

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ



Ministry of Economic Development
Male',
Republic of Maldives

Maldives: Enhancing Employability and Resilience of Youth Project (MEERY)

P163818

Terms of Reference

for

Communications, Environmental and Social Safeguard Specialist (Local)

1. Background

Several aspects of the Maldives' recent development pattern highlight imbalances between labor demand and supply. Public sector jobs are in the civil service with the rapid expansion of cadres in the 1990s and 2000s. However, with the increasing standard of living over time, the labor market has become more challenging for Maldivians in general. Increasing educational attainment among the younger generation and expectations have coincided/collided with the rapid growth in lowskill service jobs associated with tourism and construction, leading to a mismatch in skills supply and demand. Despite the high levels of growth and labor market conditions in public investments, tourism, fisheries and non-tradable tourism related activities, important challenges remain for young Maldivians. These relate to (i) the need for greater inclusion and productive employment for youth, especially for those who cannot rely on public sector jobs (because of a sharp reduction of public sector employment) or who are from the most vulnerable segments of the population; and (ii) an increasing reliance on foreign labor in important sectors such as tourism and construction services and limited opportunities for women.

The Government of Maldives (GoM) is implementing the "Maldives: Enhancing Employability and Resilience of Youth (MEERY)" Project. The project is funded by the World Bank. The project's objective is to improve the relevance of technical and vocational skills and foster entrepreneurship to promote youth employment in priority sectors. The project is being jointly administered by the Ministry of Higher Education (MoHE) and Ministry of Economic Development (MoED), with a Project Steering Committee that is co-chaired by the MoHE and the MoED.

The project comprises of three components and a Contingent Emergency Component. The three primary components are;

Component 1: Fostering skills development and entrepreneurship in priority sectors through four subcomponents:

- 1.1: Labor-market assessment and analysis for demand driven skills identification
- 1.2: Revision of Skills Development (TVET and Entrepreneurship) Curriculum
- 1.3: Face-to-Face Skills Delivery.
- 1.4: Support for Entrepreneurship Development.



-2-

Component 2: Promoting entrepreneurship and employment through skills Development and eLearning Strategy through three sub-components:

- 2.1: Strategy Development, Strengthening and Diversifying skills development programs.
- 2.2: IT infrastructure for skills development and jobs platform.
- 2.3: Career hubs for education-industry linkages.

Component 3: Project Coordination, Monitoring and Evaluation

As part of the implementing the new PMU under MED, the Ministry of Economic Development wishes to contract a **Communications, Environmental and Social Safeguard Specialist**.

2. Objectives

1. The MED wishes to contract a Communications, Environmental and Social Safeguard Specialist who will coordinate implementation of MEERY project communications strategy, and Environmental and Social Assessment and Management Framework of the project.
2. Carry out Environmental and Social Assessments and Screenings, Preparation of E&S instruments in line with on the Project Environmental and Social Safeguards Framework, and assist Project Director to ensure that the work by GoM staff and consultants are in conformity with the objectives of the project and is in accordance with the GoM environmental and social requirements, and the relevant World Bank Safeguards policies.

3. Scope of Services

1. Lead the development of and oversee the review of project level Communications, Environmental and Social Safeguards plan and associated work plans for each component/activity on principles, process and achievements of the project, and document best practices and success stories for development partners and the GoM.
2. Help implement marketing and outreach strategies as needed; target and engage key audiences.
3. Plan, develop and implement public relations (PR) strategies, including writing and distribution of press releases to targeted media channels.
4. Ensure full coherence and alignment with donor's branding guidelines while implementing the communications strategy and awareness programs.
5. Plan and conduct Environmental and Social (E&S) Screenings for project activities.
6. Obtaining clearances as per the country Environmental laws and regulations and from the world bank prior to tendering.
7. Preparation of reports on Environmental and Social Management Framework (ESMF).
8. Preparation of reports and disclosures for site specific Environmental and Social Management Plans (ESMPs) and ensure ESMPs are incorporated into bidding and contract documents with contractors.
9. Monitoring and reporting on ESMP implementation progress.



