

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

| | |
|--|--|
| <p>Consultancy: Development of Population Situational Analysis (PSA), an Integrated Analysis of Population Dynamics and their Inter-linkages with Sexual and Reproductive Health, HIV/AIDS, Youth, and Gender Equality, across the development and humanitarian continuum</p> | |
| Hiring Office: | UNFPA Indonesia country office, M&E/PMU Unit |
| Purpose of consultancy: | The consultant is expected to conduct a PSA to generate an evidence-based analytical report that will inform the new CCA/UNSDCF and the 11 th UNFPA Country Programme design. |
| Objectives: | <p>The purpose of this Population Situational Analysis (PSA) is to comprehensively assess the challenges and priorities outlined by the Government of Indonesia in population-related areas. The PSA will leverage population dynamics to underscore the interconnectedness of development objectives with social, economic, political, and cultural processes. Aligned with international agreements and UNFPA goals in Indonesia, the PSA aims to pinpoint inequalities, promote rights, and contribute to achieving UNFPA objectives.</p> <p>The specific objectives of the PSA, woven into the fabric of population dynamics, are to:</p> <ol style="list-style-type: none"> 1. Capture and comprehend the population dynamics and change in the past and future through the analysis and trend of its demographic parameters, fertility, mortality, and migration which affect the population size, age structure, and distribution (both national and subnational levels) 2. Identify key development challenges across the developmental and humanitarian spectrum in Indonesia, focusing on maternal health, reproductive health, HIV/AIDS prevention, youth engagement, gender equality, and population development dynamics. 3. Assess the capacity gaps within the government to formulate and deliver efficient services through its implementing agencies in the realms of population development dynamics and their impacts on maternal health, reproductive health, HIV/AIDS prevention, youth engagement, and gender equality across the humanitarian-development continuum. <p>Consequently, the PSA report is intended to serve as</p> <ol style="list-style-type: none"> 1. A foundational benchmark for monitoring the National Population Strategy's implementation. 2. A repository of technical insights, policy context, and recommendations, aiding the formulation of UNFPA's 11th Country Program and fostering alignment with the Government of Indonesia's development priorities. |

It is anticipated that the PSA report will be a vital UNFPA resource, providing technical input and recommendations for the upcoming UNSDCF.

Background:

Understanding population dynamics and their intersection with development is fundamental to achieving sustainable development goals. This involves a deep exploration of the repercussions of historical demographic change and to anticipate its future trajectories, aligning with various UNFPA mandates such as SRHR, FP, Youth, Gender Equality, and extending to humanitarian contexts. The core aim is to enhance human welfare, ensuring equal opportunities for all individuals to participate in and benefit from development, irrespective of their social position, gender, age, or ethnicity. Achieving improved human welfare for present and future generations necessitates sustained efforts in social, economic, and environmental development, emphasizing sustainable consumption and production patterns. The analysis of population dynamics is pivotal for a comprehensive understanding of sustainable development.

In alignment with the 2020-2024 National Medium-Term Development Plan (RPJMN) agenda, which prioritizes sustainable development for quality and competitiveness of human resources, improving the environment and increasing disaster and climate resilience, addressing population dynamics and projections is imperative in the formulation of development strategies, policies, and programs. There is a recognized need to enhance national capacities for collecting, analysing, and utilizing population-based data to understand the linkages between population dynamics and development. This is crucial for promoting the sustainability of regional and national development strategies, ensuring responsiveness to the evolving characteristics and needs of diverse populations.

As Indonesia prepares for the national Presidential election in February 2024, concurrent efforts are underway within The Government of Indonesia (GoI), coordinated by the Ministry of National Development Planning/National Development Planning Agency (Bappenas) conclude the formulation of its National Medium-Term Development Plan (RPJMN 2025-2029). This analysis will be used as one of the references in the preparation of recommendations for strategies and action plans related to the 2025-2029 RPJMN and various Ministry/Institution strategic plans.

