TERMS OF REFERENCE

TERMS OF REFERENCE FOR A NATIONAL CONSULTANT for drafting a Report on consolidated global population and labor force data for Serbia by combining Census data and other statistical data of Serbia and the destination countries	
Hiring Office:	UNFPA CO in Serbia
Purpose of consultancy:	The Republic of Serbia is experiencing demographic characteristics of low fertility, high mortality, negative natural increase rate, negative migration balance, and depopulation of rural areas. The National Human Development Report Serbia 2022, conducted by UNFPA and UNDP, highlights that, in light of the inevitable demographic changes, public policies should be aimed at strengthening the opportunities, potentials, and freedoms of all people, while demographic issues should be included in all relevant public policies.
	With the objective of changing narratives around inevitable demographic transition, in 2020, the UNFPA Regional Office for Eastern Europe and Central Asia established the Demographic Resilience Programme to assist countries in the region with strengthening their capacity to understand and anticipate the population dynamics they are experiencing and ensure they have the necessary skills, tools, political will, and public support to manage them. The Demographic Resilience Programme aims to develop comprehensive policy responses that are based on evidence and human rights, prosperity, and well-being for all. Understanding population dynamics from the perspective of the Demographic Resilience Programme allows one to understand their implications better and develop adequate political responses that can mitigate the negative effects of such population dynamics both for an individual's well-being and for the general socio-economic development of society. This concept is firmly based on demographic data, such as censuses and special surveys, as well as demographic tools for their analysis.
	The Census of Population, Households, and Dwellings in Serbia was conducted in October 2022, which is the largest and most complex statistical survey in terms of content, scope, and organization. The data from the 2022 Census provides possibilities for demographic analyses and research, providing an adequate situation analysis of demographic change in Serbia necessary for moving forward in creating a demographically resilient society. Using the 2022 Census data, during 2023 and 2024 the Statistical Office of the Republic of Serbia (SORS), with the support of the UNFPA CO Serbia will conduct the project on *"Validation and correction of the data on international migration estimation and population estimates, based on the 2022 Census data"* in order to verify the international migration assessment model that was developed in 2019. An additional goal of the project is a qualitative analysis of the previously determined volume of migration flows in the period 2011-2018, that is, the contingents of migrants. Namely, the total number of immigrants and emigrants will be disaggregated by gender and age in order to be included as a component in the calculation of the estimated number of inhabitants.
	A large number of Serbian citizens live and work abroad. According to the estimates of the United Nations, the total number of Serbian emigrants in 2019 was around 950,000, which accounts for about 14% of the resident population in the country

(excluding Kosovo and Metohija).[1] Despite the fact that Serbian emigration is characterized by great dispersion, the largest number of Serbian citizens live and work in the EU member countries and OECD.

The time between the two last Censuses (2011 and 2022) brought major changes in the dominant migration patterns from Serbia. This is connected with the rise of new destinations in Central and Eastern Europe, where seasonal and circular labor migrations are dominant. However, there has been a polarization in traditional Western European destinations - on one hand, Germany, but also some other countries such as Norway and Sweden, are intensifying the import of workers from Serbia, which leads to an increase in the total number of immigrants. On the other hand, Austria, France, and Italy barely maintain the current level of immigrants from Serbia, primarily through the mechanism of family reunification.

Although Serbia has significantly improved the state of the labor market through uninterrupted growth of labor force participation and employment, and reduction of unemployment over the past decade, it still has relatively low rates of participation and employment of the resident population. As a predominantly emigrating country, Serbia does not have sufficiently clear and detailed information about: 1) the number and spatial distribution of its citizens; and 2) their consolidated participation in the labor force, employment, and unemployment - regardless of whether their residence is in the country or abroad.

The purpose of this consultancy is to engage a National Consultant who will provide such estimates and contribute to the following activities:
1. Assessment of the total volume of the population with Serbian citizenship and/or with Serbia as the country of birth;
2. Assessment of the main indicators of the labor market for Serbian citizens residing outside Serbia, and for all Serbian citizens, regardless of the country where they live.

Furthermore, the consultant will liaise with experts from the Statistical Office of the Republic of Serbia (SORS), who will conduct the project on *"Validation and correction of the data on international migration estimation and population estimates, based on the 2022 Census data"* in order to synchronize all necessary data on international migration and population, based on the 2022 Census.

The consolidated global population, labor force, and employment statistics of Serbia will provide important estimates of the global size and distribution of the Serbian population, their participation in the labor market, employment, and unemployment. The obtained information will be an incentive for additional research on the changing patterns of circular and temporary migration, the connections between internal and external migration, the consequences of labor migration on the family labor supply in the country, the movement of the living standard of the population as a result of all family incomes, including earnings remitted from abroad, and on many other related topics.

---

[1] National Human Development Report - Serbia 2022, Human Development in Response to Demographic Change, p.100.

