

1. Background/Project description

The global programme Shaping Development-Oriented Migration (MEG), commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and executed by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, is a pivotal initiative in the realm of migration and development. Its primary aim is to empower partner countries to harness the benefits of regular migration while actively engaging diaspora communities to drive sustainable development.

The core objective of the project is to provide support to key actors in partner countries, enabling them to make gender-responsive contributions toward the effective implementation of the Global Compact for Safe, Orderly, and Regular Migration (GCM). This commitment underscores dedication to creating migration policies that align with international standards, emphasizing human rights and gender equality.

Programme approaches

The Programme employs a multifaceted approach to achieve its objectives:

- **Shaping Migration Policy:** We collaborate closely with partner countries as they formulate migration policies that align with the principles of the GCM, ensuring the safe and orderly movement of people and the protection of migrant rights.
- **Gender Equality and Policy Coherence:** We promote policy coherence, emphasizing gender equality through an intersectional lens, and actively collaborate with civil society actors. These aspects are pivotal in achieving a harmonious and inclusive approach to migration and development.
- **Diaspora Engagement:** Project seeks to encourage investment, knowledge exchange, and innovation in partner countries by engaging with the diaspora residing in Germany. This dynamic connection offers a unique avenue for supporting sustainable development in countries of origin.

Fields of Action:

The Programme operates within four core fields of action, each essential to the success of our mission:

1. Regular Migration:

- *Guidance to Political Partners:* Offering guidance to political partners on regular migration, ensuring alignment with international standards.
- *Training for Labour Inspectors:* Conducting training programs for labour inspectors to raise awareness of precarious working conditions.
- *Ethical Recruitment:* Implementing measures to ensure ethical and fair recruitment standards in partner countries.

2. Diaspora Cooperation:

- *Diaspora Experts:* Supporting migrants from selected partner countries residing in Germany to contribute voluntarily to development in their countries of origin. This includes advice on engagement, training in knowledge exchange methods, networking events, expense coverage and on-site support.

- *Diaspora Organizations*: Providing support for projects initiated by diaspora organizations aimed at promoting development in their countries of origin. This support includes subsidies, application guidance, planning assistance, networking events and training.
- *Business Ideas for Development*:¹ Supporting business founders in leveraging their expertise gained in Germany to benefit their countries of origin. This support includes individual coaching on creating and implementing business plans, financing for start-up preparations, and networking opportunities with potential partners, business networks, and start-up centers.

3. Mitigating Precarious Working Conditions - Enhancing the Protection of Migrants:

- *Strengthening the Capacities of State Actors*: Supporting partners in strengthening the capacities of state actors to protect the rights of migrant workers, particularly in the context of global care chains, such as women in precarious working conditions and children affected by care gaps.
- *Supporting CSOs*: Offering financial and technical support to Civil Society Organizations (CSOs) that work to protect the rights of migrant workers and their families.
- *Regional Exchange*: Organizing regional exchanges to promote peer learning and enhance the protection and agency of migrants in vulnerable situations.

4. Multilateral Cooperation:² Strengthening International Cooperation for Safe, Orderly, and Regular Migration:

- *Supporting International Organizations*: Collaborating with international organizations, such as the IOM (International Organization for Migration), to set up the Global Data Institute.
- *Funding Support*: Contributing to the Migration Multi-Partner Trust Fund to aid in international migration efforts.
- *Good Practice Documentation*: Assisting partner countries in documenting and sharing good practices to promote safe, orderly, and regular migration at the international level.

2. Context

Migration is a global phenomenon contributing remarkably to the development of socioeconomy in both the countries of origin and destination. The United Nations (UN) and the International Labour Organization (ILO) estimated in 2019 that globally 169 million people were international migrant workers, in which women account for nearly 41,5%³.

Labour migration often brings a wide range of benefits, namely provision of skilled labour in destination countries and diaspora's support through volunteer activities, business engagement, remittances and investment. On the other hand, there are some risks associated with migration

¹ Note: This component is not being implemented in Georgia.

² Note: This entire field of action is also not being implemented in Georgia.

³ https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_808935.pdf

such as social isolation, precarious work, discrimination, forced labour and exploitation, sexual abuse and violence.

