

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 laboring 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, with the support of GIZ, the partner NGO implemented the project “Survey and Targeted Capacity Development Initiative on Left-Behind Children (LBC) of Migrants in Georgia.” The findings from this project highlighted the critical relevance of the issue and the need for sustained attention. As part of the project, a comprehensive survey was conducted in 1,031 out of 1,708 kindergartens, achieving a response rate of 60.8%. The survey aimed to assess the scale, demographic characteristics, psycho-social conditions, and geographical distribution of the target group.

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 continue to build upon the foundational principles, particularly the commitment to inclusive, multi-stakeholder collaboration aimed at addressing the needs of Left-Behind Children (LBC) of Georgian migrants. The current project adopts action-oriented, regionally grounded approach, prioritizing the mobilization of grassroots organizations and local CSOs to pilot concrete, community-based interventions.

The core operational framework of the project shall be rooted in the multi-stakeholder cooperation model, emphasizing the structured collaboration between the contracted CSO/NGO and a broad range of stakeholders, including international partners, local civil society actors, independent oversight bodies, and professional service providers.

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, **where possible and appropriate in tandem with at least two grassroot organisations from the regions of Georgia.** 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 – Institutional coordination and regional engagement

- Establishment of the Coordination Platform – a central coordination and decision-making body to guide the successful implementation of the programme. The platform shall bring together international organizations, donors, local CSOs, Grassroot organizations from the regions, and other interested key stakeholders. This platform shall provide strategic oversight, facilitate cross-stakeholder dialogue, and ensure alignment across all programme components.

Second Set of Milestones – Direct Support for LBC

- Mobilization of regional psychologists and psycho-social professionals to provide direct psychological support and consultation hours to LBC and their families in participating regions.
- Design and piloting of localized psychological support guidelines for child psychologists and educators aimed at standardizing quality, ethics, and effectiveness of child-centered care. A participatory and region-sensitive approach is expected.

Third Set of Milestones – Capacity building of key local stakeholders

- Design and implementation of targeted capacity development initiatives for regional grassroots organizations, civil society service providers, and representatives of the educational sector (including school principals and civic education teachers). These activities aim to enhance participants' understanding of the specific challenges faced by Left-Behind Children (LBC), strengthen their ability to identify needs, and improve their knowledge of support pathways, referral mechanisms, and community-based responses.

Fourth Set of Milestones – Research component

- Implementation of a research component on Left-Behind Children (LBC) in school-age, for identifying their emotional status, challenges and needed supportive measures. The methodology should align with ethical standards.
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Fifth Set of Milestones – Awareness-raising and public engagement

- Activities shall focus on the planning, development, and implementation of awareness-raising and dissemination measures regarding LBC-thematic. The aim is to inform, engage, and mobilize the broader public, professional communities, and relevant stakeholders on the challenges faced by Left-Behind Children (LBC) in Georgia. These efforts should contribute to greater public understanding, reduced stigma, and stronger advocacy for child-sensitive policies and practices.

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 – August 2025 (establishment) / April 2026 (continuous exchange)

4.1.1. Establishment of the Strategic Coordination Platform

- Creation of the platform to bring together international organizations, donors, local CSOs, grassroots organizations from regions, and other stakeholders.
- Facilitation of regular meetings and decision-making processes.

- Development of comprehensive guidelines and standards - outlining goals, roles, and structure of the platform and a plan for advocating LBC issues.

4.2. Deliverables relevant for the second set of milestones

[To be reached until – November 2025 \(guidelines & protocols\) / April 2026 \(consultation hours\)](#)

4.2.1. Mobilization of regional psychologists and psycho-social professionals

- Identification, recruitment, and deployment of qualified psychologists and psycho-social professionals to regions.
- Establishment of clear protocols for providing psychological support, ensuring ethical and professional standards.
- Delivery of consultation hours and psychological support for LBC and their families.

4.2.2. Design and piloting of localized psychological support guidelines

- Development of region-specific psychological support protocols for LBC, with input from local professionals and stakeholders.
- Pilot testing of guidelines in selected regions, including feedback and refinement.
- Delivery of training for local psychologists on the newly developed guidelines.

