



TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE (to be completed by Hiring Office)																															
Hiring Office:	UNFPA Botswana																														
Purpose of consultancy:	To conduct detailed data analyses focusing on the thematic areas of youth and maternal health based on the 2022 Population and Housing Census																														
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>Background</p> <p>The Government of Botswana through Statistics Botswana successfully completed the country’s fully digitised enumeration of the 2022 Population and Housing Census [PHC] in March 2022. Following this successful completion, the census project transitioned to the data analysis and dissemination phase. As a lead partner to the National Statistics Office on census related matters, UNFPA Botswana Country Office remained at the forefront of coordinated UN support to the thematic data analysis phase. Specifically, UNFPA committed to supporting the thematic analysis and dissemination phases of the 2022 PHC. In that regard, the thematic analysis phase was completed under the overall guidance of the Census Analysis Review Committee, leading to the dissemination conference that took place June 11 - 13th, 2024 in Gaborone. The dissemination conference provided a platform for sharing findings from the census taking with regard to informing policies and programs at a macro and micro level while also providing an opportunity to dialogue and review recommendations from the findings. Following the successful dissemination conference, partners, research institutions and the private sector have been encouraged to access the census data for further and detailed analyses as relevant. From a UNFPA perspective, as the UN agency for sexual and reproductive health and rights [SRHR], this provides an opportunity for targeted data analysis especially focusing on the areas of young people and maternal health. This equally provides an opportunity for updating some key SRHR indicators including adolescent birth rate and maternal mortality ratio. It is against this background that UNFPA Botswana is seeking the services and expertise of an individual consultant to conduct detailed analyses of the census data from an SRHR perspective.</p> <p>Objective</p> <p>The main objective of the consultancy is to perform a detailed analysis of the 2022 PHC data to uncover trends, inequalities and determinants affecting a) youth and b) maternal health outcomes in Botswana, providing evidence based recommendations for policy and programmatic interventions.</p> <p>Scope of Work</p> <p>The consultant will be responsible for the following tasks (not exhaustive);</p> <p>a) Data review and analysis -</p> <p>i) Conduct an initial review of the 2022 PHC data focusing on sustainable development goals and national development plan indicators relevant to youth and maternal health.</p> <p>ii) Perform a detailed statistical analysis to identify key health and economic trends, disparities, and social determinants impacting youth (ages 10 -24) and maternal health (women of reproductive age, 15 - 49).</p> <p>iii) Analyse data focusing on specific indicators including but not limited to:</p> <table border="1"> <thead> <tr> <th></th> <th colspan="7">Required disaggregation</th> </tr> <tr> <th>Indicator</th> <th>Age</th> <th>Gender</th> <th>District</th> <th>Disability Status</th> <th>Urban /Rural divide</th> <th>Education attainment</th> <th>Economic status</th> </tr> </thead> <tbody> <tr> <td>Youth unemployment</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td>x</td> <td></td> </tr> </tbody> </table>								Required disaggregation							Indicator	Age	Gender	District	Disability Status	Urban /Rural divide	Education attainment	Economic status	Youth unemployment	x	x	x	x	x	x	
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Indicator	Age	Gender	District	Disability Status	Urban /Rural divide	Education attainment	Economic status																								
Youth unemployment	x	x	x	x	x	x																									

rate							
Youth not in education not in employment	x	x	x	x	x	x	
adolescent fertility rate* (10-14 yrs, 15-19 yrs)	x		x	x	x	x	x
contraceptive prevalence rate* (15 - 49 yrs)	x		x	x	x	x	x
total fertility rate	x		x	x	x	x	x
maternal mortality ratio	x		x	x	x	x	x

b) Trend analysis -

- i) Conduct a comprehensive trend analysis of the above indicators, identifying any shifts in patterns, geographical and age disparities.
- ii) Identify and document any causal relationships as relevant, and provide a detailed narrative on the findings.

c) Policy and Programmatic recommendations -

- i) Develop evidence-based recommendations for strengthening of youth and maternal health policies and programmes in Botswana.
- ii) Propose strategies for improving data collection, reporting and utilisation for future SRHR planning.

Deliverables (including duration and schedule)

The assignment will be completed between November 01, 2024 and December 30, 2024. The total number of working days shall not exceed 30 working days, and payment will be towards the thirty (30) working days only.

Activity/ Task	Deliverable	Timeframe
Inception meeting with /Statistics Botswana and UNFPA (including preliminary preparations)	Approved methodologies and detailed plan of analysis, format and outline of the youth and maternal health reports	3 days
Desk review of strategic documents	Initial draft youth and maternal health thematic reports	7 days
Data analysis		15 days
Presentation of draft report to key stakeholders [census thematic analysis review committee]		1 days
Revise initial draft reports to incorporate feedback from key stakeholders and submission	final and approved reports on youth and maternal health in Botswana	4 days
Total		30 days

Place where services are to be delivered:

Combination of home and at a venue to be determined in Gaborone.



<p>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</p>	<p>The consultancy will run from November 01, 2024 and December 30, 2024 while deliverables will be submitted electronically.</p>
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<p>The consultancy progress will be monitored closely by the Statistics Botswana technical representatives with support from the UNFPA Botswana and ESARO Strategic Information Specialists, and guidance from the UNFPA Botswana Head of Office.</p>
<p>Supervisory arrangements:</p>	<p>The consultant will work under the direct supervision of the UNFPA Botswana Strategic Information Specialist.</p>
<p>Expected travel:</p>	<p>No travel is anticipated.</p>
<p>Required expertise, qualifications and competencies, including language requirements:</p>	<p>The individual consultant will meet the following minimum requirements;</p> <ul style="list-style-type: none"> a) Advanced university degree (Master's degree or PhD) in Demography, Statistics, Economics or other Social Sciences. Experience in analysing mortality data is preferred. b) 8-10 years of relevant and proven professional experience in demography, statistics, statistical research and data analysis. Experience in census undertaking and/or large-scale household surveys, preferably in sub-Saharan Africa would be an added advantage; c) Extensive work experience in demographic techniques and familiarity with demographic issues in Botswana and the region d) Experience in providing on-the-job training to national counterparts in census or national survey data analysis and report writing; e) Demonstrated proficiency in census and survey data processing software systems such as SPSS, STATA, CS-PRO and R would be an added advantage; f) Excellent communication, analytical, report writing and presentation skills; g) Ability to plan, organize, implement and report on work h) Ability to meet tight deadlines and work under pressure. i) Excellent interpersonal and strong communication skills, in both written and verbal English. <p>Competencies</p> <ul style="list-style-type: none"> a) Values diversity and demonstrating inclusive behaviour towards all colleagues and stakeholders, successfully developing cross cultural relationships; b) Actively promotes gender equity in all program activities as well as in office management. c) Good interpersonal skills d) Demonstrated ability to train and build capacity of others; e) Result Orientated
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g. support services, office space, equipment), if applicable:</p>	<p>Statistics Botswana together with UNFPA will provide relevant information materials.</p>
<p>Other relevant information or special conditions, if any:</p>	<p>N/A</p>
<p>Signature of Requesting Officer in Hiring Office:</p> <p>Date:</p>	