According to the Global Compact for Safe, Orderly and Regular Migration (GCM), regular migration can have significant effects if migrants are provided with sufficient and accurate information on international and national standards, ensuring the protection of human rights and the provision of effective linkage to national employment policies are available. In line with the objectives of the GCM, German Development Cooperation focuses on supporting development-oriented migration, ensuring opportunity creation for both - migrants in countries of origin and destination. A specific focus is on the empowerment of migrant women, their children left behind and families.

3. Scope of Work:

The service in this ToR (Terms of reference) refers especially to the field of action 3 (mitigating precarious situations and enhancing the protection of migrants).

Context of the field of action 3 “Mitigating precarious situations and enhancing the protection and empowerment of migrants, particularly in the context of global care chains, such as women in precarious working conditions and children affected by care gaps”:

Migrants can be exposed to various types of risks. Those are unregulated employment, precarious working conditions without access to social security, occupational health, safety and labour rights. This is particularly true of the care sector, especially for women who migrate from low and middle-income countries to do paid care work and domestic work in countries with higher socio-economic status.

Even regular migrant workers who work in the domestic or care sector might be vulnerable to exploitation and abuse, as they are highly dependent on recruiters and employers, work in isolation and lack social networks. The resulting global care chains (GCC) often lead to care gaps in the families left behind, affecting children and youth as well as the elderly in need of care.

The phenomenon of left-behind children (LBC), resulting from the migration of parents for work, is a complex yet often overlooked aspect of global migration patterns. In Georgia, where nearly 40% of children reside in families with at least one member labouring abroad⁴, the implications of this trend are profound and multifaceted. Despite its prevalence, our understanding of the experiences and needs of these children remains limited.

Existing studies and limited evidence shed light on the challenges faced by LBC in Georgia⁵. They endure a myriad of socio-economic consequences, from unmet basic needs such as nutrition and healthcare to profound emotional and psychological distress. The absence of parental guidance and support can exacerbate feelings of loneliness and vulnerability, contributing to elevated risks of depression, anxiety, and even suicidal ideation among these children.

Moreover, the circumstances surrounding the migration—whether it is legal, the duration of separation, and the quality of communication with the absent parent—significantly shape the well-being of LBC. Factors such as the identity and competence of caregivers, as well as the suitability of the living environment, further influence their experiences.

⁴ Cebotari, V., Siegel, M., & Mazzucato, V. (2018). Migration and child health in Moldova and Georgia. Comparative migration studies, 6(1), 3. <https://doi.org/10.1186/s40878-017-0068-9>

⁵ Topuria M., Chanishvili Kh., Young Pedagogues' Union" (2022). „The impact of labor migration of parents on the upbringing and development factors of their minor children“ (88-91).

Despite these stark realities, our knowledge of the exact number, demographics, geographical distribution and specific needs of LBC in Georgia remains fragmented. Limited surveys provide only glimpses into their lives, leaving critical gaps in our understanding of this vulnerable population. Without comprehensive data, efforts to address their rights and well-being are hampered, perpetuating their marginalization and risking long-term harm.

From April 2024 to May 2025 (Phase I) and from July 2025 to May 2026 (Phase II), with the support of GIZ, the partner NGO implemented the projects 1. “Survey and Targeted Capacity Development Initiative on Left-Behind Children (LBC) of Migrants in Georgia” and 2. “Support Left Behind Children in Georgia (UNITE LBC)”.

The studies conducted throughout the project implementation were based on both quantitative and qualitative data, allowing children’s experiences to be analysed not only through statistical indicators but also through their personal stories and the broader social environment in which they live. The findings of both studies confirm that children of migrant parents in Georgia represent a high-risk group whose challenges often remain unnoticed at the policy level.

The combined analysis of the research findings and the practical experience gained through project implementation allowed for a clearer understanding of the key challenges faced by these children, as well as the approaches that may serve as effective models of support in the future.

Given the significance of the results, GIZ recognizes the importance of continued efforts in this area and is planning to launch follow-on project, underlining its urgency and strategic relevance.

Based on above illustrated circumstances, this assignment has one very concrete general approach:

The follow-on project shall integrate a resilient and self-sustaining national protection framework for Left-Behind Children (LBC) within Georgia’s social and educational infrastructure. This phase focuses on integrating the coordination protocols, disseminating professional tools, and psychosocial resources established in earlier phases into the standard operating procedures of local key actors. By bridging the gap between project-based results and permanent practice, the project will ensure that LBC-specific expertise is woven into academic curricula, and multi-sectoral community networks, securing a lasting protective environment for children affected by migration.

