

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ



Terms of Reference and Scope of Services
FOR
SENIOR SOCIAL SAFEGUARD OFFICER
Maldives: Enhancing Employability and Resilience of Youth Project
(MEERY: P163818)
Ministry of Higher Education
Republic of Maldives

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 preparing to implement 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 Development Objective is to improve the relevance of technical and vocational skills and foster entrepreneurship to promote youth employment in priority sectors.

Component 1: Integrating Skills Development with Labor Demand in the Tourism & Construction, and ICT-related Services Sector.

- 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. Skills Development and eLearning Strategy.

- 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. Scope of Services

The Social Safeguard Specialist will carry out, *inter alia*, several tasks, including but not limiting to the followings;

- Develop 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 social safeguard risk plan and implement a mitigation plan to ensure social mitigation measures are proposed and met as described in ESMF;
- Ensure social safeguards measures are adequately implemented in all project activities and confirm that World Bank's safeguard policies are compiled;
- Develop Grievance Redress Mechanism guidelines Grievance redress Procedure to be followed in the project.
- Establish, maintain and raise awareness of Grievance Redress System and address the grievances.
- 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 MEERY project.
- Ensure that gender issues and that gender and disability issues are addressed in an appropriate manner in the project.
- Prepare reports based on the grievances 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.
- Provide technical support during project implementation and resource mobilization plan for the activities in all the locations;
- Coordinate with various island administration offices and public on period basis on social safeguard issues.

- Assisting the GoM in ensuring social responsibilities of the project, such as compliance with the labor laws, health laws and gender issue.
- Ensure 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.
- Any other related tasks assigned by the Project Coordinator

3. Required Qualifications and Experience

- Master's Degree in Sociology, Environmental Science, Management, Research or any other related area.
- Work experience and knowledge in managing donor funded project
- Work experience in the related field will be an added advantage

4. Other Competencies

- Should be familiar with both national, international, especially World Bank's safeguard policies.
- Must have knowledge and understanding of technical, commercial and legal aspects on procedures and regulations of the World Bank.
- Excellent written and oral skills in English and Divehi, with the ability to produce comprehensive reports in English.
- Strong communication skills in presenting, discussing and resolving difficult issues and have ability to work efficiently and effectively in a multidisciplinary team.
- 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.
- The successful candidate will have good communications skills and must understand the objectives and delivery mechanisms. He/she must be willing to work in a team, be flexible to emerging or changing conditions, and undertake initiative in his/her broad field of actions.
- Ability to plan projects with complex and diverse activities.
- Familiarity with the relevant Government procedures and regulations.
- Ability to maintain confidentiality/discretion as and when needed

5. Institutional Arrangements

- The Senior Social Safeguard Officer will report directly to the Project Coordinator who has overall responsibility for the management of the MEERY Project.

6. Duration of services and terms of payment

The service is initially for a period of 1 year or any other time frame agreed by both parties. Any renewal will be based on a performance evaluation of the individual selected. The Senior Social Safeguard Officer will be paid based on the qualifications and relevant experience.