



TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE (to be completed by Hiring Office)	
Hiring Office:	UNFPA Botswana
Purpose of consultancy:	Review of implementation of the ICPD Programme of Action and the Revised National Population Policy of 2010 to accelerate progress towards achievement of the 2030 Agenda and its underlying Sustainable Development Goals (SDGs) as well inform the development of National Development Plan 12.
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>Background</p> <p>In 1994, 179 Governments, including the Government of Botswana, adopted the Programme of Action [PoA] for the International Conference on Population and Development (ICPD) in Cairo, Egypt. The ICPD PoA was a global response to increasing population growth rates around the world, occasioned by declining mortality rates, which was perceived by researchers and policy makers to be a threat to the environment, particularly natural resources, the results of which would lead to poverty and possible societal destruction. The PoA therefore presented a paradigm shift that recognised demographic trends as being influenced by a complex and interconnected set of social, cultural, economic, environmental and political factors, and most importantly that, the rights and dignity of individuals, particularly women, were the best ways for people to realise their own fertility goals and exercise their full range of rights, including reproductive rights towards global development. Thus, the ICPD PoA called on governments to implement population policies, thus yielding Botswana's maiden Population Policy of 1997, later revised in 2010. The ICDP framework emphasised that acknowledging and integrating population dynamics and social development considerations into population policies was critical to achieving lasting development outcomes.</p> <p>The year 2024 is expected to be an important year for the United Nations, as the world marks the thirtieth (30th) anniversary of the ICPD conference. At the 55th session of the Commission on Population and Development (CPD), held in New York, United States of America in 2022, the Commission launched preparatory processes, and agreed to dedicate its 57th session to assessing the status of the ICPD implementation on the thirtieth anniversary of ICPD in 2024. The review which will be conducted at the national, regional and global level is expected to produce an authoritative account of the state of implementation of the ICPD Agenda, including identifying and addressing emerging challenges and opportunities for accelerating implementation beyond 2024. At the national level, an ICPD+30 national review report is also anticipated in alignment with the Addis Ababa Declaration on Population and Development [AADPD].</p> <p>The ICPD+30 review comes at a time when the Government of Botswana (GoB), through the National Planning Commission (NPC) has committed to conducting a review of the Revised National Population Policy [RNPP] of 2010. The first National Population Policy (NPP) was launched in 1997, with the ultimate goal of improving the quality of life and standard of living of all people in Botswana. The policy was revised in 2010 to incorporate emerging national and global issues, of key were the Millennium Development Goals, HIV/AIDS pandemic, internal and international migration, and urbanisation. Significant changes have occurred in the national, regional and global development environment since 2010 to which the revised NPP has to respond to. These include; the 2030 Agenda for Sustainable Development and its underlying goals, ICPD+25 National commitments, the African Union Agenda 2063 as well as the National Vision 2036.</p> <p>Since the Policy revision in 2010, no comprehensive review of implementation progress has been conducted. However, a number of initiatives were undertaken with a bearing on population policy and</p>

development. For instance, the Ministry of Finance (MoF) with UNFPA support, commissioned the 2018 Botswana Demographic Dividend (DD) study and the National Review of Addis Ababa Declaration on Population and Development that revealed valuable demographic intelligence. The DD study yielded results that highlighted a time-limited opportunity for the country to harness a demographic dividend by making strategic investments in education, health, governance and economic reforms. The National Review of Addis Ababa Declaration on Population and Development (AADPD) revealed areas that still required heightened implementation and also contributed to the evidence that informed Botswana's position at ICPD +25 review that focused on the unfinished business of the ICPD. Additional analytical studies have been conducted since the DD study, including evidence briefs on preparing for an ageing society and capitalising on young people. Further, and with UNFPA's support, in 2021 the Ministry of Health undertook an investment case analysis to define the scope and scale of investments and interventions required to end the unmet need for family planning in the country by 2030. Finally, the COVID-19 pandemic has had a negative impact on national development efforts, as underscored by analysis and assessments on the socio-economic impact of COVID-19 in Botswana. In some instances, reversals of hard-won gains particularly for women and girls have been recorded, suggesting an urgent need to recalibrate policies and programmes to be responsive and resilient to pandemics and other shocks.

The foregoing developments mean that the current national population policy may not be adequately positioned to assist the country to respond to current and potential population dynamics in national sustainable development efforts. Given the anticipated development of the NDP 12, and results of the 2022 Population and Housing Census, the time is opportune for a thorough review of the NPP, which will be an additional analytical contribution to the NDP 12. The review is expected to inform the development of a new population policy.