The contractor will be responsible for leading the planning, piloting, implementation, and evaluation of activities, each of which is designed to generate long-term, sustainable benefits for the target group (Left-behind Children of the Migrants).

To operationalize the above-described approach and ensure strategic coherence, the contractor will be required to implement the assignment in structured stages. The following sets of milestones, each causally interlinked and building upon the results of the previous one, provide a roadmap for program execution:

First Set of Milestones – Transformation of the Multi-Sectoral Consultative Body into a Sustainable Professional Network

- Evolvement of the informal consultative structures established in Phases I and II into a formalized, self-governing Network for Left-Behind Children (LBC). This milestone aims to consolidate the diverse expertise of civil society, educational institutions, social services, and academia into a permanent collaborative platform. By defining a clear governance model and

membership framework, the project will ensure that the multi-disciplinary coordination required to support children of migrants remains active and independent beyond the project's lifecycle.

Second Set of Milestones – Integration of LBC Curricula into Academia Curricula

- To embed the specialized knowledge and practical tools developed in Phases I and II into the permanent educational and vocational landscape of Georgia. This milestone aims to bridge the gap between project-based research and long-term professional competency by integrating LBC-specific modules into academia curricula (Psychology, Social Work, Education, and Sociology) and ensuring that existing resources are formally adopted by academic and professional stakeholders as standard training materials.

Third Set of Milestones – Capacity building of key local stakeholders

- Development of original, age-appropriate, and context-specific support materials that address the unique psychosocial and communication needs of Left-Behind Children (LBC), their parents working abroad, and their primary caregivers in Georgia.

Fourth Set of Milestones – Direct Support for LBC

- Continuous psychological support and consultation hours by selected psychologists to LBC and their families in pre-selected regions and municipalities.
- Continuous support, supervision and knowledge sharing sessions for selected group of psychologists in pre-selected regions and municipalities.

Fifth Set of Milestones – Awareness Raising

- Development of a comprehensive concept and creative strategy to raise awareness about the challenges and rights of Left-Behind Children (LBC) across Georgia. This includes the production of tailored messaging for the broad public to foster social empathy, reduce marginalization, and highlight the community's role in supporting families affected by migration.

Sixth Set of Milestones – Dissemination of Developed Resources

- Systemic rollout of the specialized LBC frameworks developed in Phases I and II. This involves the strategic distribution of materials to frontline educational and support institutions across Georgia, ensuring these tools are officially adopted as the primary reference for managing migration-related child protection cases.
- Implementation of targeted, "on-the-job" training and peer-to-peer coaching sessions for educators and child support professionals

In pursuit of the outlined assignment objectives, programme is soliciting proposals from **local, in Georgia registered Civil Society Organizations (CSOs) / NGOs** (Non-Entrepreneurial Non-Commercial Legal Entity), possessing substantial expertise, experience and knowledge in addressing the needs of children impacted by parental labour migration.

4. Tasks and deliverables to be performed by the contractor:

4.1. Deliverables relevant for the first Set of Milestones

To be reached until – July 2026

4.1.1 Structural Formalization of the National LBC Network

- Development of the National Network Concept and Governance Framework: Creation of a comprehensive organizational model that defines the network's mission, membership protocols, and leadership structure.
- Establishment of a Strategic Sustainability Mechanism and Coordination Protocols: Design of a long-term roadmap and communication standards to ensure the network remains active and self-governing beyond the project lifecycle.
- Creation of a Multi-Sectoral Service Map: Development of a practical, region-specific database of professionals, NGOs, and support services.

4.2. Deliverables relevant for the second set of milestones

To be reached until – February 2027

4.2.1. Strategic Partnerships and Faculty Capacity Building

- Establishment of cooperation with higher education and vocational institutions to host specialized training programs. This ensures that current faculty members and professional associations are equipped to independently deliver LBC-specific curricula.

4.2.2. Formal Curricula Integration and Resource Accreditation

- The adaptation and adoption of project-generated modules into the core syllabi of Social Work, Psychology, and Education degree programs. This includes the transition of practical guidelines and research findings into teaching materials.

4.3. Deliverables relevant for the third set of milestones

To be reached until – October 2026

4.3.1. Creation and dissemination of user-friendly materials for LBC

- Production of practical, user-friendly manuals and "communication scripts" tailored for LBC, their migrant parents and local care-persons.
- Dissemination of developed resources through partnerships with academia and tailored institutional channels.

