

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

Egypt's Demographic Dividend Analysis and Policy Brief Development	
Hiring Office:	UNFPA Egypt
Purpose of consultancy:	<p>Background</p> <p>In 2023, Egypt population amounted to 105 million, and is among the eight countries who will account for half the projected growth in global population by 2050. According to recent survey, the total fertility rate has fallen to 2.85 children per women in 2021 from 3.5 in 2014. Accordingly, the projected population growth in the coming years will be attributed to the momentum of past increase and the big number of women in the reproductive age, in addition to the improvement in the life longevity.</p> <p>Egypt's demographic profile with a rising working age population and a declining fertility offers a potential for a demographic dividend. However, the demographic dividend does not come about automatically. Beyond the simple increment in the number and share of working-age population, the development and implementation of sound policies in education, health (including family planning) and the creation of an enabling macroeconomic environment that facilitates job creation and access to decent employment are necessary to ensure that the increase in the productive workforce leads to higher economic growth and per capita income.</p> <p>UNFPA Egypt Country Office seeks the services of an individual consultant to lead the undertaking of a demographic dividend analysis for Egypt based on the National Transfer Accounts (NTA) methodology in full collaboration with the Central Agency for Public Mobilization and Statistics (CAPMAS). The outcomes of the analysis will be used to facilitate the identification of appropriate policies that can be implemented by the government to maximize the economic benefits of the country's current and future demographic profile, including migration patterns and projections.</p>
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>The demographic dividend refers to the growth in an economy that can result from changes in the age structure of a country's population. The decline in fertility rates result in a decline in dependency rates and an increase in working-age population; if gainfully employed, this growth in the working-age population can foster socioeconomic development in the country and generate economic benefits. The demographic dividend can also lead to increased productivity and savings, due to greater overall work participation and the involvement of women in economic activities.</p> <p>This consultancy will undertake a demographic dividend analysis for Egypt using the NTA methodology by addressing the following objectives:</p> <ol style="list-style-type: none"> 1) Conduct a demographic profile for Egypt reviewing demographic and economic opportunities and challenges of the current changes in age structure and assess their implications for attainment of Egypt's development aspirations. 2) Assess the potential for a demographic dividend in Egypt, including an assessment of the window of opportunity provided by changes in age structure, using the National Transfer Accounts (NTA) methodology. The specific focus of the analysis is to: <ol style="list-style-type: none"> a) Estimate the components of the lifecycle deficit (labor income and consumption), and their respective sub-components; b) Determine the timing of the window of opportunity for harnessing the demographic dividend in Egypt; c) Conduct simulations of the timing of the demographic dividend based on the NTA estimates and population projections;

	<p>d) Analyze the gender dimensions of the demographic dividend; e) Assess potential effects of migration on the demographic dividend.</p> <p>3) Identify key policy options for optimizing the realization of the demographic dividend in Egypt in the light of the country’s long-term development aspirations.</p> <p>This activity will have three components: 1) the development of a demographic profile of Egypt; 2) construction and analysis of a set of National Transfer Accounts for Egypt; and 3) development of a policy brief based on the study findings. Each of these is described below.</p> <p><u>Demographic profile:</u> The demographic profile will provide the demographic and economic context for the analysis of Egypt’s demographic dividend. The analysis will review evidence on recent demographic trends in the country, as well as expected future trajectories, drawing from both national and international sources. Alongside this demographic analysis, the report will provide an overview of recent economic trends, highlighting the key challenges faced by Egypt’s policymakers as they aim to grow and develop the country’s economy in a sustainable and inclusive manner.</p> <p><u>Construction of National Transfer Accounts:</u> National Transfer Accounts (NTA) map resource flows across the lifecycle at a given point in time within a particular society. The NTA provides a systematic and comprehensive approach to measuring the economic flows from a generational perspective¹. Individuals and households receive resources through a combination of their own labor, transfers from the state or other individuals or households, and asset income or dissaving. In turn, these resources can be consumed, transferred to others (including the state), or saved. These two sets of flows—inflows and outflows—must balance for each individual, each age cohort, and for society as a whole.</p> <p>NTAs are constructed on the basis of both micro and macro data. Patterns of resource flows across age—referred to as age profiles—are typically constructed using household survey data or administrative data (i.e. government data on particular public programmes). At the same time, NTAs are constructed to be consistent with national accounts (e.g. total public consumption spending) and other macro-level aggregates (e.g. total public consumption spending on secondary education from the national budget). This consistency with national accounts is a key strength of the NTA approach.</p> <p>This analysis will focus on the lifecycle deficit and will provide estimates of public and private consumption, and labor income. With these two profiles and population projections, it is possible to calculate the economic support ratio, which is the ratio of total labor income to total consumption in a given year. The rate of change of the economic support ratio is an estimate of the first demographic dividend.</p> <p>As is standard, NTAs will be constructed for the full population. However, separate accounts by gender will be required. This will enable an analysis of gender differences in the economic lifecycle and the lifecycle deficit. Further, the analysis should simulate the impact of reducing gender inequalities within the labor market on the demographic dividend by making adjustments to the gender-specific labor income profiles.</p> <p>The analysis should incorporate alternative population projections that differ in terms of the underlying assumptions in order to simulate the impact of these assumptions on the demographic dividend, with a specific focus on the timing and magnitude of the dividend. The World Population Prospects, 2022, for example, includes nine projection variants that differ in terms of their assumptions with respect to fertility, mortality and international</p>
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¹ United Nations. Measuring and Analysing the Generational Economy: National Transfer Accounts Manual. United Nations, Population Division, Economic and Social Affairs, New York, 2013.