10. Ensure necessary measures in place to strengthen inclusion vulnerable groups, youth and women in project activities other requirements for management of social sustainability and inclusion issues in relation to projects;
11. Plan, implement, monitor and report on gender actions of the project.
12. Build a robust stakeholder engagement/ citizen engagement plan/strategy to engage with stakeholders, disclose information and obtain feedback from project stakeholders including project beneficiaries. Carryout labor market surveys and other beneficiary feedback/satisfaction surveys.
13. Support to establish and operate the Grievance Redress Mechanism under the MED for the project. Submit regular updates to the Bank on the operation of the GRM.
14. Strengthen mechanism to address risks associated with Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) by ensuring Codes of Conduct are adopted by all project staff and GRM is able to address SEA/SH incidents.
15. Facilitate/organize & conduct capacity building programs on the World Bank's Environmental and Social Framework (ESMF), E&S Screening, reporting, Gender, Stakeholder /Citizen's Engagement and implementation procedures.
16. Accomplish other tasks related for preparing, environmental and social safeguards plan, assessments, and reporting as per the need of project assigned by Project Director.
17. Provide support to other donor funded projects and activities under the Ministry's mandate.
18. Any other duties assigned by the Project Director.

4. Specialist's Reporting Obligations

The Communications, Environmental and Social Safeguard Specialist shall carry out the reporting obligations as follows:

- The Communications, Environmental and Social Safeguard Specialist shall report to the Project Director on the status of the assignment on a regular basis.

5. Required Expertise and Qualifications

The Communications, Environmental and Social Safeguard Specialist should have:

- Master's Degree in Social Development, Social Studies, Sociology, Environmental and Social Sciences, or suitable equivalency with minimum of 5 years' suitable work experience in the field of social development and social safeguards management.

OR;

- Bachelor's Degree in Social Development, Social Studies, Environmental and Social Sciences or suitable equivalency with minimum of 10 years of suitable work experience.
- Prior experience working and engaging with communities and multiple stakeholders at different.
- Knowledge on issues affecting vulnerable groups, youth and gender issues in development.



-4-

- Experience working with donor funded projects and implementation of safeguards, with World Bank/ADB financed operations is an advantage.
- Knowledge in areas of business development and entrepreneurship.
- Experience in Monitoring and Evaluation of projects, activities, consultants, non-consulting services, and goods will be an added advantage.
- At least 3 years of experience in the development sector with experience in conducting environment and social assessments individually or part of a team
- Previous experience as an environment and social safeguard specialist in World Bank related projects will be an added advantage.
- Must have knowledge and understanding of technical, commercial, and legal aspects on procedures and regulations of the World Bank
- Proficient in using software applications such as MS Project, MS Word, MS Excel, MS PowerPoint.
- Strong leadership, management, and communication skills in presenting, discussing, and resolving difficult issues and can work efficiently and effectively with a multi-disciplinary team.
- Good written and oral Dhivehi and English communication skills.

6. Contract Duration

This is a 1-year contract, with possibility of extension with pipeline donor projects. Upon signing of the contract, 3 months shall be counted as the probationary period. The contract shall be renewed based on performance, need, and funding.

This contract is expected to commence in **August 2023**.

7. Remuneration

Remuneration will be in the range of MVR 25,020 – MVR 28,800 per month based on the qualification and experience.

8. Required Documents

Interested candidates must submit the following documents/information to demonstrate their qualifications, experience, and responsiveness to this TOR.

- I. Expression of interest letter
- II. Curriculum vitae indicating all experience from similar jobs
- III. ID Card
- IV. References



-5-

9. Expression of Interest Application Submission

- I. Deadline for submission of the application is **30th July 2023 (16:00hrs)**
- II. Application should be emailed to the following contact details.

Thaasyn Hilmy
Project Director
Maldives: Enhancing Employability and Resilience of Youth Project (MEERY)
P163818
Ministry of Economic Development
Velaanaage, 11th Floor
Malé, Maldives
Email: recruitment@trade.gov.mv