Prospects of Demographic Transition in Indonesia

Indonesia has been undergoing rapid demographic change, with a vast population of approximately 275 million individuals scattered across 17,000 islands; Indonesia ranks among the world's most populous nations. The population structure is characterized by a

high proportion of population in the productive age group. In 2020, Indonesia's productive age population reached 186.77 million people or 69.28%, with the dependency ratio projected in 2023 to reach 44.65%.¹ Furthermore, Indonesia's changing population age structure presents opportunities and challenges for achieving sustainable development goals. The population structure change opens opportunities for Indonesia to get demographic dividend bonuses. An increase in the proportion of working ages and a decrease in the proportion of children raise the potential to produce more wealth per capita and economic growth. This could be achieved with the main prerequisites of the availability of high-quality and competitive human resources. While challenges to reap the benefits of the demographic dividend still need to be addressed (i.e., maternal mortality, geographical inequities in access to reproductive health, and potentially overwhelmed social services due to the ageing population).

The reduction in population growth highlights the effective decrease in fertility rates, as evidenced by the TFR dropping from 3.33 in 1990 to 2.18 in 2020. This success is attributed to comprehensive family planning programs and advancements in sectors such as delayed age at first marriage and higher educational attainment among women. The collaborative efforts behind this multifaceted achievement are shaping Indonesia's demographic landscape. The 2020 Population Census revealed a count of 26.4 million elderly individuals, constituting 9.93 percent of the total population. Additionally, life expectancy has risen from 68.71 years in the 2010 Population Census results to 73.37 years in the 2020 Population Census Long Form results.

Apart from the increasingly frequent occurrence of natural disasters and climate change in recent years, adaptive social protection has not yet fully developed. The current system has not been able to fully respond to the needs of residents who are victims of disasters. As part of the 10th Country Programme (CP), UNFPA collaborates with BNPB and BPS-Statistics in the implementation of Indonesia One Disaster Data (SDB), and together with BAPPENAS and BPS-Statistics in the implementation of Population Administration and Vital Statistics (AKPSH)--Previously named One Population Data. The integration of MISP into the national and sub-national emergency preparedness and response system remains a focal point, involving cooperation with the Ministry of Health (MOH), Ministry of Women Empowerment and Child Protection (MoWECP), BKKBN, BNPB, and Strategic Partners.

In CP-10, country investments in reproductive, maternal and child health programs varied widely and led to significant reductions in fertility rates, maternal mortality, and increases in

¹ Indonesia Population Projections 2020-2025 (2020 Population Census Results), BPS

life expectancy. The government successfully reduced the maternal mortality ratio (MMR) of 305 per 100,000 live births in 2015 to 189 deaths per 100,000 in 2020. This is far from achieving Sustainable Development Goal 3, which aims to attain a global MMR of less than 70 deaths per 100,000 live births by 2030. The Unmet Need for family planning has been stagnating and the related targets for ICPD and the previous MDGs have not been met. Unmet Need for FP rate in 2022 is relatively high (14.7%), which translates into around xxx couples, and far from the set target (8%).

One of the achievements for adolescent sexual and reproductive health is that the ASFR for 15 to 19 years of age has been reduced from 48 in 2012 to 26,64 births per 1,000 adolescent women in 2020. According to the Family Data Collection in 2022, the ASFR age 15 to 19 years has been further reduced to 22.8 births per 1,000 adolescent women. Although Indonesia has made significant progress in reducing the ASFR age 15 to 19 years after being stagnant for decades, challenges still occur. Access to adolescent reproductive health education and services is still an issue, partly due to sociocultural constraints, limitations in the healthcare system, and law restrictions. This condition leads to teenage pregnancies and child marriages, which hampers young people's opportunities for higher educational attainment and employment and has implications for reaping the benefits of demographic dividend.

Population Situation Analysis

UNFPA's initiatives necessitate an intensified strategic focus, aligning closely with the specific needs, priorities, and national development strategies of individual countries. The Population Situational Analysis (PSA) is designed to furnish UNFPA Indonesia with comprehensive knowledge essential for the seamless integration of population dynamics and their intricate connections with gender equality, sexual and reproductive health, and HIV/AIDS into policymaking. Furthermore, it aims to mainstream UNFPA's mandate into policy dialogues with the government and other United Nations (UN) agencies, emphasizing a human rights, culture, and gender perspective.