4.4. Deliverables relevant for the fourth set of milestones

To be reached until – February 2027

4.4.1. Support for LBC by regional psychologists and psycho-social professionals

- Delivery of consultation hours and psychological support for LBC and their families.

4.2.2. Design and piloting of localized psychological support guidelines

- Continuous development of qualified psychologists and psycho-social professionals to regions.
- Regular supervision for a select group of psychologists to ensure the consistent application of clear protocols, maintaining high ethical and professional standards in psychological support.

4.5. Deliverables relevant for the fifth set of milestones

To be reached until – February 2027

4.5.1. Comprehensive Public Awareness Concept and Creative Strategy

- Development of a strategic public awareness framework and a creative communication strategy, including the execution of specialized, community-based campaigns and information sessions. The contractor shall be responsible for the end-to-end design of the concept and its localized implementation.

4.6. Deliverables relevant for the sixth set of milestones

To be reached until – February 2027

4.6.1. Institutional Dissemination and Localized Adoption of Professional Protocols

- Development and execution of a systematic distribution plan for the materials and resources developed throughout the project cycle. This includes increased spread of these materials for broadening the use by regional educational resource centres and private/public support institutions, to ensure they become reference for migration-related child protection.

1. Interim and Final reports

Final report to be submitted until – February 28, 2027.

Contractor shall provide interim and final written reports in English language, summarizing implementation process and final status quo related to the deliverables foreseen by this ToR. The reports shall on the one hand document the results achieved and on the other hand present challenges encountered. It should include recommendations on further steps and actions.

2. Special provisions

In the **technical offer/implementation plan**, the bidder shall present in a detailed and descriptive manner the approach which will be used for reaching deliverables described under points 4.1., 4.2., 4.3., 4.4., 4.5., and 4.6. Clear timeline and deadline for each result shall be determined and described. Personnel and experts involved, their respective CVs illustrating relevant professional experience and knowledge should be submitted together with the offer.

Please note that the total financial offer for the implementation of all deliverables under this contract shall not exceed a maximum ceiling of 100,000 GEL (inclusive of all applicable taxes and operational costs)

The technical offer/implementation plan of the project, coupled with prior experience of the organisation and involved experts, will be the major assessment criteria for identifying successful bidder.

3. Coordination format among GIZ MEG Programme and contractor

Under this assignment, contractor is obliged to closely coordinate and agree in advance all the activities and measures related to the achievement of under point 4 listed deliverables. The coordination should happen in the format of monthly steering-group meetings (containing of GIZ MEG and contractor representatives) and if necessary, ad-hoc meetings and exchange. In frames of the steering-group meetings, contractor shall shortly report on recent developments and present upcoming activities.

4. Timeline

GIZ shall hire the contractor from **3rd of June 2026 until 28th of February 2027.**

5. Proposal Structure and Assessment Criteria

The bidder shall provide the proposal in response to the subject ToR to include the following components provided below:

1. Short narrative on the bidder and its relevant work;
2. Technical proposal of the bidder, explaining in detail (in form of a work-plan / milestone schedule) how the contractor will ensure timely provision of deliverables (with suggestion of quantitative and qualitative indicators), which are listed in the ToR. **Technical proposal of successful bidder will become integral part of the contract as an addition of this ToR – Corresponding to assessment criterion 1.4.1 and various other criteria from Section One (Assessment of Technical-Methodological Design), namely subsections 1.1, 1.3, 1.5, and 1.6**
3. LBC related experience of the bidder (organisation and involved experts) during last 2 years, including conducted surveys/studies, projects implemented, HCD measures with teachers and caregivers, advocacy on LBC related topics etc. – **corresponding to the assessment criteria 3.1 and subsections from the Section two, namely subsections 2.1., 2.2., and 2.6.**
4. Demonstrated experience of cooperation with relevant actors (International organisations, donors, other CSOs or grassroot organizations, municipalities, preschool caregivers, etc.) - **corresponding to the assessment criteria 1.2.1., 1.2.2.**
5. The Bidder shall be a CSO/NGO (non-entrepreneurial non-commercial legal entity) registered and operating in Georgia for at least five years;

6. Specific qualifications of the experts

Tasks of the team leader

- Overall responsibility for the advisory packages of the contractor (quality and deadlines)
- Coordinating and ensuring communication with GIZ, partners and others involved in the project
- Personnel management, in particular identifying the need for short-term assignments within the available budget, as well as planning and steering assignments and supporting local short-term experts
- Regular reporting in accordance with deadlines

Qualifications of the team leader

- Education/training (2.1.1): University degree (Master's level or equivalent) in social sciences, public policy, education, development studies, or a related field.
- General professional experience (2.1.3): 7 years of professional experience in the civil society, child welfare, education, or migration sector
- Specific professional experience (2.1.4): 5 years of experience in the design and implementation of programmes targeting vulnerable children, migration-affected communities, psychosocial support, or capacity-building for grassroots organizations.