migration; these variants are: low fertility, medium fertility, high fertility, constant fertility, instant replacement fertility, momentum, constant mortality, no change, and zero migration.

Egypt's economy is influenced by both in and outbound migration and related remittances. Subject to data availability, the NTA should assess the implications of migration and remittances to Egypt's demographic dividend, drawing from NTA constructed by other countries experiencing similar migration trends.

Policy brief development: The findings of the analysis will be developed into a policy brief outlining options for optimizing the realization of the demographic dividend in Egypt in the light of the country's long-term development aspirations.

Capacity building as integral: The NTA analysis will be conducted in close collaboration with the Central Agency for Public Mobilization and Statistics (CAPMAS) and related government departments and agencies. Capacity building will be integral to the exercise. As such, the implementation plan should outline capacity strengthening strategies in all phases of the project starting from the identification and preparation of required data, data modelling, analysis and interpretation, validation of results and to the identification of policy recommendations.

In undertaking this assignment, the consultant shall be expected to do the following:

- 1) Conduct an inception meeting with CAPMAS, UNFPA Egypt Country Office, UNFPA Arab States Regional Office (ASRO), and related government departments and agencies to share the proposed technical approach to the assignment, the process, timeline, deliverables and the final product. The outcome of the inception discussions will be a technical document developed by the consultant outlining the approach to the assignment and approved by CAPMAS in collaboration with UNFPA. The technical document should at a minimum address the following issues:
 - Data requirements for the NTA methodology, including microdata for nationally representative household surveys of income and expenditure and the core variables required, national accounts data, population projections data and the recommended format of and process for preparing these data.
 - The process for undertaking the analysis with a clear outline of strategies for strengthening capacity within CAPMAS for future analyses using the NTA methodology.
 - A detailed timeline of activities, specifying any prerequisites to be met or support required from CAPMAS and other stakeholders.
 - An inception training program to orient staff at CAPMAS and other relevant stakeholders on the NTA methodology (**3 Days**).
- 2) Conduct an inception training on the NTA methodology for CAPMAS and other stakeholders (**3 Days**)
- 3) Develop a demographic profile for Egypt (**4 Days**).
- 4) Construct national transfer accounts, including NTA profiles adjusted for gender and migration (**15 Days**).
- 5) Develop a policy brief on Egypt's demographic dividend with recommendations of policy actions. (**5 Days**)