4.3. Deliverables relevant for the third set of milestones

[To be reached until – November 2025](#)

4.3.1. capacity building of key local actors

- Development of training content and methodology tailored to the specific needs of relevant stakeholders working with or supporting Left-Behind Children (LBC).
- Delivery of structured capacity building sessions, focusing on identification of LBC needs, available support mechanisms, referral pathways, and approaches to psycho-social and educational support.

4.4. Deliverables relevant for the fourth set of milestones

[To be reached until – April 2026](#)

4.4.1. Research component

- Development of a comprehensive research methodology that integrates pre-defined approaches, ensuring ethical standards and contextual sensitivity, particularly in relation to school-age children.
- Creation of research instruments (e.g., questionnaires, focus group guides, data coding frameworks) aligned with the approved methodology.
- Implementation of field research activities, including data collection from relevant stakeholders and communities, ensuring representation across selected regions.
- Data processing, analysis, and interpretation using appropriate analytical tools and frameworks, with a focus on identifying patterns, needs, and regional disparities among school-age LBC.
- Preparation of a detailed analytical report, summarizing key findings, insights, and recommendations for relevant stakeholders, along with suggestions for how the methodology can be replicated or expanded in the future.
- Dissemination of a research comprehensive survey findings, insights and recommendations through suggested formats.

4.5. Deliverables relevant for the fifth set of milestones

[To be reached until – November 2025 \(4.4.2 & 4.4.3\) / April 2026 \(4.4.1\)](#)

4.4.1. Public Communication Initiative on LBC

- Design and implementation of a public-facing communication initiative grounded in the programme's research findings, with tailored messaging and use of digital media formats (e.g. audio-visual materials, visual storytelling tools, and online content) to engage diverse audiences and promote informed dialogue on the realities faced by Left-Behind Children (LBC).

4.4.2. Regional ToT Program for Preschool Educators

- Development and facilitation of a training programme for preschool educators from regional areas, applying a train-the-trainer methodology. Participants of the training are expected to transfer acquired knowledge within their respective professional networks.

4.4.3. Community-Based Awareness and Engagement Sessions

- Planning and delivery of interactive outreach sessions within local communities across different regions, aimed at fostering awareness, encouraging local engagement, and strengthening grassroots understanding of the needs and rights of LBC, as well as available support mechanisms.

5. Interim and Final reports

[Final report to be submitted until – mid Mai 2026](#)

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.

6. 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., and 4.5.. 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.

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.

7. 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.

8. Timeline

GIZ shall hire the contractor from **23rd of June 2025 until 30th of April 2026.**

9. 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 grassroots 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;

10. 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 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.

Fee days	Number of experts	Number of days per expert	Total	Comments
Designation of TL/Team Leader	1	70	70	
Designation of TL/key expert	1	60	60	
<i>Designation of TL/key expert/short-term expert pool</i>	7	-	80	
Other costs	Number	Price	Total	Comments
Flexible remuneration	1	22000	22000	A budget of GEL 22000 is foreseen for flexible remuneration. Please incorporate this budget into the price schedule. Use of the flexible remuneration item requires prior written approval from GIZ.
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	10000	10000	The budget contains the following costs for printing materials, editing or preparing digital/physical contents for the project, events, and/or other logistical matters.

11. Payment schedule:

- **20%** of the contract value will be transferred to the contractor as an advance payment (expected in June 2025)
- **60%** of the contract value will be transferred to the contractor after accomplishment of all deliverables listed in chapter 4 of this ToR, with marked due date – November 2025 (expected beginning of November 2025)
- 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 30.04.2026

12. 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.

13. 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.

14. Additional information

GIZ MEG Programme will cover part of the costs related to the logistics of the events in frames of this assignment (for example: conferences, trainings, working meetings, presentations etc.). Accordingly, these costs should not be included in the calculation and financial offer of the contractor. This includes:

1. Venue for up to 4 x 3-days working meetings outside Tbilisi:
 - Up to 3 days (incl. travel) working meeting outside Tbilisi (with standard overnight accommodation and transfer Tbilisi-venue-Tbilisi)
 - up to 25 participants, standard conference package
2. Venue for up to 4 x 2-days working meeting/ToT outside of Tbilisi:
 - Up to 2 days (incl. travel) working meeting outside of Tbilisi (with standard overnight accommodation and transfer Tbilisi-venue-Tbilisi)
 - up to 25 participants, standard conference package
3. Venue for the presentation in Tbilisi
 - 1 working day in Tbilisi
 - up to 100 participants, standard conference package