement, explaining why the selected land must be acquired for use within the timeframe of the project;
 - (b) the zone of impact of such components or activities;
 - (c) the scope and scale of land acquisition and impacts on structures and other fixed assets;
 - (d) any project-imposed restrictions on use of, or access to, land or natural resources;
 - (e) alternatives considered to avoid or minimize displacement and why those were rejected; and
 - (f) the mechanisms established to minimize displacement, to the extent possible, during project implementation.
3. Objectives. The main objectives of the resettlement program.
4. Census survey and baseline socio-economic studies.
5. Legal framework applicable to the implementation of the RAP.
6. Institutional Framework for the implementation of the RAP
7. Eligibility. Definition of displaced persons and criteria for determining their eligibility for compensation and other resettlement assistance, including relevant cut-off dates.
8. Valuation of and compensation for losses.
9. Community participation. Involvement of displaced persons (including host communities, where relevant)
10. Implementation schedule
11. Costs and budget.
12. Grievance redress mechanism.
13. Monitoring and evaluation
14. Arrangements for adaptive management

ANNEX-B: DETAILED JOB DESCRIPTIONS

Manager, Systems Operations & Environment

JOB SPECIFICATION & DESCRIPTION	
JOB TITLE:	Manager, Systems Operations & Environment
POST NO:	
JOB/GRADE:	
DIRECTORATE:	
BRANCH:	
SUPERVISION RECEIVED FROM:	Social Development Manager
NATURE OF SUPERVISION:	Establishing of performance objectives; reviewing and monitoring performance of incumbent in managing the portfolio
SUPERVISION GIVEN TO:	<i>DIRECTLY:</i> Environmental Officers
	<i>INDIRECTLY:</i> Technical Officers; Social Officers

1. JOB PURPOSE

The overall objective of the Jamaica Social Investment Fund (JSIF) is to mobilize resources and channel these to community-based socio-economic infrastructure and social services projects. Through a national partnership between central and local government as well as private and Public Sector organizations, the JSIF addresses the immediate demands of communities in a quick, efficient, effective, transparent and non-partisan manner.

Under the direct supervision of the Social Development Manager, the Manager, Systems Operations & Environment is responsible for overseeing JSIF's performance to ensure the organization is operating satisfactorily and in accordance with environmental legislation, standards, guidelines, and targets; formulating, reviewing and updating JSIF's Environmental Management System (EMS) Procedures Manual, as well as other policies and systems, to ensure currency, effectiveness and consistency with International Organization for Standardization (ISO) requirements, and multi-laterals' environmental and social standards; and evaluating environmental aspects to facilitate successful integration into projects. The incumbent manages JSIF's systems to maintain certification to and compliance with ISO 14001 and other applicable international environmental quality standards; assesses and manages potential and attendant environmental risks; and designs, executes and monitors environmental strategies to advance sustainable development. It is the responsibility of the incumbent to design and manage environmentally related community development subprojects.

STRATEGIC OBJECTIVE (statement of intent of what the post seeks to achieve)

To provide strategic superintendence of the Jamaica Social Investment Fund's environmental and systems operations portfolio *via* the development and implementation of environmental policies, strategies and procedures; and monitoring organizational performance to determine improvement needs and maintain strict compliance with organizational and international environmental standards.

3. KEY OUTPUTS (results, deliverables)

1. Functional Environmental Management System (EMS)
2. Environmental and Social Policies and Systems
3. Risk Assessment & Analysis
4. Environmental Audits
5. Management System Assessment
6. Project Management
7. Environmental Training
8. Annual & Quarterly Interim Financial Reports
9. Staff Management
10. Management System Review

11. Project Concepts and Proposals

4. FINAL OUTPUT (final results corresponding to job purpose)

The provision of strategic oversight relative to JSIF's Environmental Management function, to ensure the organization is fulfilling environmental standards and requirements *via* the development and review of related policies, procedures and systems aimed at maintaining relevance, effectiveness and consistency with ISO obligations and multi-lateral funding agencies' environmental and social safeguards.

5. PERFORMANCE INDICATORS (how success will be measured)

1. Status or effectiveness of the Environmental Management System (EMS)
2. Effectiveness of environmental policies and systems
3. Comprehensiveness of risk assessment & analysis - Effectiveness of environmental health and safety management system
4. Accuracy and effectiveness of environmental auditing process
5. Depth of management system assessment
6. Efficiency of project management
7. Number of environmental trainings conducted and evidence of effectiveness
8. Accuracy and timeliness of interim financial reports
9. Effectiveness at managing staff's deliverables
10. Quality of the management system review and outcomes - Senior management's assessment of the effectiveness, adequacy, and suitability of the EMS.