The anticipated outcome of the PSA is to enhance the efficiency of evidence-based programming, contributing directly to the realization of UNFPA's Strategic Plan outcomes. The efficacy of these outcomes hinges on bolstering data generation capabilities, establishing databases, consolidating existing evidence, and promoting the practical application of such evidence. This approach aligns with the imperative that international cooperation should foster national capacity-building, recognizing national ownership and leadership as fundamental prerequisites for development, consistent with the principles agreed upon at the International Conference on Population and Development (ICPD) and reflected in the Sustainable Development Goals (SDGs).

| | |
|---|--|
| | <p>The current United Nations Sustainable Development Cooperation Framework (UNSDCF) is concluding in 2025. To inform the formulation of its new UNSDCF, the UN Country Team (UNCT) Indonesia is initiating a Common Country Assessment (CCA). The Population Situational Analysis (PSA), serving as an analytical input from a population perspective, holds the potential to serve as a pivotal resource in the CCA process. This integration could enhance the alignment of support from UNFPA and the broader United Nations System to effectively implement Indonesia's national Sustainable Development Goals (SDGs) over the next 11 years. The congruence between the PSA and CCA principles establishes a robust foundation for evidence-based policy dialogues within the UNCT, facilitating the integration of core population dynamics issues into the new sustainable development plan of the Government of Indonesia, ensuring that no one is left behind.</p> |
| <p>Scope of work: <i>(Description of services, activities, or outputs)</i></p> | <p>Aligned with the timelines outlined in section 6, this consultancy entails the creation and delivery of a comprehensive policy-focused publication, approximately 60-80 pages in length (excluding annexes), addressing the Population Situational Analysis (PSA). This publication aims to provide an integrated examination of population and reproductive health dynamics, elucidating their interconnections and impacts on inequality and development, including crises. Tailored for a broad audience, particularly decision-makers at various government levels, monitoring specialists in the socio-economic sector, and civil society organizations engaged in safeguarding social rights, the report's content may also appeal to academic staff and students specializing in population issues and the demographic aspects of socio-economic development in Indonesia.</p> <p>The PSA should primarily rely on the latest official data or other credible sources available to support the analysis, incorporating references to relevant literature for a comprehensive understanding. Furthermore, the deliverables should encompass a technical report from UNFPA, incorporating the outcomes and recommendations to contribute to the refinement of the technocratic document for the Indonesian Medium-Term Development Plan (RPJMN) 2025-2029. UNFPA will progressively upload pertinent data and literature to</p> <p>Specific Outputs:</p> <ol style="list-style-type: none"> 1. Inception Report: At the project's commencement, the consultant(s) is expected to submit an inception report outlining the proposed structure of the PSA. This report, presented in Microsoft Word and PowerPoint templates, will be subject to review and endorsement by UNFPA. Appendix I offers an indicative structure as a foundation for further development, with references to authoritative reports, proposed data sources, and illustrative examples of tables and charts (see Appendix II - tentative structure of the inception report). |

