



TERMS OF REFERENCE FOR A JUNIOR DEMOGRAPHER

To provide technical support to UNFPA China Country Office on population dynamics

TERMS OF REFERENCE (to be completed by Hiring Office)	
Hiring Office:	UNFPA China
Purpose of consultancy:	The incumbent junior demographer will provide technical support to the UNFPA China office, to its Population Dynamics portfolio and UNFPA's collaborative efforts with the Government and academic counterparts in support of national responses to national population dynamics, particularly population ageing and low fertility.
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>Background information</p> <p><u>UNFPA</u></p> <p>UNFPA is the United Nations sexual and reproductive health agency. Our mission is to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled.</p> <p>UNFPA has been operating in China since 1979 and has started the implementation of its 9th Country Programme (2021-2025) of cooperation with the Government of China since 2021. The priorities of the UNFPA programmes and work in the country during the last 43 years have been evolving as per the changing national and international contexts.</p> <p>UNFPA's "Population dynamics" programme works to strengthen Government's capacity to design and implement quality, gender-responsive and evidence-based policies and programmes to address China's demographic transition, particularly population ageing and low fertility, through the following strategies:</p> <ol style="list-style-type: none"> 1. Providing policy analysis and technical support to enable government to better respond to low fertility and rapid ageing by employing a rights-based life-cycle approach for intensified investments in human capital to promote sustainable and inclusive economic growth. 2. Conducting disaggregated evidence analysis and policy dialogues to promote adequate attention to the advancement of sexual and reproductive health and rights of individuals, gender equality and equitable access to social, health, and lifelong learning services within national strategies to address low fertility and challenges associated with rapid ageing. 3. Advocating for and supporting the generation of reliable and accessible disaggregated population data in collaboration with the common chapter United Nations agencies to address emerging issues around low fertility, migration, urbanization, multi-dimensional poverty and tracking of SDG progress, with a focus on left-behind groups to fill some of the data gaps related to the prioritized UNFPA SDG indicators; and 4. Engendering non-traditional partnerships (including with the private sector) around ageing, population and development planning, and innovations in population data analysis and use. <p>This short-term consultancy offers an opportunity for a young demographer to support UNFPA's programme activities on policy research, data analysis, research dissemination and communication for UNFPA work on low fertility and population ageing in China. S/he will be working at the UNFPA Country Office in Beijing under the overall guidance of the Deputy Representative and direct supervision of the Programme Specialist manning the Population Dynamics portfolio and be part of the programme team.</p> <p>Main duties and responsibilities</p> <ul style="list-style-type: none"> - Provide technical and analytical inputs to ongoing research between UNFPA and relevant Government and academic counterparts on population and development issues. - Organize, compile, and analyse data and information on population dynamics, particularly population ageing, low fertility, as well as urbanisation and climate change in and outside China to keep the CO updated of the latest developments, including preparation of presentations, talking points and development of technical documents and design of activities. - Support the CO communication from the perspectives of population dynamics and increase its visibility. - Support and provide innovative ideas for the CO to work on population dynamics in China, particularly population ageing, low fertility, urbanisation, and climate change, including working with potential private sector and CSO, and develop one partnership would be expected in this area. - Support the production of research products, such as policy briefs, facts sheets, research articles and blogposts.



	<ul style="list-style-type: none"> - Analyse and interpret population related policies in China to inform UNFPA understanding on the policy environment in China. - Support the organization of events such as seminars and workshops. - Carry out any other duties as may be required by the country office.
Duration, working schedule and remunerations:	<p>Starting date: February 1st, 2024 (tentatively)</p> <p>Duration: till 20 December 2024, renewable subject to availability of funds</p> <p>S/he will be required to work physically in the UNFPA China office three days a week (or 13 days per month) and remunerations will be calculated on a daily basis.</p>
Place where services are to be delivered:	National
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<p>Monthly progress reports (up to 2 pages), along with evidence of technical work completed, to be delivered electronically to the immediate supervisor, who is the UNFPA Programme Specialist for Population and Development.</p> <p>Monthly attendance sheets to be delivered electronically to the Programme Specialist, Population and Development, and the CO Admin Associate with a hard copy signed.</p>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Daily work monitoring will be done by the Programme Specialist for Population and Development.
Supervisory arrangements:	The consultant will be directly supervised by the Programme Specialist for Population and Development under the overall guidance by the Deputy Representative ^(S/Rep)
Expected travel:	Domestic travels expected depending on travel restrictions
Required expertise, qualifications and competencies, including language requirements:	<p>Expertise and qualifications required:</p> <ul style="list-style-type: none"> - Postgraduate degree in demography, population studies, population and development, social science, or related fields - Knowledge and understanding of global and national population and development issues, particularly population ageing and fertility, skills for communication of research and evidence, etc. - Research experiences, particularly on public financing, and previous experience in the UN or international organization are considered assets to the post. - Languages: Fluency in Chinese and English is required. - Other Desirable Skills: Proficiency in current office software applications; good basic knowledge of finances and mastery of a series of financial and spreadsheet software - Be creative, active, and effective; has a can-do attitude. - Results-oriented, self-discipline and team spirit, and happy to work for and with young people. <p>Competencies required:</p> <ul style="list-style-type: none"> - Values: Exemplifying integrity, demonstrating commitment to UNFPA and the UN System, embracing cultural diversity, Embracing change - Core Competencies: Achieving results, being accountable, Developing and applying professional expertise/business acumen. Thinking analytically and strategically, working in teams/managing ourselves and our relationships, Communicating for impact - Functional Skill Set: Report writing, impact documentation, policy analysis, and strategic communications and informed policy advocacy
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	<p>Working station: UNFPA Beijing office</p> <p>Office space and work equipment will be provided.</p>
Other relevant information or special conditions, if any:	
<p>How to apply:</p> <p>Interested candidates please email your CV and application material to china.office@unfpa.org with a subject line "Application for junior demographer on population dynamics" by 29 January 2024.</p>	