



Ministry of Higher Education,  
Labour and Skills Development

Malé, Republic of Maldives

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## Sustainable and Integrated Labor Services (SAILS) (P177240)

Terms of Reference  
for

### Monitoring and Evaluation (M&E) Specialist (Local)

#### 1. Background

The government of Maldives (GOM) intends to introduce a new Unemployment Benefits Act that will extend contributory social insurance to all Maldivian workers. The government will establish an Unemployment Insurance (UI) scheme which will be complemented by an integrated program of job search assistance and labor market reinsertion initiatives. The UI scheme will be designed to complement the Maldives Retirement Pension Scheme (MRPS), and the project will support the development of policy measures and capacity building to ensure the long-term fiscal sustainability of the MRPS and Old Age Basic Pension (OABP).

The Employment Services (ES) will serve as a platform for strengthening Active Labor Market Program (ALMP), addressing the challenges faced by Maldivians in finding employment, and building an integrated Labor Market Information System (LMIS). The scheme will pursue partnerships with government and non-government agencies aimed at promoting female employment, filling strategic gaps in the labor market (such as green and blue economy jobs), and replacing migrant workers with locals in the tourism industry.

The Government of Maldives (GoM) is implementing the “Sustainable and Integrated Labor Services (SAILS)” Project. The project is funded by the World Bank. The project objective is to improve social protection coverage and employability of Maldivian workers by establishing a contributory unemployment insurance scheme and integrated labor market services and, in the case of an eligible crisis or emergency, respond promptly and effectively to it. The project is being jointly administered by the Ministry of Higher Education, Labour and Skills Development (MoHELSD) and Maldives Pension Administration Office (MPAO) with a Project Steering Committee that is co-chaired by the MPAO and the MoHELSD.

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

#### Component 1: Integrated Labor Market Services

- 1.1. Establishment of policy and legal framework
- 1.2. Strengthening internal systems for program administration
- 1.3. Development and implementation of the ES scheme
- 1.4. Establishment of the Job Centre service centers nationwide







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## 7. Remuneration

The M&E Specialist will be paid a lump sum of MVR 27,800 – MVR 32,000 per month.

## 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. References

## 9. Expression of Interest Application Submission

- I. Closing date for the submission of application is 30<sup>th</sup> June 2024