



TERMS OF REFERENCE

FOR THE SHORT-TERM CONSULTANCY CONTRACT

1. Nature of the consultancy: To map out the processes for citizens of Georgia to legally work in France including (i) sequences in process of legal immigration/employment in France; (ii) documents required at each step; (iii) institutions responsible at each step; (iv) expected length of each stage of process.

2. Objective of the research: Make available in a clear, practical and detailed manner, information relevant to temporary and circular labour migration and employment of Georgian citizens in France, contributing to the effective implementation of the Agreement between the Government of Georgia and the Government of the Republic of France on "Residence and Circular Migration of Qualified Specialists".

IOM Project to which the consultancy is contributing - "Sustaining Border Management and Migration Governance in Georgia (SBMMG)"

IOM Georgia in coordination with the IOM office in France will organize research to study the country-specific legislative frameworks for operationalizing labour mobility as well as assess current and anticipated future skills shortages per economic sector and skill levels in order to have a firm basis for matching anticipated labour demand in the destination countries vis-a-vis available and anticipated supply in Georgia. The findings of those surveys will support the Georgian authorities in developing targeted modalities for bilateral cooperation with France and will also guide the process of developing information and training materials for the partner agencies in Georgia.

3. Tasks to be performed under the contract

- a) Review of the immigration regulations and employment of third country nationals in France
- b) Detailed mapping of processes for entry/employment of foreign labor force in France
Identify respective authorities in the field of the temporary labor migration management in France (immigration authorities, employment offices, Ministry of labor, private recruitment agencies etc.), their competencies and roles within the labor migration field
- c) Desk analysis of current and anticipated demand on labour force at the national labor market in France: deficit and professions/skills in continuous demand, sectors of economy and regions of France most requiring labor force, particularly in the professions as defined by the respective agreement between France and Georgia.
- d) Professions/skills in demand requiring foreign labour force (per identified employer)
- e) Minimum requirements of work contracts for foreign workers in France ; minimum and/or average national salary in France; taxes to be paid; average costs of living in France.
- f) The procedures as related to labor migrants' medical insurance and residence permit issuance.

In close coordination with the IOM offices in Georgia and France, the consultant will develop methodological tools/interview questionnaire(s) for the interviews with relevant stakeholders - employers, Ministry of Labor, Interior and other major stakeholders to be identified and contacted

Mission to Georgia:

during the survey in France. The comprehensive list of the stakeholder agencies to be visited for the interviews will be defined at an earlier stage agreed with the IOM offices in both locations.

The draft report providing short analysis of the above issues and specific information on the professions/skills demand should be provided to IOM Georgia for validation and endorsement.

4. Tangible and measurable outputs of the work assignment, realistic delivery dates and details as to how the work must be delivered:

Final report with: (i) mapping of process for Georgians to legally access employment in France; (ii) labour market analysis to determine areas where Georgians would have a competitive advantage to secure employment in France

The Report with recommendations developed in Georgian and/or in English language **to be submitted to IOM by 9 September 2019 in final draft format.**

5. Performance indicators for evaluation of results

- Agreement reached on the Survey Design, Methodology and Work Plan
- The survey design fully reflects the important areas as listed above and areas/topics to be surveyed
- Final draft report prepared and presented in due time as indicated above.

6. Baseline measurement

The agreement between France and Georgia but with limited knowledge that is required for its effective and practical implementation.

7. Target:

Securing of information for GoG and private recruiters in Georgia to effectively implement the Agreement.

For the selection process the interested experts should submit the following:

- CV with the details of experience in participation or organization of similar studies and analytical skills
- General outline of the survey (suggested geography -selective approach, major urban areas, other, ways of collecting information, main institutions to meet etc.)

Note: High proficiency in spoken and written French (can be a native speaker), living in France is required. Good report writing skills in English and/or Georgian is a strong asset.

The complete application package should be send to the following email : [nkvisiani@iom.int](mailto:nkvitsiani@iom.int) of the International Organization for Migration (IOM), UN Migration Agency, Mission to Georgia: **before 5 July, 2019, 16 p.m. Georgian time**