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**TERMS OF REFERENCE**

**Project Title:** Development of population strategy and results framework for Armenia

**Duty Station:** All marzes of RA and Yerevan

**Start Date:** 10 March, 2022

**End Date:** 30 October, 2022

1. **Background**

## Armenia faces population decline rooted in low fertility, declining number of births, and high migration, as well as high infertility and prenatal sex selection. This tendency is expected to intensify following the second Nagorno-Karabakh conflict escalation in September-November 2020, as well as COVID-19 pandemic. Majority of 3,773 people who, according to the official sources, died during the second war were mainly from the generation of 1999-2001. The share of that age group in the country’s total population was already low before the conflict escalation compared to other age groups; hence, this loss of life decreased this share further eventually contributing to expectations of more than halving of the birth rate during next ten years thus deepening the already existing demographic crisis Armenia is currently passing through. Another challenge is rapidly ageing population due to which number of retired people is expected to reach around 500 thousand by 2030. This will also add to the burden that the state bears in terms of social security, and affecting the economy as the share of the working age population gradually shrinks.

## In this context, there is an urgent need and demand to strengthen the capacities of the Government of Armenia in better understanding and responding to those expanding demographic challenges by supporting the development of appropriate population strategies based on the best international practices. The proposed strategies will analyse the current demographic situation and trends and provide recommendations, action plans and results framework for various sectoral planning, including health, infant and childcare, education, housing, infrastructure, migration and immigration, employment and economic activities.

1. **Purpose**

The main goal of the assignment is to develop population strategy and results framework for Armenia.

1. **Scope of Work**

In order to accomplish the above-mentioned assignment objectives, the Contracted Company will have to perform the following activities:

**Activity 1:** Inception Report development

The Contracted Company is expected to deliver an Inception Report as the first key deliverable, which will be shared with UNFPA Armenia Country Office for comments and clearance. The Inception Report shall describe the detailed work plan adjusted based on the meetings with main stakeholders. The Inception Report will also include, as needed, the team replacements.

**Activity 2:** Development of country context overview

The Company shall provide overview of the following:

• The economic context, including economic situation overview, economic indicators, global economic outlook (prospects for the world economy), country and regional economic prospects and macroeconomic policies of Armenia

• Socio-cultural context

• Political and Institutional context

• Education and health context, including education overview, health care, social expenditure, with an emphasis on education and health, social security, social security expenditures

**Activity 3:** Overview of current demographic situation

Based on the official statistical data and data from various nation-wide sample surveys, the Company shall provide overview of current demographic situation in the country, including:

• Total number of de jure and de facto population, including by communities and settlements

• Age and gender distribution (including sex ratio imbalances), of total de jure, including by communities and settlements

• Fertility (total fertility rate - TFR) and overall mortality (including infant, child and maternal mortality) rates, including by communities and settlements. Births by mother age, by number of births in a family and gender, deaths by age, gender and cause, total fertility rate

• Nuptiality (including child marriage), divorce and abortion rates, changes and trends, abortion prevention policies

• Situation of sexual and reproductive health, with an emphasis on fertility

• Surrogate motherhood situation, policies and trends

• Distribution of households by number of household members, children and trends, including by communities and settlements

• Total population ageing indicators, including by communities and settlements

• International migration trends and directions, including by communities and settlements

• Return migration, internal migration and urbanization trends, structure (age group, causes and consequences etc. based on researched/available data), including by communities and settlements

• Social conditions (e.g. level of poverty, extreme poverty, level of unemployment, etc.), including by communities, settlements, age, marital and social status

• Vulnerable population structure by communities and settlements, including large size households, people with disabilities, retired people, single parent families, etc.

• Assessing possible changes, risks and impact of the ongoing global and regional developments on population dynamics in Armenia, including the current escalation of Russian-Ukrainian conflict, possible consequences and immigration/emigration waves to and from Armenia (such as from Belarus, Ukraine and Russian Federation)

• Development of three scenarios for population dynamics

**Activity 4:** Development of demographic forecast model

The Company shall provide support to the UNFPA international expert for the development of the demographic forecast model, which will provide estimations of the population and its constituent groups based on various assumptions about the proposed policy measures, mortality, fertility and migration.

**Activity 5:** Presentation of the results to UNFPA Armenia, Government and relevant stakeholders

Based on the conducted analysis, the Company will develop a presentation with main findings of the current demographic situation analysis, developed forecast model and three scenarios for population dynamics.

**Activity 6:** Developing strategy and results framework for the implementation of population policies

The Company shall develop a strategy and results framework, including:

• Development of population strategy recommendations

• Development of implementation strategy and action plan, which will include:

- Overview of current situation and demographic trends, opportunities for action, policy, strategy and programmatic recommendations

- Development of interventions, e.g. specific programs and activities (including incentive programs for the child birth, anti-abortion policies, family planning programs and activities, immigration policies and programs, incentive programs and policies for de-urbanization (ruralization) etc.),

- Development of expected demand forecast as of result of action plan for sectoral planning (health, infant and child care, education, employment and economic activity, housing, infrastructure, migration and immigration

• Assessment of required resources (human, physical and financial), implementation timeline, duration, responsible, stakeholders etc.

• Development of Results Framework, which will be designed to develop, monitor and evaluate interventions achieving specific impacts through the implementation of the strategy

• Developing monitoring indicators, which are a set of measurable targets to be achieved as a result of adopted strategy implementation

• Annual review procedures of the adopted strategy and reform implementation roadmap based on the results of the previous year and assessment of external environment change impact,

• Procedures for annual revision of the adopted strategy and implementation roadmap based on the results of conducted reviews

1. **Expected deliverables and timing**

The strategy must be developed by October 30, 2022 according to the detailed work plan to be provided by the Contracted Company and approved by UNFPA Armenia CO.

1. **Payment**

The payment will be made in AMD upon timely submission and approval of all deliverables in two instalments.

1. **Qualifications and Experience Requirements**
* Organization registered and operating in the Republic of Armenia.
* At least 10 years of relevant experience.
* Professional experience of the staff that will be employed within the project proving (CVs): experience of working with international statistical organizations, demonstrated expertise in working with the Government of Armenia for conducting research, developing analytical reports and strategies.
* Availability of professional certification is advantage. Previous work experience with UNFPA and UN institutions is an advantage.