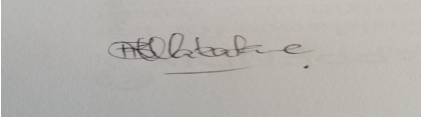


TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

TERMS OF REFERENCE (to be completed by Hiring Office)	
Hiring Office:	UNFPA Botswana
Purpose of consultancy:	To develop knowledge products on the demographic dividend agenda in Botswana including synthesis reports and high level messaging brochures.
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>Botswana's population of 2.25 million people is projected to rise to 3.4 million by 2050. Relative to most countries in Sub-Saharan Africa, Botswana is at an advanced stage of the demographic transition. The Total Fertility Rate (TFR) has declined from 6.5 births per woman in 1971 to 3.1 births per woman in 2017. The Botswana national family planning program, judged the strongest in Africa, is noted to have contributed to this decline. Other factors contributing to the fertility decline include: an increase in age at first birth; prolonged breastfeeding, increased female education, increase in women's participation in the labor force and improved survival of children. The declines in fertility and mortality in Botswana have resulted in its age-structure shifting from one with more child dependents to one with significantly more people in the economically productive ages. About two-thirds of the population today is between the ages of 15-64 years, often referred to as the working-age population. This puts Botswana within the time-limited window period to harness the first DD over the next few decades before the age structure further shifts and becomes dominated by old-age dependency. The aged will constitute over 12% of the country's total population by the year 2060.</p> <p>The speed of population ageing in Botswana and many other emerging economies is unprecedented. While the ageing process in advanced economies in the Northern Hemisphere took place over a relatively long period of time, the experience in the South is being compressed into a few decades. This fast ageing process is the result of impressive gains in life expectancy at birth (LEB) – reflecting fast declining mortality rates, particularly since the 1950s – followed by even faster declines in total fertility rates (TFR). These age structures changes will have an impact on public spending including cost of health care provision, education and pensions and the current demographic dynamic will have an impact on economic and social development in the country, including issues related to an ageing population, sustaining the welfare state, including equitable access to quality education, health services, and social security benefits, especially to the elderly. Ageing populations can pose a challenge to the fiscal space and macroeconomic stability of many societies through increased government spending on pension, healthcare, and social benefits programs for the elderly. In addition, governments may need to divert public spending from education and infrastructure investment to finance programs for the elderly, which may further constrain economic growth and overall quality of life. Therefore, pertinent and prompt policy solutions are necessary to ensure fiscal and macroeconomic sustainability as well as the health and well-being of citizens of all ages.</p> <p>To support the analysis of the current impact of these demographic trends on the population wellbeing, UNFPA in collaboration with the Government of Botswana commissioned a number of evidence generation activities including a) evidence report on capitalizing on young people; b) evidence on preparing for an ageing society; and c) investment case on family planning. It is within this background that UNFPA is seeking the services of a local consultant to develop additional DD knowledge products from the evidence generation reports mentioned above.</p> <p>Objectives and Scope of the Consultancy</p> <p>The specific objectives of the consultancy is to develop knowledge products:</p> <ul style="list-style-type: none"> i) a synthesis report (up to 8 pages) and a high-level messages brochure (no more than 2 pages) based on the evidence report '<i>Capitalizing on young people</i>'. ii) a synthesis report (up to 8 pages) and a high-level messages brochure (no more than 2 pages) based on the evidence report '<i>Preparing for an ageing society</i>'. iii) a high level message brochure (no more than 2 pages) from the family planning investment case report. <p>Major Activities/Expected Deliverables</p> <ul style="list-style-type: none"> a) Consultancy work plan. b) Draft synthesis reports (2) and high level message brochures (3) c) Final approved synthesis reports and high level message brochures

Duration and working schedule:	<p>The assignment shall not exceed a period of 20 working days spread across 2 months (payment will only be towards the 20 working days)</p> <table border="1" data-bbox="478 224 1536 526"> <thead> <tr> <th>No</th> <th>Task</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Consultative meeting with UNFPA</td> <td>1</td> </tr> <tr> <td>2</td> <td>Development of detailed work plan</td> <td>2</td> </tr> <tr> <td>3</td> <td>Drafting of synthesis reports and high level messaging brochures</td> <td>15</td> </tr> <tr> <td>4</td> <td>Revision of draft synthesis reports and high level messaging brochures to incorporate comments from stakeholders, finalisation and submission</td> <td>2</td> </tr> <tr> <td></td> <td>Total</td> <td>20 days</td> </tr> </tbody> </table>	No	Task	Days	1	Consultative meeting with UNFPA	1	2	Development of detailed work plan	2	3	Drafting of synthesis reports and high level messaging brochures	15	4	Revision of draft synthesis reports and high level messaging brochures to incorporate comments from stakeholders, finalisation and submission	2		Total	20 days
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	Total	20 days																	
Place where services are to be delivered:	Predominantly home-based,																		
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	The consultancy will run from 1 November 2021 to 31 December 2021 and all deliverables will be submitted electronically.																		
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The consultancy progress will be monitored and submissions reviewed jointly by UNFPA Botswana Country Office, UNFPA ESAR Office and other key stakeholders																		
Supervisory arrangements:	The consultant shall work under the direct supervision of the UNFPA BCO Strategic Information Specialist under the overall guidance of the Head of Office.																		
Expected travel:	No anticipated travel																		
Required expertise, qualifications and competencies, including language requirements:	<p>Local consultant who meets the following requirements;</p> <ol style="list-style-type: none"> At least a Master's Degree or equivalent in Demography, Development studies, Statistics, Economics; At least 5 years of progressive experience in development practice and/or public health programmes preferably in the areas of SRH, and adolescents and young people Understanding and experience of social policy analysis, policy formulation in upper middle income contexts Experience in preparing policy briefs and synthesis reports Excellent facilitation, communication and report writing skills; Good interpersonal relations; 																		
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	<p>UNFPA will provide relevant information materials including the following;</p> <ol style="list-style-type: none"> Botswana Demographic Dividend Study report 2018 Botswana FP investment case report Capitalize on Young People Preparing for an ageing society UNFPA Knowledge Management Strategy 																		
Other relevant information or special conditions, if any:																			
<p>Signature of Requesting Officer in Hiring Office: </p> <p>Date: Oct 27th, 2021</p>																			