Scope of work: *(description of services, activities, or outputs)*	**The National Consultant is expected to execute the following tasks/activities:** **Task 1.** Review the latest available census and survey (primarily Labor Force Survey) data in Serbia and internationally, collect available statistical data on immigrants from Serbia in the respective databases of Eurostat and OECD statistics, and create a work plan which will reflect the methodology, literature review, tasks and proposed content of the Final Report**.** **Task 2.** Assess the total volume of the population with Serbian citizenship and/or with Serbia as the country of birth. The methodology of the global assessment of Serbian citizens implies that all Serbian citizens residing abroad will be added to the resident population of Serbia (excluding immigrants who do not have Serbian citizenship) in the most consistent and complete manner possible, using census and quasi-census data of those countries, ideally from a harmonized database of Eurostat and OECD. For all other countries, estimates from the project on *"Validation and correction of the data on international migration estimation and population estimates, based on the 2022 Census data"* would be used to estimate international migration and population based on data from the 2022 Census. The methodological issues that should be taken into account are the following: 1. Time consistency (estimates of the total number of Serbian immigrants to the EU/OECD countries should be harmonized as much as possible); 2. Consistency of the definition of emigrant/immigrant (all citizens with a residence permit of any duration (even less than a year) in a foreign country, will be treated as emigrants)); 3. Consistency of the definition of a citizen of Serbia (persons from the territory of Kosovo and Metohija, large diaspora of ethnic Serbs in the neighboring countries, citizens of Serbia who also have the citizenship of countries that are now members of the EU, citizens of Serbia who renounced their citizenship in favor of the citizenship of the country of immigration and therefore can be invisible as emigrants). **Task 3.** Assess the labor force and employment of Serbian citizens in each major destination country individually to enable their subsequent continuous updating. The methodology will be based on the use of census and survey data on the resident workforce and employment in Serbia and its combining with reference data on the workforce and employment of the population of emigrating countries - whether from the census or from the Labor Force Survey. In the absence of direct data, participation and employment rates of the domicile population adjusted for age and educational structure should be imputed to Serbian citizens abroad. **Task 4.** Develop a draft Report on consolidated global population and labor force data for Serbia by combining Census data and other statistical data of Serbia and the destination countries in English. **Task 5.** Finalize the Report on consolidated global population and labor force data for Serbia by combining Census data and other statistical data of Serbia and the destination countries. The Final Report is to be developed in English.

Duration and working schedule:	**Expected duration from:** 1st September 2023 – 31st July 2024 (up to 45 working days). Payment will be made upon completion of the deliverable as described below.
Place where services are to be delivered:	The National Consultant will perform activities in Belgrade; no travel is envisaged.
Delivery dates and how work will be delivered *(e.g. electronic, hard copy etc.)*	Five deliverables are expected from the national consultant, as follows: **1st Deliverable, to be completed by 1st December 2023:** A work plan which reflects the methodology, literature review, tasks, and proposed content of the Final Report is created in English and shared with the UNFPA CO Serbia**.** **2nd Deliverable, to be completed by 1st March 2024:** The total volume of the population with Serbian citizenship and/or with Serbia as a country of birth is assessed. **3rd Deliverable, to be completed by 1st June 2024:** The labor force and employment of Serbian citizens in each major destination country individually are assessed to enable their subsequent continuous updating. **4th Deliverable, to be completed by 1st July 2024:** A draft Report on consolidated global population and labor force data for Serbia, by combining Census data and other statistical data of Serbia and the destination countries, is developed in English. **5th Deliverable, to be completed by 31st July 2024:** The Report on consolidated global population and labor force data for Serbia by combining Census data and other statistical data of Serbia and the destination countries is finalized in English.
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Work will be done under the overall supervision and guidance of the UNFPA CO Serbia Head of Office while daily coordination will be done by the Population Dynamics (PD) Programme Analyst. For all delays in the completion of the tasks, the Consultant should notify the PD Programme Analyst, and the UNFPA CO Serbia Head of Office, stating the reasons for the delay and proposing alternative actions or dates for completion of the deliverable.
Supervisory arrangements:	Overall supervision of all processes related to the UNFPA Country Office is performed by the UNFPA CO Serbia Head of Office while direct daily coordination will be exercised by the PD Programme Analyst.
Expected travel:	The Consultant will perform activities remotely; no travel is envisaged for this consultancy.
Required expertise, qualifications and competencies, including language requirements:	**Qualifications and Experience** 1. Master's degree in social sciences, political sciences, economy, or related field. PhD is considered an advantage; 2. Experience in working with statistical agencies, governmental, international organizations, NGOs, and academic community; 3. Previous engagement with the United Nations on work relating to migration in the Republic of Serbia is considered an advantage and a great asset;

	4. Excellent knowledge in analyzing and developing policy recommendations within the field of migration, demographics, the labor market, and human development in the Republic of Serbia; 5. Understanding of challenges in Serbia and other countries globally, related to demographic changes, with a special focus on migration, and its consequences for the society and its economy and development; 6. Experience of at least 7 years in analyses, assessment, report writing, and policy work; 7. The ability to meet deadlines and dates and to prioritize multiple tasks; 8. Strong organizational skills, self-motivated, result oriented, and proactive; 9. Excellent communication, writing, and editorial skills in English and Serbian.
Inputs / services to be provided by UNFPA or implementing partner *(e.g. support services, office space, equipment),* if applicable:	UNFPA CO Serbia will provide support in communication with the relevant institutions, stakeholders, and academic community in the Republic of Serbia at all stages of the activity.
Other relevant information or special conditions, if any:	The payment will be made upon completion of specific tasks, delivery of relevant deliverables, and certification by the UNFPA CO Serbia Head of Office and the PD Programme Analyst of the successful performance and upon certification that deliverables have been finalized and accepted on 31st July 2024. The fee will be paid in local currency at the UN operational rate of exchange in effect on the day of payment for the consultancy fee upon certification. The ownership of the outputs under this consultancy will remain with UNFPA CO Serbia.

Approved by Requesting Officer in Hiring Office:

Ms. Borka Jeremic, UNFPA Serbia Head of Office

Date: