

## Terms of Reference

National Consultant on strengthening implementation mechanism of ageing policies at national and local level

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| Job title:  | National Consultant on strengthening implementation mechanism of ageing policies at national and local level  |
| Duty station:   | Chisinau, based at the Ministry of Health, Labour and Social Protection   |
| Expected duration of assignment:  | 6 months (150 days), <b>full-time</b> , between June – December 2018  |
| United Nations Partnership Framework for Sustainable Development 2018-2022: | <b>Outcome 4:</b> The people of Moldova, in particular the most vulnerable, demand and benefit from gender-sensitive and human rights-based, inclusive, effective and equitable education, health and social policies and service                               |
| Partner institutions:   | <ul style="list-style-type: none"> <li>▪ MHLSP, Ministry of Health, Labour and Social Protection</li> <li>▪ UNDESA, United Nations Department for Economic and Social Affairs</li> <li>▪ UNFPA, United Nations reproductive health and rights agency</li> </ul> |
| Funded by:  | UNDESA, United Nations Department for Economic and Social Affairs   |

### 1. Background

In the national demographic context, the demographic aging and changes in the structure of the population by constantly increasing the number of persons aged 60 and over, the simultaneous decrease of the share of the young population, prevail over other trends of the demographic transition that the Republic of Moldova is undergoing along with other countries in Eastern Europe<sup>1</sup>. Ageing coefficient has substantially increased from 14.0% in 2010 to 17.2% in 2017, meaning that number of persons aged 60 years and over per 100 inhabitants has substantially increased, being more prevalent among women than men with small differences between rural (17.1%) and urban (17.3%)<sup>2</sup>.

Population projections conducted by Demographic Research Center and UNFPA Moldova shows that by 2030, every third person would be over 60 years old<sup>3</sup>. With a projected increase of older population, the pressure on the social and health systems, if focused investments would not be made from early adolescents in their health, education and skills.

In order to ensure the comparability of the active aging process with the countries of Europe, assessing the level of realization of full potential of older people in terms of engagement, participation in social, cultural and independent life, in 2016, for the first time in the Republic of Moldova, the Center for Demographic Research, in partnership with the Ministry of Labour, Social Protection and Family and the United Nations Population Fund in the Republic of Moldova (UNFPA) determined the Active Aging Index (AAI). The Index for Moldova accumulated only 27,1 points, being two times lower than the objective-target of 57.5 points and is lower by 7 points than the average for the

<sup>1</sup> Population Situation Analysis, Demographic Research Center and UNFPA Moldova, 2016, <https://bit.ly/2jIOA5U>

<sup>2</sup> National Bureau of Statistics, Ageing factor of population, as of January 1 by Districts/Regions, Years, Area and Sex, <https://bit.ly/2K83tYQ>

<sup>3</sup> Population Situation Analysis, Demographic Research Center and UNFPA Moldova, 2016, <https://bit.ly/2jIOA5U>

European Union countries (33.9 points). In this context, the Republic of Moldova is on the last position compared to the 28 countries in the EU.

To address population ageing, Republic of Moldova has joined in 2002 the Madrid International Plan of Action on Ageing (MIPAA) and the Regional Implementation Strategy, committing<sup>4</sup> to take measures that will respond to the demographic ageing challenges and mainstream ageing into the national policies. To respond to these challenges, the Government of the Republic of Moldova has approved in December 2017 a new Action Plan on Active Aging for 2018-2021, setting as one of the priorities to *“Provide the possibility for labour markets to respond to the social and economic consequences of population aging”*<sup>5</sup>.

The purpose of the Action Plan on Ageing is to effectively manage the problems of aging, to build the premises for further adaptation to a society with a larger share of the older people, to achieve the objectives of managing the problems of aging and to establish priority actions regarding the implementation of the Program for the Integration of Aging Problems into Policies. At the same time, the implementation of the Action Plan will contribute to raising the awareness of the whole society on the problems and needs of older people, with particular emphasis on the need to become aware of the fact that an aging society requires preparation for such conditions, conceptualization and reorientation of future plans for the population. The actions included in the Plan opt for an approach to a sensitive policy towards the older people and emphasizes the need to promote measures to extend the participation of the older people to social and economic life.

United Nations in Moldova in the framework of the UN Partnership Framework for Sustainable Development 2018 – 2022 signed with the Government of the Republic of Moldova committed to support *“the people of Moldova, in particular the most vulnerable, demand and benefit from gender-sensitive and human rights-based, inclusive, effective and equitable education, health and social policies and service”*<sup>6</sup>. As part of this, UNFPA and UNDESA agreed to provide further support to the Ministry of Health, Labour and Social Protection for implementation of the Action Plan on Active Ageing 2018 – 2021 to improve the wellbeing and intergenerational solidarity for an inclusive society.