Key Expert 1 – Qualifications

- Education/Training (2.2.1): University degree in social sciences, education, psychology, public policy, or a related field relevant to child rights or community development.
- General Professional Experience (2.2.3): 5 years of professional experience in social development, education, or child-centred programmes.
- Specific Professional Experience (2.2.4): Proven experience working with or supporting grassroots organizations and/or delivering capacity-building interventions related to migration affected children or youth.

Pool of Experts – Collective Qualifications

- Education/Training (2.6.1): The pool of experts should collectively hold academic qualifications in relevant disciplines such as education, psychology, pre-school education, community engagement, or social policy.
- General Professional Experience (2.6.3): Demonstrated 4 years of experience (per each expert) in the following areas is expected within the expert pool:
 - Supporting and mentoring grassroots or community-based organizations;
 - Providing psychosocial or pre-school educational services to LBC;
 - Designing and delivering training programs for educators, civil society, or social service providers;
 - Participating in research or assessment activities related to child well-being;
- Specific Professional Experience (2.6.4): Proven experience of working with pre-school teachers and caregivers, planning advocacy campaigns on LBC related topics, working with grassroot organizations, etc.

Short-term expert pool with minimum 3, maximum 7 members.

For the technical assessment, an average of the qualifications of all specified members of the expert pool is calculated. Please send a CV for each pool member.

Specification of inputs

Fee days	Number of experts	Number of days per expert	Total	Comments
Designation of TL/Team Leader	1	45	45	
Designation of TL/key expert	1	38	38	
<i>Designation of TL/key expert/short-term expert pool</i>	7	-	45	
Other costs	Number	Price	Total	Comments
Flexible remuneration				

Other costs <i>Please explain here in more detail which costs are to be reimbursed, assuming they do not fall under the budget item described above.</i>	1	15000	15000	The budget contains the following costs for For digital content creation, printing materials, transportation, organising events, and/or other logistical matters.
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7. Payment schedule:

- **20%** of the contract value will be transferred to the contractor as an advance payment (expected in May 2026)
- **60%** of the contract value will be transferred to the contractor after accomplishment of deliverables 4.1 and 4.3 listed in chapter 4 of this ToR, with marked due date – July / October 2026 (expected beginning of November 2026)
- Final payment of the remaining **20%** after accomplishment of all remaining deliverables listed in chapter 4 of this ToR and after provision of the final invoice anticipated by 28.02.2027.

8. Requirements on the format of the tender

Please calculate your financial tender based exactly on the parameters specified in Chapter 5 Quantitative requirements. The contractor is not contractually entitled to use up the days, trips, workshops or budgets in full. The number of days, trips and workshops and the budgets will be contractually agreed as maximum limits. The specifications for pricing are defined in the price schedule.

9. Data Protection

The performance of the contract may be associated with the processing of personal data by the contractor, such as (but not limited to) names and contact information and who would alone define the nature of such data and how such processing would be carried out. In such cases, the contractor shall act as an independent DATA CONTROLLER and must alone comply with ALL applicable data protection obligations, including those stemming from regional and local laws. The contractor shall process personal data only when a given goal cannot be reasonably attained without such data. The data protection principles such as lawfulness, data minimization, accuracy, purpose limitation, storage limitation, transparency, integrity and confidentiality, and accountability, as well as the numerous rights of the data subject must be paid due attention. The GIZ is NOT in any way responsible for such processing.

Whenever the contractor executes the instructions of a partner to the GIZ with regard to such processing, the partner shall be the data controller, and the data processing shall be carried out in accordance with the partner's instructions as well as laws and standards to which it is subject.

If the contractor is not subject to the GDPR and the applicable laws do not contain any explanation on the data protection principles and rights mentioned here, the definitions and meanings provided by the GDPR (Regulation (EU) 2016/679) should be considered.