



NATIONAL CONSULTANT TO DEVELOP POLICY BRIEF ON POPULATION AGEING

MDV-ToR/2024/021

Dated: 14 October 2024

| Terms of Reference | |
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| Hiring office | UNFPA Country Office Maldives |
| Purpose of consultancy | <p>The UNFPA Maldives Country Office is seeking to hire a national consultant to develop policy briefs to guide the national population policy formulation. This initiative focuses on collating the relevant evidence and analyses to guide the Expert Group and Policy Makers on the topic “Population Ageing” to inform the population policy development process. The brief should cover the following aspects.</p> <p>Why Prioritise? An ageing population poses challenges to healthcare systems, pension schemes, and the labour market. As life expectancy increases and birth rates decline, the proportion of elderly people grows, requiring policies to ensure their well-being while addressing the economic implications of a shrinking workforce. This topic is crucial for preparing for future demographic shifts and ensuring sustainable social and economic development.</p> <ul style="list-style-type: none"> ● Economic Burden of Ageing: Assess the economic impact of an ageing population on public finances, including increased healthcare costs, pensions, and social security systems. This includes forecasting future fiscal challenges and exploring sustainable funding models. ● Labour Market Impacts: Examine how an ageing workforce affects productivity, labour force participation rates, and potential GDP growth. Consider policies to extend working lives, such as retirement age adjustments and lifelong learning programs. ● Intergenerational Economic Equity: Analyse the economic implications of supporting an ageing population while ensuring that younger generations are not overburdened with taxes or debt. ● Chronic Diseases and Ageing: An ageing population is associated with a higher prevalence of chronic diseases such as cardiovascular diseases, diabetes, and cancer. This increases the demand for long-term healthcare services and specialised care for the elderly. ● Healthcare System Strain: As the elderly population grows, healthcare systems face increased strain due to the higher demand for geriatric care, including nursing homes, home-based care, and palliative care services. ● Mental Health and Dementia: Ageing populations are at greater risk for mental health issues, including dementia and depression. Addressing these conditions requires substantial healthcare resources and support systems for both patients and caregivers. |



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| | <p>The consultancy will be conducted under the overall coordination and oversight of the UNFPA Maldives Country Office and the Maldives Bureau of Statistics in consultation with the Ministry of Housing, Land and Urban Development. All work will be carried out in accordance with UNFPA policies and procedures and in collaboration with relevant national counterparts.</p> |
| <p>Background</p> | <p>Maldives hosts a population of 515,132 people with 26% of this population as foreigners. Maldives is currently experiencing a demographic dividend. The bulk of the population is youth, providing a demographic window of opportunity for the country in terms of human capital, resources and advancing towards a digitalised economy.</p> <p>The labour force consists of 113,263 Maldivian men and 67,111 Maldivian women, as well as 115,968 foreign men and 13,404 foreign women. The percentage of young people not in Employment, Education, or Training (NEET) is 22%. Additionally, the total fertility rate has decreased to 1.7, which is below the replacement level. The ageing population is projected to increase from 5% to 14% by 2040.</p> <p>This demographic transition will significantly impact the service sector, social protection sector, and labour market. The government will need to plan for managing international migrants and building human capital tailored to the economic sector's needs.</p> <p>With the expansion of modern development and consumerist culture, the population is also experiencing an increase in non-communicable diseases, affecting quality of life and productivity. Additionally, caregiving needs are shifting from children to the elderly and sick adding to increasing costs to the health expenditures.</p> <p>Internal migration is drawing the young population to the Greater Malé area, leaving the elderly behind in the islands. Traditional work is being replaced by local tourism, resulting in the discontinuation of economic activities traditionally performed by women, as younger generations are not continuing these roles. With the increase in population in Maale, urban poverty is high and inequality exists within the population. Maldives is also experiencing climates changes and its impact on the livelihood of the population in island communities.</p> <p>In response, the Ministry of Housing, Land, and Urban Development is leading the effort to formulate a comprehensive population policy that addresses the needs of all sectors to ensure the well-being of the population.</p> |



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| <p>Scope of work</p> | <p>In close coordination with the UNFPA and MBS, the Consultant will undertake the following responsibilities</p> <p>Key Responsibilities:</p> <ul style="list-style-type: none"> ● Compile and analyse relevant data: Collect, compile relevant data on the topic. Maldives Bureau of Statistics will work closely to generate relevant tables from existing databases when requested by the Consultant. There is no expectation for the Consultant to collect empirical data. ● Write policy brief: Draft the policy brief covering the drivers, proposed solutions and policy recommendations at the sametime addressing gender, disability and climate change as a cross cutting area. ● Presentation of the findings: Present the findings to a technical /policy audience <p>Expected Outputs/Deliverables:</p> <ol style="list-style-type: none"> 1. Policy brief: A policy brief not more than 10 pages 2. Summary in presentation form: two to three slides |
| <p>Duration and working schedule, delivery and how work will be delivered</p> | <p>Work Schedule: The consultant will require to deliver the report no later than 30 November 2024</p> <p>The deliverables will be submitted in English and in electronic format. The exact dates for each deliverable will be finalised in consultation with the consultant and other partners. A detailed working schedule will also be established in collaboration with the consultant.</p> <p>Payment Modality:</p> <ul style="list-style-type: none"> ● A total of MVR 60,000/- will be paid to deliver all the outputs ● 100% of the payment will be made upon completion of the deliverables |
| <p>Monitoring and progress control</p> | <p>Milestones and timelines for the assignment will be agreed upon at the beginning of the contract.</p> <p>UNFPA will provide periodic follow-up and monitoring based on the working schedule to ensure timely delivery of the tasks as well as timely mitigation of any unexpected obstacles.</p> |
| <p>Technical Supervision</p> | <p>The selected consultant will work under the overall supervision of the UNFPA Head of Office and will work closely with the Maldives Bureau of Statistics Team. S/he will significantly engage with the relevant stakeholder and development partners as needed.</p> |
| <p>Place of assignment</p> | <p>The consultant is expected to complete this work home based with no travel requirements. However, consultant should be available to meet with MBS/ UNFPA upon request.</p> |



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| <p>Expertise, qualifications, and competencies, including language requirements</p> | <p>Qualifications and Experience:</p> <ul style="list-style-type: none"> ● Advanced university degree in Demography, preferably Masters in demography, statistics, Social Sciences, or related fields. ● A minimum 7 years of work experience on population data analysis ● Ability to write succinct policy documents ● Ability to work independently in a cross-cultural environment and demonstrated capacity to build strong relationships with local counterparts and donor agencies. ● High-level communication skills especially for transfer of knowledge. ● Excellent English speaking and writing skills. ● Core competencies. ● Integrity/Commitment to UNFPA's Values and Guiding Principles. ● Teamwork/Communication/Self-Management. ● Knowledge Sharing and Continuous Learning. ● Functional Competencies ● Conceptual innovation in the provision of technical expertise. ● Job Knowledge/Technical expertise. |
| <p>Recommended Presentation of Deliverables</p> | <p>In editable forms</p> |