



Ministry of Higher Education

Republic of Maldives

Ref no: (IUL)475-Admin/475/2023/45

## Terms of Reference

### **Consultation to develop the Terms of Reference (ToR) of the National Human Resource Development Plan (NHRDP)**

#### **1. Background**

Human resource development is vital for economic growth and development of the country. For a long time, Human resource development planning was not given the utmost importance. According to statistics published by the Asian Development Bank, Maldives observed an unemployment rate of 6.1%, the highest in South Asia, in 2018. There is a major imbalance between labor, demand and supply in terms of human capitals. There is a need to ensure that efforts to increase enrollment in Higher Education is well-planned to tackle the issue of skills mismatch in the country. A National Human Resource Development Plan is essential to Maldives, given the existence of many physical and economic challenges in the country.

The main purpose of National Human Resource Development Plan (NHRDP) is to lay out a national strategic plan for the appropriate development and utilization of the country's human resource. The framework is aimed to provide a holistic and integrated approach to human resource development planning of the country. This will allow all line-ministries, agencies, stakeholders from both the public and private sectors to work in a collective and concerted manner to build the required human capital which will ensure the sustainable economic development of Maldives. The success of this framework will be reinforced by the creation of a conducive environment to support the education and training sector, as well as job creation in the private sector along the value chains in the quest to produce highly skilled, well educated, competent and productive citizens.

#### **2. Background of the assignment**

The NHRDP aims to identify and address the current and future needs and demands on the public private sector in labor market. Thus developing a well-specified Terms of Reference (ToR) that articulate the scope of work is a vital step in this process. In this regard, the consultant selected for this assignment needs to analyse the existing training need requirement data and the disparities in those data. The consultant should also analyse the existing data on the training provided by the government during the last 10 years and develop the scope of work for the ToR.

### 3. Objectives and Scope of Services

The consultant selected will receive policy directions from the Ministry of Higher Education and will be provided with the training need requirement data and the data on the training provided by the Government of the Maldives during the past 10 years. The consultant is expected to analyse these data and come up with a concept that will be most befitting to the Maldives for its Human resource development. The consultant is also expected to develop the ToR of the National Human Resource Development Plan and come up with a scope of work for developing the National resource plan.

### 4. Deliverables

- Analyse the data of the training requirement need and the training provided for the past 10 years and find any disparities in the data collected.
- Come up with a concept that is most suitable for the Maldives for its human resource development.
- The Terms of Reference (ToR) for consultancy to develop the National Human Resource Development Plan

### 5. Marks Allocation

Details	Percentage Marks Allocated
Price	50
Master in a related field PhD in a related field	10 10 (additional)
Work experience For each additional year one point till maximum 10 years	10 10
Related consultancy (for each project two points till a maximum of 10 points)	10

### 6. Required Qualifications and Experience

In order to successfully carry out the tasks listed above, the consultant is required to have the following qualifications and experience:

- At least a Master's Degree in Research or Human Resource Planning and Development, or a relevant discipline;

- At least 5 years of experience in Human Resource management or development.
- Similar or related consultancy work will be an added advantage.

## **7. Other Competencies**

In addition to the required qualifications and experience, consultant is required to have the following competencies:

- Strong organization, co-ordination and teamwork skills.
- Skills in providing information that lead to the development labor market policies and strategies
- Skills in developing labor market policies and
- Proven capacity to supervise and coordinate all administrative and technical aspects of the consultancy.
- Demonstrate local knowledge on labor market, trends and culture.
- Excellent verbal and written communication skills in English, and the ability to prepare high quality reports in English.
- Proficiency in the use of MS Office Suite (Word, PowerPoint, Excel)
- Ability to communicate via email and conduct research on the internet.

## **8. Institutional Arrangements**

Consultant will work at a place as agreed by both parties.

## **9. Duration of services and terms of payment**

The service is for a period of one months. The consultant will be paid in accordance with the agreed rate upon completion of the outputs specified in the TOR and the contract.