| | <p>2. Final Report: The culmination of this effort is a refined manuscript on Population Situational Analysis in Microsoft Word format, meeting UNFPA quality standards and ready for publication. UNFPA will collaborate with the consultant to provide any additional data necessary for the PSA. Regarding copyright, all materials or documents resulting from this consultancy will remain the property of UNFPA.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|----------|-----|-----|---|---|-------|-------|---|---|-------|-------|---|--|--|---|---|---|---|---|---|---|---|---|---|---|---|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Duration and working schedule: | The consultancy period is for approximately 3 (three) months with a total of 30 working days, from 24 January 2024 to 30 April 2024. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Place where services are to be delivered: | This consultancy is home-based with the field mission to Jakarta Country Office. However, the consultant needs to interact intensively with the UNFPA Country Office. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Delivery dates and how work will be delivered (e.g., electronic, hard copy etc.): | <p>Time Frame, Institutional Setting, and Reporting Mechanism.</p> <p>The consultancy is scheduled to span approximately three months, starting from 15 January 2024, with the final deliverables anticipated by 30 April 2024. Please note that these Terms of Reference (ToR) may undergo modifications, with the overall objective and scope of work remaining unchanged, subject to mutual consultations.</p> <p>Table 1. Tentative Time Frame</p> <table border="1" data-bbox="418 1016 1417 1974"> <thead> <tr> <th rowspan="2">Activity</th> <th>Jan</th> <th colspan="4">Feb</th> <th colspan="4">March</th> <th colspan="4">April</th> </tr> <tr> <th>4</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> </tr> </thead> <tbody> <tr> <td>Preliminary reading and review of the Terms of Reference (TOR) and tentative structure of final and/or inception reports</td> <td style="background-color: #cccccc;"></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Development of Inception Report. This report should clarify a) The structure of the report; and b) The intended data sources, accompanied by illustrative examples of tables and charts to be included in the Population Situational Analysis (PSA).</td> <td></td> <td style="background-color: #cccccc;"></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Discussion with UNFPA Indonesia to deliberate the content, structure, and dataset of the PSA.</td> <td></td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>The process of developing the Population Situational Analysis (PSA), with a weekly</td> <td></td> <td></td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td></td> <td></td> </tr> </tbody> </table> | Activity | Jan | Feb | | | | March | | | | April | | | | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | Preliminary reading and review of the Terms of Reference (TOR) and tentative structure of final and/or inception reports | | | | | | | | | | | | | | Development of Inception Report. This report should clarify a) The structure of the report; and b) The intended data sources, accompanied by illustrative examples of tables and charts to be included in the Population Situational Analysis (PSA). | | | | | | | | | | | | | | Discussion with UNFPA Indonesia to deliberate the content, structure, and dataset of the PSA. | | | | | | | | | | | | | | The process of developing the Population Situational Analysis (PSA), with a weekly | | | | | | | | | | | | | |
| Activity | Jan | | Feb | | | | March | | | | April | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Preliminary reading and review of the Terms of Reference (TOR) and tentative structure of final and/or inception reports | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Development of Inception Report. This report should clarify a) The structure of the report; and b) The intended data sources, accompanied by illustrative examples of tables and charts to be included in the Population Situational Analysis (PSA). | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Discussion with UNFPA Indonesia to deliberate the content, structure, and dataset of the PSA. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| The process of developing the Population Situational Analysis (PSA), with a weekly | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | |
|---|--|
| | Upon final approval of the Population Situational Analysis Report, 100 percent of the payment will be processed. |
| Monitoring and progress control, including reporting requirements, periodicity format and deadline: | UNFPA follows the output-based lump-sum payment method, with disbursement upon successful completion of the agreed-upon tasks stipulated in the contract. The payment amount covers all related costs. |
| Supervisory arrangements: | UNFPA Indonesia Representative and the Assistant Representative in daily coordination with the PD specialist and M&E analyst. |
| Expected travel: | The position may be required to travel anytime to facilitate workshops as advised by the Senior Management and/ or Senior Leadership Team. |
| Required expertise, qualifications, and competencies, including language requirements: | <p>Education: PhD or Master’s degree in demography, population studies or social sciences.</p> <p>Knowledge and Experience:</p> <ol style="list-style-type: none"> 1. Proficient in the domain of demography or population, demonstrating substantial and extensive expertise in UNFPA mandates, including Reproductive Health/Family Planning, HIV/AIDS, Youth, and Gender Equality issues. 2. Possess a PhD and a minimum of 10 years experience or an MA degree with at least 15 years of experience in research or managing population programs. This experience should particularly encompass demographic/population issues, incorporating expertise in Reproductive Health/Family Planning, HIV/AIDS, Youth, and Gender Equality. 3. Demonstrated excellence in understanding data for policymaking in the realms of population, Reproductive Health/Family Planning, HIV/AIDS, Youth, and Gender Equality. 4. Substantial background in demographic situation analysis, with a preference for knowledge about Indonesia. 5. Exhibit organizational prowess, excellent communication skills, and a track record of working with either government institutions and/or UNFPA, providing a distinct advantage. <p>Languages: A strong capability to communicate clearly and concisely in both oral and written English and Bahasa Indonesia.</p> |