To support the Government in the implementation of the Action Plan on Active Ageing 2018 – 2021, UNFPA and UNDESA will recruit a **full-time** National Consultant that will support the Ministry of Health, Labour and Social Protection in achieving of annual targets of the Action Plan, by providing daily policy advice on ageing at national and local level and carrying-out Work Plan’s activities.

## 2. Purpose

UNFPA and UNDESA are looking for a **full-time** National Consultant strengthening implementation mechanism of ageing policies at national and local level by carrying-out policy measures incorporated into Action Plan on Active Ageing 2018 – 2021 and, in partnership with the Ministry of Health, Labour and Social Protection, ensuring that annual targets are met.

## 3. Objectives

The consultant will perform daily work jointly with the Ministry of Health, Labour and Social Protection and has to achieve the following objectives:

1. Carrying-out policy support programme for integration of ageing into public policies at national (at least 2 ministries) and local level (at least 5 Local Public Authorities).

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<sup>4</sup> Government Decision No 406 of 2 June 2014 approving the Program for Mainstreaming Ageing <https://bit.ly/2KP8ruv>

<sup>5</sup> Ibidem

<sup>6</sup> Outcome 4 of the UNPFSD 2018 – 2022

2. Provide methodological support to at least 10 Local Public Authorities (rayonal and local) for testing special measures of consulting older women and men in decision making process.
3. Launching and implementation of a national programme on mutual support organizations for older women and men at local level and establishing a network of these organizations.
4. Development of a Volunteering and Intergenerational Programme for Older Women and Men and Young People and scaling it up at local level.
5. Analyse and provide policy scenarios for improving social and health services for older women and men and reduction of the poverty among older people, especially those left behind.
6. Ensure and document effective monitoring progress of the Action Plan on Active Ageing 2018 – 2021 and document good practices, lessons learned and provide specific recommendations in targeting the most vulnerable older women and men through national and local policy interventions.

#### 4. Process and methodology

The activity will be organised based on the objectives of the Action Plan on implementing the principle of active aging (2018-2021). The consultant will analyse international experience, national policy documents and will apply them in the process of developing new policy concepts and realizing the actions. In collaboration with the Ministry of Health, Labour and Social Protection, national consultant will develop the concept of the Program for training and provide methodological support for civil servants from ministries on applying mainstreaming methodology into sectoral policies, will provide methodological support for the local public administration authorities in consultation with the older people and will develop the concept of the volunteer program.

#### 5. Expected outputs / deliverables and timeframe

| Deliverables per Objective  | Timeline                          | Estimated number of working days |
|---|-----------------------------------|----------------------------------|
| <b>Objective 1: Carrying-out policy support programme for integration of ageing into public policies at national (at least 2 ministries) and local level (at least 5 Local Public Authorities).</b>       |                                   |                                  |
| Two trainings (one day each) are organized and conducted for representatives of at least 2 ministries on applying methodology on mainstreaming ageing into sectorial policies.                            | By 25 <sup>th</sup> June 2018     | 6                                |
| At least 3 sectoral public policies are age-mainstreamed, based on the previously developed methodology   | By 20 <sup>th</sup> December 2018 | 20                               |
| Concept on pilot program to integrate the aging perspective at the local level is developed   | By 15 <sup>th</sup> June 2018     | 4                                |
| Concept is consulted and validated by MHLSP, UNFPA and Congress of Local Authorities from Moldova   | By 22 <sup>th</sup> June 2018     | 3                                |
| 5 local public administration authorities are selected and responsible for integrating elderly's perspective are designated   | 1 <sup>st</sup> July 2018         | 7                                |
| Support is provided for 5 local public administration authorities in developing strategies for integrating older people's perspective at the local level  | By 25 <sup>th</sup> November 2018 | 20                               |
| <b>Objective 2: Provide methodological support to at least 10 Local Public Authorities (rayonal and local) for testing special measures of consulting older women and men in decision making process.</b> |                                   |                                  |
| Concept on consultation of the older people at local level is develop and consulted with MHLSP and UNFPA  | By 2 <sup>th</sup> August 2018    | 4                                |

