

TERMS OF REFERENCE FOR CONSULTING SERVICES

Needs Assessment and Loss and Damage Strategy and Action Plan for Saint Lucia

1. Introduction

Saint Lucia is highly vulnerable to climate change due to its small geographical area, which means that disasters often have country-wide impacts. It is located along the Atlantic Hurricane corridor and depends on economic sectors directly affected by climate variability and change, such as tourism and agriculture. While the country's contribution to global greenhouse gas emissions (and thus to human-induced climate change) is negligible, the island faces the prospects and is already experiencing the impacts of sea level rise, recurrent drought, stronger rainfall events, and more intense hurricanes. While there are limits to the protection that adaptation can provide, these changes represent major threats to national development and economic growth and will increasingly affect every aspect of life on the island if no effective, timely adaptation measures are implemented.

The Government of Saint Lucia recognizes the challenges that climate change poses to its population, the country's natural resources, and economy and has taken considerable measures to identify and address (to the extent possible) current and future climate risks at the policy and operational level. The country participates actively in the international climate change arena, seeking the rapid reduction of global greenhouse gas emissions (mitigation) and fair agreements, collaboration, and support (finance, technological transfer and capacity building) for climate action, with adaptation remaining a key priority to build resilience and ensure continued socio-economic development under a changing climate.

Saint Lucia's National Adaptation Plan (NAP) outlines the development of Sectoral Strategies and Action Plans (SASAPs) for eight priority sectors/thematic areas during its first cycle (2018-2028). To date, five SASAPs have been formulated for Water, Agriculture, Fisheries, Health, and Resilient Ecosystems. The remaining SASAPs—for Education, Infrastructure and Spatial Planning, and Tourism—will be developed under the Green Climate Fund Readiness Project, *Enhancing Saint Lucia's National Adaptation Plan Process Through the Elaboration of Sector Strategies and Action Plans, a Strengthened Evidence Base, and Improved Private Sector Engagement*.

Despite significant progress, *Limits to Adaptation (LTA)*, as highlighted in Chapter 15 of the NAP, are a major barrier to the successful implementation of the NAP's priority actions. Also referred to as thresholds, tipping points or regime shifts, the term 'limits to adaptation' recognises that adaptation is not a panacea to climate change impacts. For example, ineffective mitigation at the global level drives impacts at both the regional and national scale. Additional characteristics that can increase the pace at which the thresholds to effective adaptation are surpassed include: 1) limited financial resources, 2) ineffective institutional structures, 3) sensitive environmental contexts, and 4) cultural acceptance and social readiness to enact change. This is compounded by the constraint of limited human resources for adaptation planning, implementation, monitoring, and evaluation.

As the delivery partner for the Green Climate Fund Readiness grant, the International Institute for Sustainable Development (IISD) is providing technical support to the GoSL, specifically to the Department of Sustainable Development (DSD), throughout project implementation. To support this effort, IISD seeks to contract a **senior loss and damage expert** to develop a **Limits to Adaptation Needs Assessment** and a **Loss and Damage Strategy & Action Plan** for Saint Lucia.

2. Objective of the Assignment

Under the context of the broader readiness grant being implemented by GOSL and IISD, the objective of this assignment will be to identify/determine/establish¹, as appropriate, a baseline understanding of the critical limits to adaptation through a needs assessment, focused on all priority sectors identified in Saint Lucia's NAP. This assignment requires due consideration of comprehensive climate risk management (risk- assessment, reduction, transfer, retention), which is aimed at strengthening the resilience of vulnerable people, communities and nations, including mechanisms, for coping with impacts that cannot be avoided. It aims to also explore linkages with loss and damage, determining the impacts of climate change that are experienced despite best efforts at mitigation and adaptation and identifying needs. Based on the findings of the needs assessment and stakeholder engagement, a Loss and Damage Strategy and Action Plan, with measures, recommendations and project ideas/brief concepts to address the identified challenges, will be developed under this assignment.

3. Scope of Work and Specific Tasks

Scope of Work

The consultant will conduct a **needs assessment and stakeholder engagement** to address key gaps related to adaptation limits in the priority sectors identified in Chapter 15 of Saint Lucia's NAP. The assessment will incorporate comprehensive risk management (with particular focus on risk transfer), extreme and slow onset events², non-economic losses³, and human mobility (including migration, displacement, and planned relocation). It will also draw upon research topics outlined in Saint Lucia's Climate Change Research Policy and Strategy, such as sea level rise, ocean acidification, psychosocial impacts and migration. The assessment will identify and analyze existing data regarding limits to adaptation and loss and damage, and will identify critical quantitative data gaps, including projection data, vulnerability and risk data, and monitoring and evaluation methodologies. Due consideration must be paid to relevant publications of the Intergovernmental Panel on Climate Change (IPCC).

