



**MALDIVES: ENHANCING EMPLOYABILITY AND RESILIENCE OF YOUTH
PROJECT (MEERY: P163818)**

Ministry of Higher Education
Republic of Maldives

TERMS OF REFERENCE AND SCOPE OF SERVICES

for

**Consultant to Develop a Concept for the establishment of a Day Care Facility at the
Maldives Polytechnic**

(Procurement Reference: MV-MOHE-210939-CS-INDV)

1. Background:

Several aspects of the Maldives' recent development pattern highlight imbalances between labor demand and supply. Public sector jobs are predominantly 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 low-skill 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 objective of the project is to improve the relevance of technical and vocational skills and foster entrepreneurship to promote youth employment in priority sectors. The project is being administered by the Ministry of Higher Education (MoHE), with a Project Steering Committee that will be co-chaired by the MoHE and the Ministry of Economic Development.

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 (Tourism & Construction and ICT related Services Sectors through four sub-components:

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.

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

2. Objective of the Assignment

The overall objective of this assignment is to develop a concept for the establishment of a Day Care Facility at Maldives polytechnic.

The objectives of a day care facility at Maldives Polytechnic are:

- Encourage and increase the number of female students enrolled in the technical and vocational courses.
- Increase retention of students with children and increase on-time graduation rates.
- Promote work-life balance among students and employees.
- Increase productivity, engagement and morale among employees.
- Facilitate the practicum of students of Early childhood programs.

3. Scope of Work:

It is expected that the following key activities will be completed for this assignment:

- a. Conduct a stakeholder analysis to evaluate the feasibility and sustainability of the establishment of a Day care facility at the Maldives Polytechnic in Male.
- b. Develop a concept, including the dimensions (space and layout) required for the Day Care Facility based on the analysis and evaluations.
- c. Prepare list of equipment with detailed specifications needed for the facility.
- d. Prepare list of furniture with detailed specifications needed for the facility.
- e. Develop a human resource plan with detailed job specifications and job descriptions for the personnel needed to run the day care facility.
- f. Social safeguards analysis and environmental safeguards aspects that require attention.
- g. Provide a work plan and budget for the implementation, establishment and operations and maintenance of the day care facility.
- h. Facilitate the start of day care operations to ensure smooth implementation of the project.
- i. Monitor the work of the day care facility during the implementation period.

4. Deliverables and Remuneration

Deliverables	% of Remuneration
1. Upon submission and acceptance of inception report	5%

including work plan (timeline) for the assignment.	
2. Upon submission and acceptance of stakeholder analysis report for the establishment of Day Care facility.	5%
3. Upon submission and acceptance of detailed concept for the Day Care Facility.	20%
4. Upon submission and acceptance of list of equipment and furniture with detailed specifications required for the Day care Facility.	30%
5. Upon submission and acceptance of implementation plan for the establishment of the Day care Facility.	20%
6. Upon submission and acceptance of monitoring and evaluation report for the implementation period of Day Care facility.	20%

5. Qualifications and Experience

- a. Master's Degree in child care, sociology, social work, or in a related field.
- b. Minimum 2 years' experience in a similar project or in a related area in the Maldives.
- c. Minimum 2 or more years of professional experience at national or international levels in the relevant fields, especially in preparation of related programs documentation.

6. Other competencies:

- a. Ability to prepare high quality reports in English.
- b. Good command of the English language.

7. Institutional Arrangements, Reporting and Supervision

The consultant will work under the guidance and direction of Maldives Polytechnic and the progress of the work carried out shall be reported to both Maldives Polytechnic and PMU. The consultant will work in a place agreed with Maldives Polytechnic or PMU and will be required to take part in all the relevant meetings

8. Confidentiality, Ethics and Conflict of Interest

The selected Consultant undertakes to comply with the World Bank's rules with regard to corrupt and fraudulent practices, conflict of interest and confidentially. The Consultant shall maintain confidentially on all sensitive information obtained during the assignment and shall not publish wholly or in part the findings or such information, without prior written consent by the Client. Any draft reports and other documents produced by the consultant will be discussed and cleared with the Client before their final issue.

9. Duration of services:

The service is for a period of **6 months**.