Rationale for the Assessment

In conducting the AADPD review, it is expected that the achievements, challenges in national implementation efforts, concerning both the ICPD PoA and the revised NPP of 2010, as well as best practices and forward looking solutions will be identified and distilled into the national AADPD and population policy review reports to inform programme design and policy decisions geared at accelerating the national population agenda and positioning it beyond 2030. Further, consistent with the principles of evidence-based policy formulation and programming, a detailed understanding of the situation of the population is also necessary to inform the envisaged development of a new population policy. The already existing thematic analyses and data from surveys on population issues and sexual and reproductive health and rights (SRHR), an analysis of the situation of the population, SRHR and other national, regional and global mega-trends will strengthen evidence for the RNPP and AADPD reviews. It is against this background that the National Planning Commission is seeking the services of a team of two national consultants to conduct a review of implementation of the 2010 RNPP and the AADPD agenda in light of the current and projected population situation, SRHR as well as other key national, regional and global mega-trends, such as climate change, urbanisation, rise of technology and inequalities, among others. The evidence generated from the review will inform the successor National Population Policy; add an analytical contribution to the development of NDP 12; as well as update on Botswana's progress in the implementation of the ICPD plan of Action.

Objectives

The specific objectives of the review and analysis are to;

- a) Assess the achievements, major challenges, and best practices in implementation of the AADPD as guided by the Operational Guide for Monitoring and Evaluation, including a detailed assessment of progress towards achievement of the Nairobi Summit National ICPD25 commitments.
- b) Assess the progress made towards achieving the RNPP objectives, targets and strategies, taking into consideration the recent developments, socio-economic issues, changes in the Long-Term Vision, National Development Plans, the Transformation and Reset agendas.
- c) Synthesise key successes, lessons learnt and major gaps in the current RNPP to inform the process for developing a new population policy.
- d) Critically review megatrends shaping national, regional and global developments and their implications for the future casting Botswana's national population policy.
- e) Synthesise the findings of existing assessments, reports and other documents and provide an integrated appraisal of population dynamics, sexual and reproductive health, including the shifts in population age structure, and their relationship with social, economic, political and cultural processes in the country.
- f) Recommend key areas for strategic, programme and policy actions or directions that can be integrated or considered in the development of a new population policy to advance the ICPD agenda.

Scope of Work

Activities to be carried out by the Consultancy Team are as follows:

1. Review available literature on various policies, guidelines, programmes on population and development and document successes, gaps, strengths and opportunities.
2. Document achievements (including progress towards the targets and indicators of the RNPP), challenges, lessons learnt and best practices as part of the review exercise and the RNPP review.
3. Identify and analyse the role of different stakeholders (both beneficiaries and duty bearers) in implementation of the AADPD and National Population Policy and conduct nation-wide stakeholder consultations with relevant population groups including but not limited to; i) young people; ii) women and girls; iii) elderly; iv) communities in the margins of society; and v) rural dwellers.
4. Synthesise the findings of existing assessments, reports and other documents and provide an integrated appraisal of population dynamics.
5. Review megatrends shaping global, regional and national developments and document their implications on Botswana's future population policy.
6. Make a presentation on the findings to the stakeholders and the National Planning Commission.
7. Incorporate outcomes from the stakeholders and recommend strategies, targets, programmes and policy actions for acceleration of implementation of the ICPD Programme of Action for consideration in the development of a successor population policy.

Methodology and approach

1. The assignment is expected to use a mixed methods approach including an extensive review of strategic documents and secondary data analysis as applicable.
2. An inclusive and participatory approach is anticipated that will be informed by a detailed stakeholder analysis.
3. The consultancy team will be required to propose a detailed methodology for addressing the stated objectives, which will be reviewed and approved by the National Planning Commission, UNFPA Botswana Country Office and the Reference Group overseeing the assignment.
4. The consultancy team will be required to present the findings to the stakeholders and the National Planning Commission for validation and endorsement.

Deliverables

- a) Inception report detailing the methodology and approach, stakeholder analysis and workplan.
- b) Consolidated draft review report organised into two parts
 -)Part A which focuses on the AADPD review, responding to objectives a) and f) above

