



Ministry of Economic Development

Terms of Reference
for
Communications, Environmental and Social Safeguard Specialist (Local)
World Bank Project Management Unit
Maldives: Enhancing Employability and Resilience of Youth Project
(MEERY; P163818)

1. Background

The World Bank Group's Country Partnership Framework endorsed by the Maldives and the World Bank board in May 2016, aims to support Maldives to achieve more inclusive and sustainable growth, making better use of the country's assets – human capital, natural assets, and financial resources.

The current World Bank engagement is focused on projects in fisheries, solid waste management, public financial management, improving employment with a special focus on tourism and IT sectors, renewable energy, urban development, COVID-19 response, and improving the country's health and social security systems.

One of the key initiatives under this response was the **COVID-19 Emergency Income Support Program** implemented with assistance from the World Bank. This project will assist the GoM to respond to the COVID-19 crisis and build better social protection systems to improve responsiveness and resilience in the future. Under the first component of the project, (a) financing the *COVID-19 Support Allowance*, has been implemented by the MoED in partnership with NSPA. During the program, which was carried out in 2020, over 20,000 affected individuals has been supported through an allowance. Although it is a temporary program, the data collected on beneficiaries will provide a basis for further government support, activation and reinsertion activities over time, with the objective of ensuring both the immediate welfare of beneficiaries and the rapid recovery of the economy and employment.

As part of the second component, (b) the World Bank is providing technical assistance (TA) to the government over a period of two years, to strengthen its social protection systems and programs with the objective of making the safety net more adaptive to future economic crises and disasters. This will include:

- (a) Improvements to the software of NSPA's SPIS to enhance connectivity with other government databases for cross-validation of applications and data sharing, and extend connectivity to island councils to streamlines data collection and updating;
- (b) Design of a new contributory unemployment insurance scheme, which will provide more fiscally sustainable income support for workers who lose their jobs or incomes in the future;
- (c) Development of a program of reforms to the Maldives Retirement Pension Scheme (MRPS), social and civil service pensions, to ensure adequate income protection for the elderly and address design issues that create a fiscal burden and distort labor markets; and



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- (d) Development of a National Social Protection Framework to ensure broad-based and adaptive social protection coverage of Maldivians across the life cycle, and to improve co-ordination and data sharing between programs.

With improved economic sentiment within the economy and the extensive coverage of vaccine administration, the GoM aims to gear the project activities to incorporate essential upskilling, training and outreach programs, and to create a pathway for affected workforce to reintegrate back into the market.

The GoM aims to strengthen the existing Project PMU under the Ministry of Economic Development to effectively implement the existing project activities and the proposed additional activities. The project PMU is currently housed within the Ministry of Economic Development. The PMU currently consist of members from the MoED and line agencies and operate as a joint coordinated effort. The Project Management Unit (PMU) for the COVID-19 Support Allowance Project will consist of teams for procurement, finance, social safeguards, communications, monitoring and evaluation—led by the Project Director and Deputy Project Director/Project Manager.

In addition to the **COVID-19 Emergency Income Support Program**, the Ministry of Economic Development in collaboration with the **World Bank** is currently implementing the “Maldives: Enhancing Employability and Resilience of Youth” (MEERY) Project 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.

Additionally, the Ministry is actively engaged with the World Bank for the formulation of projects to strengthen and expand social security coverage in the Maldives and digital inclusivity in line with the goals of the Strategic Action Plan of the Government of Maldives.

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.



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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:



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- 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.
- 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 **February 2022**.

7. Remuneration

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



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