



Ministry of Climate Change, Environment and Energy
Male', Republic of Maldives

Greater Malé Environmental Improvement and Waste Management Project

SOCIAL AND ENVIRONMENTAL SAFEGUARDS SPECIALIST

TERMS OF REFERENCE

A. Background

Waste is one of the most visible threats to the environment and poses challenges to the development. Zone 3, which encompasses Greater Malé, the inhabited islands in the Malé Atoll (Kaafu Atoll), North Ari Atoll (Alifu Alifu Atoll), South Ari Atoll (Alifu Dhaalu Atoll) and Felidhe Atoll (Vaavu Atoll), is estimated to generate 800 – 1000 tons of mixed solid waste daily and currently lacks an organized and sustainable waste management system to properly manage this growing amount of waste.

Rapid urbanization and tourism development in the Greater Malé region including Zone 3 atolls waste is expected to increase over 1000 tons per day by 2024. The region suffers from severe environmental pollution and deteriorating livability from inadequate collection and haphazard disposal of solid waste. Open dumping and burning of garbage at the 30-year-old dumpsite on Thilafushi island is an environmental and public health hazard posing a daily nuisance to the residents in Malé Villimalé and neighboring resort islands, with plumes of smoke visible from Velana International Airport and surrounding resorts. Considering Maldives reputation as a pristine high-end tourist destination and its reliance on sustainable fisheries for food and export, pollution from improper waste management is a significant threat to the economy and environment.

In order to address the issue of growing amount of waste in the region, the Government of the Republic of Maldives has applied for financing from Asian Development Bank (ADB) towards the cost of Greater Malé Environmental Improvement and Waste Management Project. Part of this financing will be used towards the expenditure of the Project Management Unit (PMU) including staff salary and other incremental cost of the PMU.

The Project is identified as Category A under the ADB's safeguard policies. Therefore, the Ministry of Climate Change, Environment and Energy (MoCCEE) now seeks Social and Environmental Safeguard Specialist's (SESS) service to the PMU under the project phase 1 and phase 2. Therefore, this TOR describes the overall responsibilities of the SES Specialist.



B. Project Development Objective

The development objective of the Project is expected to establish a sustainable solid waste management system in the Greater Male' by (i) improving collection, transfer, disposal, treatment, recycling and rehabilitating the existing dumpsite at K. Thilafushi, (ii) strengthening institutional capacities for solid waste service delivery and environmental monitoring, and (iii) improving public education, awareness and behavior in reduce, reuse and recycle (3R). The Project is being designed to reduce disaster risk and improve climate change resilience while creating a cleaner environment and reducing greenhouse gas emission.

C. Responsibilities of the Assignment

The Social and Environmental Safeguards Specialist would be responsible for, but not limited to, the following activities:

1. Ensure social and environmental safeguard measures are adequately implemented in all projects administered by the PMU and ensure Bank's safeguard policies are complied.
2. Ensure that consultations continue throughout project implementation and are carried out in a comprehensive and appropriate manner; incl. periodic updating of the consultations plan.
3. Support the delivery of ESMF orientation, training and capacity building activities for all project stakeholders. Identify further training requirements of technical and field staff of the project, where applicable.
4. Educate project affected families on the relevant environmental and social safeguards issues and relevant policies.
5. Where applicable, develop information, education and communication (IEC) materials and facilitate workshops on good environmental and social practices relevant to all projects administered by the PMU.
6. Co-ordinate with the various island administration offices on periodic basis on environmental and social issues.
7. Assist GoM in ensuring environmental responsibilities of the project, such as compliance with the environmental protection laws and regulations of the country.
8. Assist GoM in ensuring social responsibilities of the project, such as compliance with the labour laws, prohibition of child labour, HIV/AIDS and gender issues.
9. Ensure safeguard measures are adequately implemented.
10. Establish, maintain and raise awareness of a grievance redress system and assist island councils and their communities in the redress of their grievances in a timely manner.

D. Qualification, Experience and Competency

The Social and Environmental Safeguards Specialist will report to the Project Manager and shall meet following qualification, experience and competency

Education	<ul style="list-style-type: none">• Master Degree in Environmental Management, Environmental Science or a related field
Experience:	<ul style="list-style-type: none">• Minimum five (5) years of work experience in environmental management. Or relevant field Experience with Bank and/or donor funded projects will be advantage.• Experience in social safeguard will be an asset.



	<ul style="list-style-type: none">• Sound understanding of principles underlying environmental management and international best practices in the field. The candidate is expected to be familiarized with both national, international, especially Bank's environmental and safeguard policies• Good interpersonal skills and communication
Language requirement	<ul style="list-style-type: none">• Fluency in English and Dhivehi

E. Facilities Provided by the Client

Successful candidate will be posted at Ministry of Climate Change, Environment and Energy, Malé. The following facilities will be provided;

- A proper workstation
- Computer system with necessary software installed
- Access to telephones and fax

F. Duration of the Assignment

The successful candidate will enter into a contract for 2 years. The staff will be appraised and the performance will be assessed annually and based on this appraisal the contract maybe extended for the second phase of the Project expected to end 2027.

G. Remunerations

Monthly remuneration from the project will be **MVR 36,000**

H. Selection Criteria

The Social and Environmental Safeguard Specialist will be selected based on the following criteria:

Selection Criteria	Weightage (%)
Relevant academic qualification(s)	40
Experience in similar works/ assignments	30
Interview	30