	<p>)Part B which focuses on a comprehensive review of the RNPP, covering objectives b), c), d), e) and f) above</p> <p>c) Final consolidated report encompassing Part A and B detailed above</p> <p>d) Summary presentation on key highlights covering all areas identified in the objectives</p>																																				
<p>Duration and working schedule:</p>	<p>Draft work plan</p> <p>The assignment will be completed between the months of May and August 2023 where the two national consultants will each be engaged for 41 working days. Therefore payment will only be towards the working days stipulated. Below is an indicative work plan of how the workload may be distributed across the team, however, it is expected that the team will develop a detailed work plan for approval by the National Planning Commission and its partners.</p> <table border="1" data-bbox="408 629 1426 1464"> <thead> <tr> <th>No</th> <th>Task</th> <th>Number of days</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Consultative meeting with NPC and UNFPA</td> <td>1</td> </tr> <tr> <td>2</td> <td>Inception report development and presentation to the Technical Working Group (TWG) and Reference Group</td> <td>3</td> </tr> <tr> <td>3</td> <td>Documentary review of strategic documents</td> <td>5</td> </tr> <tr> <td>4</td> <td>Design of data collection tools including training of task team on the same.</td> <td>2</td> </tr> <tr> <td>4</td> <td>Nationwide stakeholder consultations including conducting key informant interviews and focus group discussions</td> <td>10</td> </tr> <tr> <td>5</td> <td>Data transcription and analysis</td> <td>10</td> </tr> <tr> <td>6</td> <td>Develop first draft report on the AADPD and RNPP reviews</td> <td>5</td> </tr> <tr> <td>8.</td> <td>Validation of draft reports with key stakeholders (TWG, UNFPA)</td> <td>1</td> </tr> <tr> <td>9.</td> <td>Revision of draft reports to incorporate feedback from stakeholders, finalisation and submission.</td> <td>3</td> </tr> <tr> <td>10.</td> <td>Presentation to Reference Group for approval</td> <td>1</td> </tr> <tr> <td></td> <td>Total</td> <td>41 days</td> </tr> </tbody> </table>	No	Task	Number of days	1	Consultative meeting with NPC and UNFPA	1	2	Inception report development and presentation to the Technical Working Group (TWG) and Reference Group	3	3	Documentary review of strategic documents	5	4	Design of data collection tools including training of task team on the same.	2	4	Nationwide stakeholder consultations including conducting key informant interviews and focus group discussions	10	5	Data transcription and analysis	10	6	Develop first draft report on the AADPD and RNPP reviews	5	8.	Validation of draft reports with key stakeholders (TWG, UNFPA)	1	9.	Revision of draft reports to incorporate feedback from stakeholders, finalisation and submission.	3	10.	Presentation to Reference Group for approval	1		Total	41 days
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<p>Place where services are to be delivered:</p>	<p>Predominantly home-based, but the consultants may be required to undertake in-country missions at district level for data collection purposes.</p>																																				
<p>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</p>	<p>The consultancy will run from June 05, 2023 to August 31, 2023 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 and submissions reviewed jointly by a TWG and the Reference Group that will review and approve all submissions.</p>																																				
<p>Supervisory arrangements:</p>	<p>The consulting team will work under the direct supervision of the NPC while also expected to work in close collaboration with UNFPA Botswana Country Office. Regional level advisory and technical support will also be availed to the consulting team as required. The consultancy progress will be monitored and submissions reviewed jointly by Reference Group, and TWG composed of relevant line ministries, agencies and departments, UNFPA and other partners that will approve all submissions. The final product will be endorsed by the NPC and thereafter shared with the wider stakeholders.</p>																																				



Expected travel:	Travel is anticipated to facilitate data collection in selected districts, and a workshop to validate the final report.
Required expertise, qualifications and competencies, including language requirements:	<p>The team conducting this assignment will comprise two senior national consultants both of who will be expected to have knowledge and expertise in the ICPD agenda and national population policies. Both consultants will be required to meet the following;</p> <ul style="list-style-type: none"> a) An advanced university degree in demography, development practice, economics, sociology, social sciences, public health or other related fields. A PhD will be an added advantage b) Minimum of seven years of increasing professional experience in population, demography, or public health related research. c) Practical experience in developing and reviewing the National Population Policy in sub-Saharan Africa region. d) Progressive experience in social policy analysis, monitoring and evaluation, human rights-based approaches to policy making and programming e) In-depth knowledge of the ICPD PoA, population dynamics, national population policies, SRHR and development related issues and challenges within the context of a developing country. f) Demonstrated experience in applying both qualitative and quantitative techniques to develop evidence-based publications, strategies, guidelines, policy briefs and reports. g) Significant knowledge and experience of conducting meta-analysis in the field of development aid for UN agencies (with particular focus on population and development and SRHR) and/or other international organisations h) National experience working with government counterparts within the country context and all relevant stakeholders, including the UN system, CSOs, private sector, academia, etc. will be mandatory i) Excellent interpersonal and strong communication skills, in both written and verbal English.
Inputs / services to be provided by UNFPA or implementing partner (e.g. support services, office space, equipment), if applicable:	The National Planning Commission together with UNFPA will provide relevant information materials.
Other relevant information or special conditions, if any:	Only submissions comprising a complete team composition of two national consultants will be considered. No submissions will be reviewed that are from individuals.
<p>Signature of Requesting Officer in Hiring Office: <i>Boayo nakatane</i></p> <p>Date: 16-May-2023</p>	