6. KEY RESPONSIBILITY AREAS: TECHNICAL & PROFESSIONAL RESPONSIBILITIES

1. Manages JSIF ISO 14001 certified Environmental Management System
2. Formulates and updates Environmental Management System Procedures Manual to ensure consistency with ISO Standards
3. Develops, revises, and implement environmental and social policies, strategies, and systems
4. Designs and implement the Grievance Redress Mechanism
5. Formulates, reviews and update Code of Conduct for project workers
6. Develops Occupational Health & Safety Policy and Procedures framework
7. Reviews projects' environmental aspects and impacts; and develops applicable management procedures and systems
8. Conducts Environmental Risk Assessment and Analysis and ensures mitigation measures are in place to counter risks identified
9. Undertakes analytical research
10. Establishes and evaluates organizational goals and objectives for environmental portfolio
11. Produces JSIF Environmental and Social Standards
12. Convene Management System Review with JSIF's Senior Management
13. Manages projects relative to, *inter alia*, Integrated Community Development Project (ICDP), ICDP II, Disaster Vulnerability Reduction Project (DVRP), and school sanitation
14. Participates in appraisal and negotiations for securing multilateral loan/grants
15. Conducts site monitoring and supervision visits
16. Conducts annual performance assessment of environmental officers and applicable project officers

MANAGEMENT AND ADMINISTRATIVE RESPONSIBILITIES

1. Design and manage environmental subprojects
2. Manage internal and external environmental auditing processes
3. Coordinate training for internal EMS auditors
4. Provides environmental expertise on the JSIF's Technical Review Committee
5. Prepares and presents projects' concepts to JSIF's Projects Committee for approval
6. Prepares Annual and Quarterly interim financial reports for multilateral funding partners

HUMAN RESOURCE RESPONSIBILITIES

1. Conducts environmental training to build capacity of Environmental Wardens
2. Facilitates maintenance training for projects' beneficiaries
3. Ensures individual compliance with established procedures and operational controls as outlined in the Environmental Management System (EMS) Procedures Manual
4. Manages and conduct performance assessment of staff
5. Conduct training of staff
6. Participate in the recruitment of new staff

7. AUTHORITY (decisions you have the power to make or recommend)

1. Approves payments
2. Employs relevant project beneficiaries e.g. environmental wardens within project budget
3. Terminates employment on the ground of non-performance
4. Effects policy changes and adjustments as necessary
5. Assigns duties and responsibilities to other officers to improve performance
6. Represents Jamaica and the JSIF at official overseas meetings and symposia
7. Serves as Deputy Chair for Cabinet approved Solid Waste Management Enterprise Team
8. Represents the JSIF at environmental and social conferences, seminars, and similar fora
9. Represents the JSIF on the Office of Disaster Preparedness and Emergency Management Micro-Mitigation Technical Working Group (TWG)
10. Represents the JSIF on other external Committees
11. Observes, documents, and reports non-conformity as outlined in the Environmental Management System (EMS) Procedures Manual
12. Develops environmental objectives and targets and implements plans to achieve them
13. Develop and update training material for staff and project beneficiaries
14. Closes or recommends closure of project sites for non-conformance to environmental and safety standards

8. RESOURCES MANAGED (budget, purchases, other assets)

1. Direct Reports
2. EMS Procedures Manual
3. Environmental & Social Framework
4. Closed User Group (CUG) phone
5. Desktop Computer
6. Laptop Computer
7. Geographic Information Systems (GIS)/ Global Positioning Systems (GPS)/equipment
8. Solid waste management budget
9. Parks and greenspaces budget

9. CONTACTS (Liaises with)

Internal

<i>Contact</i>	<i>Purpose</i>
Manager, Social Development	
Coordinator, Community-Based Contracting	
Procurement Department	
Legal & Governance Department	
Project Manager, Social Development, Monitoring & Evaluation	
All Staff	

External

<i>Contact</i>	<i>Purpose</i>
Chair, Solid Waste Management Enterprise Team	Government of Jamaica's Solid Waste Management Public Private Partnership Project.
Managing Director, Development Bank of Jamaica	Government of Jamaica's Solid Waste Management Public Private Partnership Project.
Manager, Public Private Partnership, Development Bank of Jamaica	Government of Jamaica's Solid Waste Management Public Private Partnership Project.
Executive Director, National Solid Waste Management Agency (NSWMA)	JSIF/NSWMA Memorandum of Understanding for community solid waste management development projects. Government of Jamaica's Solid Waste Management Public Private Partnership Project.
Director Environmental Management and Conservation, National Environment and Planning Agency (NEPA)	Coastal management and climate change projects
Recycling Partners of Jamaica	JSIF's Plastic bottle recycling initiative
Presidents, Communities' Development Committees (CDCs)	Implementation of community based contracting projects.
Managing Director, Mender Haas	Environmental management system auditing
Environmental and social safeguards specialist, world Bank	Review, monitoring, reporting and update of safeguards requirements

