

## **25. MINISTRY OF SOCIAL INTEGRATION AND ECONOMIC EMPOWERMENT**

- 25.1 The eradication of extreme and chronic poverty is the concern of all nations across the world. So, all governments attempt to create an inclusive and more equitable society. The Ministry of Social Integration and Economic Empowerment was set up in May 2010 from the same perspective.
- 25.2 The Ministry formulates policies and national action plans for the social integration of vulnerable groups. It provides basic shelter to homeless and vulnerable families and assists needy children in deprived regions through the provision of educational support as well as school materials. It is also responsible, among others, to provide continued support to empower vulnerable families and to improve the living conditions of those families in deprived regions.
- 25.3 While the Ministry formulates policies and crafts strategies to attain its objectives, the implementation of all the programmes related thereto rests with the National Empowerment Foundation (NEF) which is a government owned private company, operating under the Ministry. The NEF also coordinates the activities of the National Committee on Corporate Social Responsibility, which activities, are oriented towards the above objectives.
- 25.4 A Permanent Secretary is at the helm of the Ministry and is assisted by officers of the administrative cadre and other support staff.
- 25.5 During consultation with the official side, it has been submitted that in view of the new orientation for poverty eradication as advocated in the new Government Programme, the Ministry has to be in the forefront to generate the appropriate synergy and right conditions for public service delivery as per its mandate. In this context and to show tangible achievements, representations have been made to create a Technical Unit comprising the grades of Coordinator, Research Analyst, Psychologist and Monitoring and Evaluation Officer.
- 25.6 We are therefore recommending accordingly.

### **Recommendation 1**

- 25.7 We recommend the creation of the grades of Coordinator, Research Analyst, Psychologist, and Monitoring and Evaluation Officer on the establishment of the Ministry of Social Integration and Economic Empowerment.**

#### **Coordinator (New Grade)**

- 25.8 Appointment to the grade of Coordinator should be made by selection from among candidates possessing a Master's Degree in Social Development or Social Work or Sociology or Psychology or in any other related subject from**

**a recognised institution or an equivalent qualification acceptable to the Public Service Commission and reckoning at least five years' experience in community/poverty alleviation services.**

- 25.9 Incumbent would, among others, be responsible for: the day to day management of the Technical Unit; preparation of short, medium and long term plans of action in areas of poverty, community development and advise on policies concerning these areas; implementation, monitoring and evaluation of programmes, projects and schemes aimed at achieving the objectives of plan of action; preparation and implementation of sensitisation programmes for the community through mass media and other means including publications; and the coordination of statistical research projects and programmes.

#### **Research Analyst (New Grade)**

**25.10 The Research Analyst should be recruited from among candidates possessing a Degree in Finance or Economics or Statistics or an equivalent qualification acceptable to the Public Service Commission and reckoning at least three years' post qualification experience in the relevant field.**

- 25.11 Appointees would, *inter alia*, be called upon to: collect and analyse economic, social, environmental, financial, fiscal and other relevant information and/or data required for the attainment of the objectives of the Ministry and/or the reform programme of Government; assist in the preparation of the Ministry's sectoral and/or national development programmes, policies, plans, Budget and/or international engagements and monitor, report and evaluate progress in the implementation of the Government Programme, as well as national, sectoral and international engagements, Ministry plans and/or Budget measures and/or indicators.

#### **Psychologist (New Grade)**

**25.12 Appointment to the grade of Psychologist should be by selection from among candidates possessing a Master's Degree in Clinical Psychology or Counselling Psychology or Psychology from a recognised institution or an equivalent qualification acceptable to the Public Service Commission.**

- 25.13 Incumbent would be required, among others, to: assess therapeutic needs of vulnerable families and their members and effecting site visits, if required; provide psychological assessment and treatment services for children and their families; provide psychotherapy and counselling to vulnerable children and their families as well as attending to children placed in institutions/places of safety and conducting counselling and psychotherapy with parents/families of such children.

### Monitoring and Evaluation Officer (New Grade)

25.14 Recruitment to the grade of Monitoring and Evaluation Officer should be made by selection from among candidates possessing a Degree in Finance or Economics or Statistics or an equivalent qualification acceptable to the Public Service Commission and reckoning at least two years' post qualification in monitoring and evaluation of projects, programmes and activities related to poverty alleviation.

25.15 Candidates would, *inter alia*, be called upon to: provide technical support in the monitoring and evaluation of poverty alleviation programmes; provide technical support in designing, monitoring and reviewing the Ministry's plans and monitor all project activities, expenditures and progress towards achieving project output; build capacity and support the Ministry regarding planning, monitoring and evaluation.

## MINISTRY OF SOCIAL INTEGRATION AND ECONOMIC EMPOWERMENT

### SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 106	<b>Rs 122000</b> Permanent Secretary
02 059 085	<b>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950</b> Coordinator (New Grade)
19 059 081	<b>Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</b> Psychologist (New Grade)
02 054 081	<b>Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450</b> Monitoring and Evaluation Officer (New Grade) Research Analyst (New Grade)
24 022 051	<b>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</b> Driver

Salary Code	Salary Scale and Grade
24 001 038	<b>Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375</b> General Worker

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