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| At least 10 local public administration authorities of the first and second levels are selected to apply special measures for consultation of the older people  | By 9 <sup>th</sup> August 2018     | 8  |
| 3 trainings (2 days each) for Local Public Authorities on consulting older people at the local level are organized and conducted  | By 7 <sup>th</sup> September 2018  | 12 |
| <b>Objective 3:</b> Launching and implementation of a national programme on mutual support organizations for older women and men at local level, based on HealpAge International' experience, and establishing a network of these organizations.  |                                    |    |
| Concept on national training program for community mobilizers is developed and consulted with MHLSP, UNFPA and HealpAge International   | By 15 <sup>th</sup> June 2018      | 4  |
| 35 people responsible for mobilizing the community within the local public administration authorities are delegated   | By 1 <sup>st</sup> July 2018       | 5  |
| Methodological support for community mobilizers is provided in the creation of older people self-help groups  | By 15 <sup>th</sup> August 2018    | 15 |
| National network of mutual help organizations for the old people is created   | By 30 <sup>th</sup> October 2018   | 5  |
| <b>Objective 4:</b> Development of a Volunteering and Intergenerational Programme for Older Women and Men and Young People and scaling it up at local level.  |                                    |    |
| Concept of the volunteer program is developed, consulted and validated with key stakeholders and presented to the MHLSP and UNFPA   | By 15 <sup>th</sup> June 2018      | 4  |
| Elderly volunteers are selected   | By 15 <sup>th</sup> July 2018      | 7  |
| 5 Trainings (one day each) for implementation of the volunteer program  | By 1 <sup>st</sup> October 2018    | 13 |
| <b>Objective 5:</b> Analyse and provide policy scenarios for improving social and health services for older women and men and reduction of the poverty among older people, especially those left behind.  |                                    |    |
| Analytical study on improving social and health services for older women and men developed, consulted and validated with key stakeholders   | By 25 <sup>th</sup> September 2018 | 15 |
| Policy proposal based on the findings of the study are developed  | By 25 <sup>th</sup> November 2018  | 10 |
| <b>Objective 6:</b> Ensure and document effective monitoring progress of the Action Plan on Active Ageing 2018 – 2021 and document good practices, lessons learned and provide specific recommendations in targeting the most vulnerable older women and men through national and local policy interventions. |                                    |    |
| The results and positive practices were identified and documented   | By 20 <sup>th</sup> December 2018  | 3  |
| Annual Report on the implementation progress of the Action Plan on Active Ageing for 2018 is developed  | By 25 <sup>th</sup> December 2018  | 5  |
| Final Report on the key results of the assignment developed and approved  | By 31 <sup>st</sup> December 2018  | 3  |

All deliverables will be drafted in Romanian and in English or Russian.

## 6. Expected travel

The consultant is expected to travel across the country, as needed. All costs for travel may be covered by the Ministry of Health, Labour and Social Protection.

## 7. Supervisory arrangements:

The national consultant will work under overall guidance of UNDESA, the Ministry of Labour, Social Protection and UNFPA.

## 8. Schedule of payment

The consultant will be paid on quarterly basis, based on deliverables.

## 9. Qualifications and competencies

The following qualification criteria will be applied during the selection of the National Consultant:

### Academic Qualifications:

- University degree in Social Policies, Public Policies, Economics, public administration, international development and/or other related science.
- Other formal education relevant for the assignment (such as training in Human Rights Based Approach, Results Based Management or Monitoring and Evaluation) is an asset.

### Years of Experience:

- At least 5 years of relevant **professional experience** in monitoring and evaluation, public policy and impact assessments.
- Previous experience of **collaboration with Government of Moldova in developing sectorial policies**, especially demographic ageing, in particular State Chancellery, National Commission on Population and Development and Ministry of Health, Labour and Social Protection.
- Experience of **work with development partners**, in particular UN/UNFPA (successful experience in working with UN agencies is an asset).
- Experience in organization, moderation and or facilitation of **participatory** team-works, joint researches, national/local level consultations, trainings.

### Languages:

- Fluency in Romanian and English is required. Knowledge of Russian is an asset.

## 10. Application process

Interested candidates must submit by 23<sup>rd</sup> May 2018 to [jobs.moldova@unfpa.org](mailto:jobs.moldova@unfpa.org) the following documents/information to demonstrate their qualifications:

- **P11** including past experience in similar assignments and at least 3 references, and, optionally, the CV.
- **Cover letter** with proposed approach.
- **Fee per day** (in USD), for indicative purpose only. The fee per day would be established based on the requirements in the ToR (specific years of experience).

Please note that the selected consultant will be asked to submit a series of documents (health statement, certification of health insurance; passport, security certificates etc.) before starting their assignment.

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| Signature of Head of Requesting Officer in Hiring Office:<br><br>_____<br><b>Mr. Eduard Mihalas</b> , UNFPA Programme Analyst on Population & Development<br><br>Date: | Signature of Approving Officer:<br><br>_____<br><b>Ms. Natalia Plugaru</b><br>UNFPA Assistant Representative<br><br>Date: |
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