10. MINIMUM REQUIREMENTS TO START**QUALIFICATIONS & EXPERIENCE**

- Master of Science (M.Sc.) Degree in Environmental Science
- Minimum five (5) years' working experience in Environmental Assessment (Phase I, Phase II and Phase III environmental assessment)
- Training in Hazardous Waste Operations and Emergency Response (HAZWOPER)
- Training in multilaterals' (e.g. World Bank) Environmental and Social Standards
- ISO 14001:2015 Standards training
- ISO 14001 internal environmental management system auditor

SPECIFIC KNOWLEDGE & SKILLS

- Working knowledge of ISO 14001:2015 Standards
- Working Knowledge of multilateral funding partners environmental and social standards
- Advanced knowledge of Climate Change including adaptation and mitigation measures
- Advanced knowledge of ecosystems-based Environmental Management
- Advanced knowledge of general agricultural science
- Advanced knowledge of solid waste management
- Advanced knowledge of environmental assessment approaches
- Working knowledge of environmental and safety management for construction projects
- Working knowledge of Biodiversity and Biodiversity Protection
- In-depth knowledge of Natural Resource Conservation
- Excellent Interpersonal skills
- Excellent oral and written Communication skills
- Excellent capacity to work in high-risk environments
- Excellent Negotiation skills

- Excellent Networking skills
- Solid Stress Management skills
- Excellent Time Management skills
- Excellent Teamwork skills
- Excellent Leadership skills
- Sound Change Management skills
- Strong Computer skills
- Excellent Learning skills
- Solid Supervisory skills
- Excellent Presentation skills
- High degree of Tolerance
- High level of Commitment

COMPETENCIES REQUIRED FOR THE ROLE (as per GOJ Performance Management & Appraisal System (PMAS))

Competency	Required Level
Continuous Learning	5
Flexibility & Adaptability	4
Innovative Thinking	5
Problem Solving & Critical Thinking	5
Strategic Thinking	5
Decisiveness	4
Results/Goal Oriented	5
Stewardship, Responsibility & Accountability	5
Persuasiveness in Communication	4
Self-confidence & Courage of Conviction	5
Teamwork	4
Team Leadership	5
Relationship Building & Networking	4
Emotional Intelligence	5
Self-Control & Composure	5

11. SPECIAL CONDITIONS OF THE JOB (disagreeable work environment etc.)

- Will be exposed to stressful conditions
- Will be exposed to high-risk working environments/highly violent communities
- Will be required to work on public holidays and on weekends
- Will be exposed to environmental risks
- Will be required to work extended hours to facilitate accessibility to community members
- Will be exposed to highly trafficked areas
- Will be required to interact and communicate with people at all levels

12. VALIDATION

Incumbent _____

Date _____

Name of Supervisor _____

Job Title of Supervisor _____

Signature of Supervisor _____ Date _____

Organization Head's agreement as signified below has validated this document:

Name of Head _____

Job Title of Head _____

Signature of Head _____

Social Officer

JOB SPECIFICATION

Job Summary:

The Officer will apply relevant technical expertise to guide and support the timely development and execution of projects within their assigned portfolio. The expertise must be applied to ensure that community needs are appropriately determined, linked to national or sector policies and importantly that the project developed adequately addresses the need. The incumbent will apply the use of best practice project management techniques to ensure timely, effective and efficient execution of project activities.

The Officer will work collaboratively with the Project Manager to ensure project targets and milestones remain on schedule and key information for donor and other sponsors are accurately compiled and accessible.

Requirements

a. Qualifications and Experience

- Bachelor's Degree from recognized University in a relevant field of study e.g. Architecture, Engineering, Environmental Sciences, Geographic Information Systems, Urban Planning, Sociology
- Knowledge and experience in Project Management
- Minimum 2-3 years' experience in projects preparation/management
- An advantage will be to have experience in involuntary resettlement as per ESS5 of the ESF

b. Required Skills and Specialized Techniques

- The ability to meet project timelines
- Proficiency in Microsoft office suite of applications.
- Knowledge and application of monitoring and evaluation techniques
- Ability to communicate complex issues and help to gain consensus through the various levels of organization, whether internally or externally
- Strong analytical and organizational skills.
- Strong research skills
- Knowledge of data analysis and interpretation techniques.
- Strong interpersonal skills.
- Excellent communication skills - oral and written
- The ability to plan and program duties and responsibilities for the achievement of objectives.