



Maldives Atolls Education Development Project (AEDP: P177768)
Ministry of Education
Republic of Maldives

TERMS OF REFERENCE

SOCIAL SAFEGUARDS SPECIALIST

1. Background:

The Maldives Atoll Education Development Project (AEDP) is organized under five components: (a) enhancing curriculum delivery; (b) continuing teacher development; (c) measuring and enhancing system performance; (d) coordination, monitoring, capacity building and technical assistance; and (e) contingent emergency response. These components and the activities under them were prepared through a process of consultation and collaboration with the Ministry of Education (MoE); the Ministry of Finance and Treasury (MoFT); the atoll education agencies; public and private employers; academics and school principals, teachers, parents and students. The components and activities are also based on the knowledge and experience gained through the implementation of the Learning Assessment and Measurement (LAMP) Global Partnership for Education (GPE) trust fund.

The Government of Maldives (GoM) is implementing the “Maldives: Atoll Education Development Project (AEDP) Project. The project is funded by the World Bank. The objective of the project is to increase access to education and enhance the quality of secondary education. The four components of this project are:

Component 1: Enhancing Curriculum Delivery and Increasing Higher Secondary Participation

The general objective of this component is to promote strategic initiatives at the country level to strengthen and develop the general education system with a special focus on access and quality at the secondary level. Under this component, procurement activities would include purchasing of teaching/learning materials to enhance literacy skills of English language and Numeracy skills of Mathematics, Promote STEM education and ICT in education as well as promote the efficient delivery of the curriculum by strengthening vocational education in selected secondary schools of Maldives.

Component 2: Continuing Teacher Development

The general objective of this component is to develop the schools to strategically implement the initiatives under component 1 (one) by building the capacity of teachers. Under this component in service support for teachers (professional developments of teachers) are planned. This includes developing curriculum materials, addressing pedagogical practices, promoting project-based learning etc. This component also includes activities to support effort of teaching/learning of students with complex learning needs.

Component 3: Measuring and Enhancing School and System Performance

The general objective of this component is to measure the performance of the school system through quality assurance activities and national assessments of learning outcomes. This component would provide support to academics in higher education institutions to undertake policy analyses using the information and data from



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the Quality Assurance activities planned as well as all the National Assessments conducted under AEDP. Under this component the main procurements would be consultancies and human resource development at the atoll level.

Component 4: Coordination, Monitoring, Capacity Building and Technical Assistance

The general objective of this component is to assist the GoM to administer the project and develop institutional capacity. This component will assist GoM to carry out coordination, operations and monitoring support, capacity building and technical assistance, and communications in relation to the Project. Under this component the schools also get grants towards activities conducted by the schools to improve their learning outcomes.

2. Objectives

Objectives The Social Safeguards Specialist will be responsible for advising and/or implementing all related activities in project component and monitor the environmental and social safeguards management of the Project and ensure that it is carried out in compliance with prevailing environmental laws and regulations of World Bank and Government of Maldives

3. Scope of Services

- Develop Environmental and Social Safeguards guideline in consultation with the World Bank following the project's Environmental and Social Management Framework (ESMF) to be used in the project implementation;
- Develop Environmental and Social Safeguard risk plan and implement a mitigation plan to ensure social mitigation measures are proposed and met as described in ESMF;
- Ensure Environmental and Social Safeguards measures are adequately implemented in all project activities and confirm that World Bank's environmental and safeguard policies are complied;
- Develop and raise awareness of Grievance Redress Mechanism Guidelines Grievance Redress Procedure to be followed in the project.
- Develop information sheets, brochures, communication materials and facilitate workshops to raise awareness of Grievance Redress System to the public
- Conduct community awareness programs at project sites to ensure citizen engagement processes are followed in relation to AEDP project.
- Prepare reports based on the grievances and environmental and safeguard risks faced in the project with actions taken for all the components of the project. Document grievance resolution and maintain records of grievances; monitor and provide advice on addressing grievances; ensure implementation of GRM and maintaining records.
- Ensure environmental and social screening is conducted throughout the project implementation and produce monthly reports
- Support the delivery of ESMF orientation, training and capacity building activities for all the project stakeholders.
- Plan, implement and monitor all safeguards aspect of any other project under the OMSU.
- Any other related tasks assigned by the Project Director



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4. Required Qualifications and Experience

- Master's Degree in a related field.
- 07-10 years of work experience in the education sector.

5. Other Competencies

- Should be familiar with both national, international, especially World Bank's safeguard policies.
- Knowledge and understanding of technical, commercial and legal aspects of procurement of the World Bank- financed project and should be familiar with the World Bank's Systemic Tracking of Exchanges in Procurement (STEP Portal) would be an added advantage.
- Excellent written and oral skills in English and Dhivehi, with the ability to produce comprehensive reports in English.
- The successful candidate must be willing to work for extended periods without direct supervision and will be expected to travel routinely to islands within the catchment.
- Ability to plan projects with complex and diverse activities.
- Familiarity with the relevant Government procedures and regulations.

6. Institutional Arrangements

The Social Safeguards Specialist will work in the OMSU and will report directly to the Project Director.

7. Duration of services and terms of payment

The service is initially for a period of 01 year with the possibility of extension depending on performance. The Social Safeguards Specialist will be paid based on the qualifications and relevant experience according to the circular of the National Pay Commission. The remuneration for this position is 30,240.00