This work will draw from disaster risk and resilience initiatives, including efforts under the Disaster Vulnerability Reduction Project (DVRP) and relevant efforts of, among others, the National Emergency Management Organization, Organisation of Eastern Caribbean States, and Ministries of Finance and Equity, on increasing temperatures, human mobility in the context of climate change, insurance and social protection. The consultant will review impact assessments from other project components, including all SASAP documents and coastal risk assessments to ensure synergy with ongoing initiatives. The needs assessment would enable the measures in Chapter 15 of Saint Lucia's NAP⁴ on climate risk management to be expanded and further enhanced. The consultant will identify opportunities for implementing measures to address the limits to adaptation and potential for loss and damage in Saint Lucia. These measures should also be informed by regional and international actions and opportunities, including financing, technology transfer, and capacity building. This work requires a review of mechanisms and opportunities under the United Nations Framework Convention on Climate Change (UNFCCC) and Paris Agreement, including Article 8 of the Paris Agreement and relevant decisions on loss and damage; the Warsaw International Mechanism (WIM) for Loss and Damage and the

¹ Subject to desk review and discussions.

² In the Saint Lucia context, this includes gradual and long-term impacts like rising sea levels, increasing temperatures, ocean acidification, desertification, land degradation, loss of biodiversity, and salinization.

³ Non-economic losses may affect individuals (e.g. loss of life, health (including mental health), or mobility), society (e.g. loss of territory, cultural heritage, indigenous or local knowledge, or societal or cultural identity) or the environment (e.g. loss of biodiversity or ecosystem services), essentially encompassing the intangible harms caused by climate change that go beyond direct financial losses to property or income.

⁴ Refer to Table 13 within Chapter 15: Limits to Adaptation in Saint Lucia's NAP 2018 - 2028, Government of Saint Lucia (2018).

workplans of the Executive Committee (ExCom); the Santiago Network; and the Fund for responding to Loss and Damage, drawing from them and identifying areas of alignment to address identified needs.

Based on findings from the needs assessment and stakeholder engagement, the consultant will develop a **Loss and Damage Strategy & Action Plan**, based on current and projected climate risks across all eight priority sectors in Saint Lucia's NAP. This will include developing a strategy that addresses the following key areas, among others:

- Slow onset events, including rising sea levels, increasing temperatures, ocean acidification, desertification, land degradation, loss of biodiversity, and salinization, that in turn lead to reductions in water availability, agricultural production and fisheries yields; disease spread and economic damage;
- Extreme events, noting that they are increasingly driving displacement, and exposing the population of Saint Lucia to food and water insecurity;
- Non-economic losses, including loss of life, health (inclusive of mental health), human mobility, society (e.g. loss of territory, cultural heritage, indigenous or local knowledge, or societal or cultural identity) or the environment (e.g. loss of biodiversity or ecosystem services);
- Human mobility, including migration, displacement and planned relocation; and,
- Comprehensive risk management, particularly risk transfer.

The consultant will outline an action plan based on sectoral priority needs to support short-, medium- and long-term resilience building efforts. This would expand on the potential actions for Saint Lucia to address loss and damage within the comprehensive climate risk management framework, outlined in Saint Lucia's NAP (Chapter 15).

Finally, the consultant will develop up to eight (8) project briefs to address the identified priority Loss and Damage needs (briefs will follow the format of the project concept note portfolios attached to the SASAPs). These project briefs will align with priority areas for the Fund for addressing Loss and Damage and the Santiago Network. This should include the identification of potential sources for financing of these interventions.

Specific Tasks

The following are the indicative tasks associated with the assignment to be undertaken by the Consultant, aligned with the activities necessary for the development of a Limits to Adaptation Needs Assessment and a Loss and Damage Strategy & Action Plan inclusive of all eight (8) priority sectors identified in Saint Lucia's 2018-2028 NAP:

1. Development of Limits to Adaptation Needs Assessment:

- Desk-based research
- Identification of current and projected climate risks leading to loss and damage, in all 8 priority sectors in the NAP
- Identifying and prioritizing needs
- Stakeholder consultations, in collaboration with other project consultants where relevant
- Providing recommendations and identifying entry points and opportunities for implementation of measures the limits to adaptation and potential for loss and damage in Saint Lucia at the national, regional and international levels, including financing, technology transfer and capacity building

