

TERMS OF REFERENCE

National Consultant for developing policy brief including soft conclusions and policy recommendations based on the 2021 NTA analysis	
Hiring Office:	UNFPA Serbia Country Office
Purpose of consultancy:	<p>In 2020, in the region of Eastern Europe and Central Asia, UNFPA launched the Demographic Resilience Programme, a regional initiative to strengthen the capacity of countries in this region to respond accurately to the needs emerging from the demographic change, strengthen human capital and shape a prosperous future for all. This programme is carried out in partnership with governmental, non-governmental and private-sector stakeholders and is designed in such a way that it can be tailored to the country-specific needs.</p> <p>In line with the UNFPA Demographic Resilience Programme, UNFPA Serbia CO conducted the first National Transfer Accounts (NTA) during the 2021 by engaging the team of consultants from the Statistical Office of the Republic of Serbia (SORS) who worked in close cooperation with an international expert and UNFPA EECARO. SORS provided their expertise, and necessary data from the National Accounts and surveys available to complete the NTA analysis for Serbia. The analysis was conducted throughout the year 2021 and the findings were presented at an event organized jointly by UNFPA CO Serbia and the Statistical Office of the Republic of Serbia. A report was also written including the factual presentations of the NTA. The report will be made available to the selected consultant as a key reference document for this consultancy.</p> <p>National Transfer Accounts (NTA) provides a coherent accounting framework of economic flows from one age group generation to another, typically for a national population in a given calendar year. The NTA estimates show the distribution of labour income and consumption for all age groups in a country. On this ground, it is possible to simulate how changes in the number of people and associated changes in the age structure of the population, might affect aggregate labour income and consumption patterns of the country, and what these changes in turn imply for the economic development of the country at large. With the results of NTA analysis it is possible to raise awareness of the cost of pension and health care programmes and to show the importance of ensuring adequate social protection systems and investing in human capital development.</p> <p>The purpose of this consultancy is to translate the 2021 NTA technical analysis results into soft conclusions and to develop a policy brief, including recommendations that can be used for informing public policy reforms. The consultant will undertake an analysis of the NTA and focus on: what the NTA says about changes in the age structure, all else equal, and its effects in the following areas:</p> <ul style="list-style-type: none"> (i) potential changes in financing social policies, including health and education, because of demographic changes, all else equal; (ii) poverty and inequality (LNOB) (iii) younger persons (iv) older persons (v) gender (vi) heads up to the upcoming NTA - National Time Transfer Account <p>In conducting the analysis the consultant will need to liaise with the relevant actors from the academic community in order to collect all necessary inputs and with other international partners who were engaged in similar analytical work (i.e. World Bank, UNICEF, GIZ etc).</p>
Scope of work:	<p>Consultant is expected to execute the following tasks/activities:</p> <p>Task 1. Create a work plan with the methodology including literature review and consultations to be implemented as part of the 2021 NTA results analysis and with a view of developing the policy brief.</p>

<i>(Description of services, activities, or outputs)</i>	<p>Task 2. Conduct the desk review and organise consultations with relevant stakeholders in line with the methodology of the analysis.</p> <p>Task 3. Develop the first draft of the policy brief, including soft conclusions and recommendations based on the analysis of the 2021 NTA in Serbia focusing on: what the NTA says about changes in the age structure, all else equal, and its effects in the following areas:</p> <p>(i) potential changes in financing social policies, including health and education, because of demographic changes, all else equal; (ii) poverty and inequality (LNOB) (iii) younger persons (iv) older persons (v) gender (vi) heads up to the upcoming NTTA)</p> <p>Task 4. Finalise the policy brief in line with the feedback and comments of the experts from UNFPA ECCARO. The final policy brief is to be developed in English by the consultant.</p> <p>Task 5. Develop a summary presentation of the key messages, in addition to the main document in English and propose a brief policy advocacy plan.</p>
Duration and working schedule:	<p>Expected duration from: as soon as possible – 31st July 2022 (up to 25 working days).</p> <p>Payment will be made upon completion of the deliverable as described below.</p>
Place where services are to be delivered:	The consultant will be working from home.
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<p>Five deliverables are expected from the consultant, as follows:</p> <p>1st Deliverable to be completed by 30th May (predicted number of working days - 3): A work plan with the methodology including literature review to be used in undertaking the analysis of the 2021 NTA in Serbia and in developing the policy brief focusing on the above-mentioned areas, is developed.</p> <p>2nd Deliverable, to be completed by 25th June (predicted number of working days - 4): Consultations with relevant stakeholders in line with the methodology of the analysis, are organised.</p> <p>3rd Deliverable, to be completed by 10th July (predicted number of working days - 12): The first draft of the policy brief, including soft conclusions and policy recommendations based on the analysis of the 2021 NTA in Serbia, is developed.</p> <p>4th Deliverable, to be completed by 20th July (predicted number of working days - 4): The final policy brief including soft conclusions and policy recommendations based on the analysis of the 2021 NTA in Serbia based on the feedback and comments of UNFPA ECCARO, is developed.</p> <p>5th Deliverable, to be completed by 31st July (predicted number of working days - 2): A summary presentation of the key messages, in addition to the main document in English, is developed.</p>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	<p>Work will be done under the overall supervision and guidance of the UNFPA CO Serbia Head of Office and with the Senior Adviser, Economics and Demography, UNFPA ECCARO while daily coordination will be done by the UNFPA CO Serbia Population and Development (PD) Programme Analyst.</p> <p>For all delays in the completion of the tasks, the Consultant should notify the UNFPA CO Serbia PD Programme Analyst and the UNFPA CO Serbia Head of</p>

	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 and with the Senior Adviser, Economics and Demography, UNFPA ECCARO, while direct daily coordination will be exercised by the UNFPA CO Serbia 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:	<p><u>Qualifications and Experience:</u></p> <p>The consultant is expected to demonstrate :</p> <ol style="list-style-type: none"> 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. Excellent knowledge and experience in analysing and developing government policy recommendations within the field of demographics, social policy, the labour market and human development. 4. Understanding of challenges in Serbia and other countries globally, related to demographic changes and its possible consequences in society and for its economy. 5. Experience of at least 7 years in analyses, assessment, report writing, and policy work. 6. Analytical skills, communication skills and ability for coordination and group/team 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.
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.