

Terms of reference

Review of the progress towards attaining population and development targets of the 2006 National Population Policy for Sustainable Development and formulation of the new Population Policy incorporating Implementation, Monitoring and Evaluation Framework

Background

According to National Planning Commission Population Projections of 2006, Namibia is currently estimated to have a population of over 2 million as compared to 1.8 million in 2001. Crude birth and death rates in 2001 were 32.1 and 15.9 respectively. Namibia has a relatively young population of which about 51% are below 19 years while 4.9% is above 65 years of age. Internal Migration ranges from lowest of -225 for female and -492 for males in Kavango region to 11,647 for females 10 166 for males in Khomas which houses the capital city. In all regions with the exception of Khomas, the net migration for males is higher than for females.

Despite having such a relatively small population coupled with high per capita GDP of N\$24,058 in 2007, the country is faced with many socio-economic challenges. Among many of them is unequal distribution of income as represented by the gini coefficient of 0.6 in 2003/4. Namibia is currently battling with the impacts of HIV/AIDS epidemic with a prevalence rate of 17.8% among pregnant women in 2008. Furthermore, according to the Namibia Labour Force Survey of 2004 the rate of unemployment is 36.7% for broad definition and 21% for strict definition.

In an effort to address the socio-economic challenges facing the country, in 1996 the National Population Policy for Sustainable Development was adopted. The goal of the policy is to contribute to the improvement of the standard of living of the people of Namibia, through harmonization of the population dynamics with the countries' resource potential in order to accomplish development objectives.

Purpose of the consultancy

The current Population policy was formulated more than ten (10) years ago. It has thus become imperative to review it and determine progress made in attainment of its goals and objectives, and align to the current socio-demographic context including the population dynamics resulting from the impact of HIV/ AIDS of which the prevalence among pregnant women averaged at 18.8 per cent between 1996 and 2008 as compared to 8.4 per cent in 1994.

For example the current Population policy set a target of reducing infant mortality from the then rate of 57 per 1000 live births to 40 per 1000 by the year 2006. Although this target was even exceeded in year 2000 when infant mortality rate was recorded to be 38 per 1000 live births, it worsened to 46 per 1000 live births in 2006. These are therefore the dynamics that need to be taken into consideration and form the basis for the new policy to guide development planning, resources allocation and prioritization.

To this end, NPC is seeking services of a consultant to assist with the review and formulation of a revised National Population Policy

Specific Tasks

The consultant is expected to:

- Review progress towards the attainment of the goals, objectives and targets set in the 1996 National Population Policy for Sustainable Development.
- Formulate a revised Population Policy aligned with Vision 2030 and the relevant legal and regulatory frameworks as well as other relevant sector specific policy frameworks.
- Integrate a Implementation, Monitoring and Evaluation Framework into the Population Policy
- mapping the way for a coordinated response to addressing contemporary population and development issues.

Scope of the Study and Methodology

The work is divided into two phases: The first phase will mainly be the review of current Population Policy and recording of progress made in the area of population and development. The second phase is development of a Revised Policy incorporating the Implementation, Monitoring and Evaluation Framework.

The methodology to be pursued during this assignment should mainly be a combination of desk study, interviews with and presentations to relevant stakeholders.

Phase 1: Current Population Policy Review

- Review progress towards attaining the population and development targets, goals and objectives set in the 1996 Population Policy for Sustainable Development and Past National Development Frameworks through desk review.

- Identifying and organize meetings with relevant stakeholders in population and development at national and regional level for acquiring information and inputs required in reviewing population policy.
- Drafting of a Review Report for Presentation to a Stakeholders Workshop targeting the decision/policy makers.

Phase 2: Development of new Population Policy

- During this phase the consultant will use the information obtained in Phase one to draft the Revised Population Policy and its Implementation, Monitoring and Evaluation Frameworks.
- Hold meetings with key stakeholders for securing inputs on the Revised Population Policy.
- Present and finalize draft policy at a national stakeholder's conference.
- Incorporate the national stakeholders' conference comments into the final draft Population Policy.

Expected Deliverables

Phase One:

- Review Report highlighting the achievements, constraints, lessons learned through the implementation of the 1996 National Population Policy for Sustainable Development. The report should also highlight on the challenges and opportunities for improving population and development planning and management within future National Development Frameworks.

Phase two:

A Revised Population Policy Document incorporating the Implementation Framework with Monitoring and Evaluation Framework.

Qualifications and Competencies

It is expected that the consultant will have the following qualification and expertise:

- At least a Masters Degree in Demography or Population studies with statistics
- Experience in research and report writing on population and development issues;
- Prior experience in providing technical assistance and advice to governments in the development and reviewing of Population Policies and their Implementation, Monitoring and Evaluation Frameworks.

- Knowledge and experience of at least 10 years in Population Policies formulation, review and implementation.

An understanding of how different tiers of government interact on population and development issues;

A track record of satisfactory and timely delivery of similar assignments must be presented.