2. Development of a Loss and Damage Strategy & Action Plan

- Stakeholder consultations, in collaboration with other project consultants where relevant
- Development of a comprehensive risk management strategy based on priority needs for sustained resilience building
- Development of up to eight (8) actionable project briefs based on priority sectoral needs, that are aligned to priority areas for the Fund for responding to Loss and Damage and the Santiago Network

3. Validation and Reporting:

- Support facilitation of validation session with National Climate Change Committee (NCCC)
- Deliver a stakeholder consultation report, including gender-disaggregated participant lists
- Deliver a snapshot summary document of the Loss & Damage Strategy and Action Plan

4. Deliverables and payment schedule

Expected submission periods and proposed payment allocations are as follows:

	Deliverable	Due by	% Contract value (est.)
1	Draft Limits to Adaptation Needs Assessment report including: a. Stakeholder engagement with individuals in each target sector	Month 3	30%
2	Draft Loss and Damage Strategy & Action Plan including: a. Stakeholder engagement with individuals in each target sector, b. Draft of up to eight (8) project briefs	Month 5	30%
3	Finalized Limits to Adaptation Needs Assessment and Finalized Loss and Damage Strategy & Action Plan including: a. Incorporated feedback from identified stakeholders from target sectors, b. Stakeholder consultation report, including gender-disaggregated participant lists, c. Finalized project briefs, d. Snapshot summary document of the Needs Assessment and associated Loss & Damage Strategy and Action Plan, and e. Supporting facilitation of the validation session	Month 6	40%

NB: The contract price is fixed and output-based, and this is regardless of any extensions beyond the allotted 6-month period. There will be further discussion and agreement on due dates following an inception meeting with the Consultant.

5. Location and Duration of the Assignment

The assignment will be delivered over a period of six months between March to September 2025. It is expected that the consultant will be required to deliver the work through a combination of remote work and in-person engagements in Saint Lucia during this period.

6. Reporting

All reports shall be submitted electronically in English in Microsoft Word and PDF format. The first submission of each Deliverable is considered a draft. Client comments on each Deliverable must be submitted to the Consultant within the stated timelines. The final version of each Deliverable addressing Client comments must be submitted within two weeks of receipt of Client comments. All reports, documents, maps and data collected that are relevant to the Consultant's services, shall become the property of the Government of Saint Lucia.

7. Working Arrangements

The Consultant will work closely and directly with the Government of Saint Lucia's Department of Sustainable Development (DSD) within the Ministry of Education, Sustainable Development, Innovation, Science, Technology, and Vocational Training; and, on a virtual basis, with the International Institute of Sustainable Development, both of whom will provide technical guidance and administrative support for the project. The Consultant is expected to collaborate with other consultants under the Project, such as the SASAP Development, Coastal Assessment and Private Sector Engagement Consultants, to ensure synergies between expected outputs.

The consultant will:

- a) Be responsible for the collection of all data and information required for the timely completion of the assignment;
- b) Be mindful of recent and parallel work being undertaken in Saint Lucia, which has the potential to support this project, as there may be opportunities for synergies, such as sharing of data collected; and
- c) Execute the services in accordance with the laws, customs and practices of Saint Lucia and use the appropriate international standards for preparation of technical information.

8. Desired Skills and Qualifications

The consultant is expected to have the following experience and qualifications:

- An advanced degree, Master's or higher, in climate change, international development, environmental science or an equivalent relevant area.
- At least 10 years work experience in the fields of climate change adaptation, climate risks, loss and damage, preferably within a Caribbean/Small Island Developing State context.
- Extensive, proven understanding of climate change adaptation and the limits to adaptation, including understanding of comprehensive risk management (including risk transfer), extreme vs. slow onset events, non-economic losses and human mobility, including migration, displacement and planned relocation.
- Good knowledge of the Caribbean SIDS context, including governance, climate change, disaster risk management, and environmental policy processes. Experience working with a variety of stakeholders in Saint Lucia, the Caribbean, or Small Island Developing States (SIDS) would be an asset.
- Proven ability to facilitate stakeholder consultations.
- Demonstrated strong analytical, communication and report writing skills.

9. Application Process

Suitably qualified individuals are invited to submit their application, including the following documents:

- Cover letter presenting the motivation and detailing relevant qualifications, experience, and professional networks (4 pages maximum)
- Financial proposal
- Contact details of two professional references

All submissions must be in English. Applications will only be accepted via email sent directly to **info@napglobalnetwork.org**, with the subject: ***Needs Assessment and Loss and Damage Strategy and Action Plan - Saint Lucia - [Your Name]***.

If you are selected for the consultancy, you may be required to provide proof of recent consultancy contract. The deadline for submission is **March 12, 2025, at or before 11:59 p.m. EST.**