Total: **30 Days**

Duration and working schedule:	The total duration of the consultancy will be for 30 Working Days and will run from XX to												
Place where services are to be delivered:	The consultancy will require operation from CAPMAS’ offices while some tasks can be undertaken remotely.												
Delivery dates and how work will be delivered (e.g., electronic, hard copy etc.):	<p>Egypt’s Demographic Dividend Profile and Policy Brief Development should be developed, validated, finalized and shared with CAPMAS and UNFPA by 31 March 2024. To support this process, the milestones and deliverables are proposed as follows:</p> <table border="1"> <thead> <tr> <th>Milestones</th> <th>Deliverables</th> <th>Target Delivery Dates (timelines are indicative)</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> Inception meeting held. A document on the technical approach developed as described earlier. Inception NTA methodology training conducted </td> <td> <ul style="list-style-type: none"> Inception meeting report with an outline of the technical approach and timeline NTA inception training materials NTA methodology outline and data collection/collation tools </td> <td>30% payment (by date)</td> </tr> <tr> <td> <ul style="list-style-type: none"> Demographic profile developed NTA data prepared and analyzed </td> <td> <ul style="list-style-type: none"> Demographic profile report NTA profiles summary reports </td> <td>30% payment (by date)</td> </tr> <tr> <td> <ul style="list-style-type: none"> Policy document developed, validated at a dissemination event and finalized </td> <td> <ul style="list-style-type: none"> Egypt’s Demographic Dividend Policy Brief final document </td> <td>40% payment (by date)</td> </tr> </tbody> </table>	Milestones	Deliverables	Target Delivery Dates (timelines are indicative)	<ul style="list-style-type: none"> Inception meeting held. A document on the technical approach developed as described earlier. Inception NTA methodology training conducted 	<ul style="list-style-type: none"> Inception meeting report with an outline of the technical approach and timeline NTA inception training materials NTA methodology outline and data collection/collation tools 	30% payment (by date)	<ul style="list-style-type: none"> Demographic profile developed NTA data prepared and analyzed 	<ul style="list-style-type: none"> Demographic profile report NTA profiles summary reports 	30% payment (by date)	<ul style="list-style-type: none"> Policy document developed, validated at a dissemination event and finalized 	<ul style="list-style-type: none"> Egypt’s Demographic Dividend Policy Brief final document 	40% payment (by date)
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Monitoring and progress control, including reporting requirements, periodicity format and deadline:	The consultant will work in close collaboration with CAPMAS and Population and Development Advisor/Specialist/Analyst at the UNFPA Egypt County and Arab States Regional Offices to ensure the deadlines and contents of the deliverables meet the requirements.												
Supervisory arrangements:	The consultant will work under the overall guidance of CAPMAS and Population and Development Analyst at UNFPA Cairo Office. Population and Development Advisor/Specialist/ at UNFPA ASRO will provide additional technical oversight.												
Expected travel:													
Required expertise, qualifications and competencies, including language requirements:	<ul style="list-style-type: none"> Advanced post graduate degree in the field of relevance for the assignment: statistical sciences, demography, public health or other social sciences degrees. Minimum 15 years of relevant professional expertise in social sciences or related fields, with a demonstrable experience in economic analysis, particularly the use of National Transfer Accounts methodology in demographic dividend analysis. Proven experience in developing policy briefs Excellent analytical and writing skills. Knowledge of the Egypt’s and the Arab Region’s context is an asset. 												

	<ul style="list-style-type: none"> • Familiarity with the mandate of UNFPA is an asset. • Experience with the UN or INGO in the area of economic policies will be an asset. • Excellent command of English and Arabic
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g., support services, office space, equipment), if applicable:</p>	<p>UNFPA will provide the following:</p> <ul style="list-style-type: none"> • A list of pertinent documents • facilitation of contacts/appointments with stakeholders • comments/feedback on draft reports <p>CAPMAS will provide the following:</p> <ul style="list-style-type: none"> • office space/workstation/laptop/printer as needed • list of pertinent documents • facilitation of contacts/appointments with stakeholders • comments/feedback on draft reports
<p>Activity Work Plan and CoA</p>	<p>COA:</p>
<p>Other relevant information or special conditions, if any:</p>	
<p>Signature of Requesting Officer in Hiring Office:</p> <div style="display: flex; align-items: center;"> <div style="border-left: 1px solid black; border-right: 1px solid black; border-bottom: 1px solid black; padding: 5px; margin-right: 10px;"> <p style="font-size: small; margin: 0;">DocuSigned by:</p> <p style="font-size: large; margin: 0;"><i>Dawlat Shaarawy</i></p> <p style="font-size: x-small; margin: 0;">B4CEB7FFF1A84B8...</p> </div> </div>	