



TERMS OF REFERENCE

Vacancy title: Study of National Labour Migration Framework and Labour Market Demands in Finland

Short-Term Consultancy: Study on regulatory and institutional framework on immigration and employment of the third country nationals within the Finnish labour market

Background / Context

A country of significant emigration for the last few decades, in recent years Georgia has faced increasingly complex migration dynamics and diverse evolving trends entailing increased mobility.

According to official statistics, the Georgian population has decreased by 1,7 million in the last three decades due to emigration as well as declining fertility rates.¹ Georgian migrants, with women in the majority (almost 55%),² are seeking better life and self-realization in the destination countries. Lack of employment opportunities, low remuneration, and unstable jobs, along with inadequate social policy and health insecurity, due to prohibitive costs of health insurance and high cost of medical services in Georgia are considered as critical reasons for emigration.

As a result of strong migration pressures or family expectations many of these migrants resort to clandestine work and are exposed to the risks of vulnerabilities associated with irregular stay and undocumented work abroad, including human trafficking, poor labour conditions and exploitative employment, inability to access healthcare and social services.

The potential social, economic and development benefits of migration are also diminished in such contexts. Employment in the informal sector, generally entailing poor job security, low and irregular remuneration, also generates lower remittance flows and provides limited or no opportunity for development of transferable professional skills and knowledge.

Increasingly, the Government of Georgia is interested and sees the regulated temporary, circular labour migration, as an alternative to reducing irregular migration and asylum claims abroad and as a tool for tackling high unemployment in Georgia, contributing to poverty reduction and promoting economic relations between Georgia and countries of destination.

Recently, the Georgian Government has embarked on various initiatives aiming to promote and govern labour migration, including the efforts to cooperate with governments in countries of destination. The bilateral labour agreements concluded with various countries (France, Germany, Bulgaria and Israel) enable the facilitated employment of skilled labour force from Georgia, significantly contributing to better opportunities, remuneration and increased remittance transfers, as well as improving protections for workers' rights.

1 Population decline between two census surveys conducted in 1989 and 2014 by the National Statistics Office of Georgia attributed to migration;
- The decrease in population (up to 800,000 persons) between the 2002 and 2014 census attributed to emigration. The problem is expected to persist. Georgia's population is expected to decline from about 3,711,000 now to 3,490,000 by 2035

- Over 900,000 Georgian nationals are living in different (high and less developed) countries of the world according to the international migrants stocks estimates for 2017 by the Population Division, UN Department of Economic and Social Affairs (UNDESA), Trends in international migrants stock <http://www.un.org/en/development/desa/population/migration/data/estimates2/estimates17.shtml>

² 2014 Population Census

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1. Nature of the consultancy: International Expert to conduct analysis of current regulatory and institutional labour migration and employment framework within Finland

2. Objective of the research: Identify and analyse the current institutional framework on labour migration and employment within Finland focusing specifically on: i. national regulations and procedures on migrant workers employment in Finland; ii. profile of involved institutions, their functions and role in the foreign labour force employment process, ii. employer associations/business confederations and cooperation opportunities with individual businesses/employers in Finland.

3. IOM Project to which the consultancy is contributing: Sustaining Border Management and Migration Governance in Georgia (SBMMG).

4. Tasks to be performed under the contract and timing

1. Develop research plan including:
 - a. detailed outline of the research questions and research methodology;
 - b. questionnaires for interview of different stakeholders (regulators and employers, public employment support services, private recruitment sector, Georgian Embassy in Finland) developed in close coordination with the IOM office in Georgia. The comprehensive list of the stakeholder agencies to be visited for the interviews will be defined at an earlier stage and agreed with IOM.
2. Carry out desk survey of the institutional framework on immigration and employment of third country nationals at the Finnish labor market (immigration and labor authorities, employment services – public and private, procedures of entry, living and employment of foreign labor force in Finland);
3. Carry out interviews with regulators, on the demanded professions (in different qualification and skills levels) at the national labor market in Finland; professions and skills in deficit and regular demand, sectors of economy most requiring the labor force, (by regions of Finland, businesses and professions as possible and indication of specific employers who are or might be interested in hiring Georgian workers and their contact information), types of labor contracts, language requirements, regulations for accommodation of foreign workers etc.
4. Prepare draft research report providing analysis of the above issues and specific information on the professions/skills in demand in Finland and share with IOM Georgia for validation and endorsement.
5. Prepare final research report in English language and share with IOM Georgia for final validation.

5. Performance indicators for evaluation of results

- Timely and qualitative delivery of agreed outline, methodology and reports as per established work plan.
- The survey design fully reflects the important areas as listed above and areas/topics to be surveyed.

6. Tangible and measurable output of the work assignment

- Outline of Research Methodology, incl. Survey Design and Confirmation of agreed Work Plan - provided by 8 August 2021.
- draft report provided for review to IOM Georgia by 15 September 2021.
- Final report focusing on labour market demands (sectors requiring foreign labour, professions/skills in demand, disposition of employers and regulations in Finland on circular labour migration and employment of foreign workforce at the Finnish labour market - provided by 24 September 2021.

7. Duration of Assignment

The consultant will provide the above services within 40 working days, commencing on 2 August 2021 and terminating on 24 September 2021. The tasks can be conducted in Finland or remotely.

8. Required Qualifications:

Education

- i. University degree in research, economics, development economics, or another relevant field.
- ii. Master degree in relevant field is advantageous.

Work experience

- i. Extensive and proven experience in field of research, particularly research design and analysis of labour migration
- ii. Knowledgeable in various research and testing methodologies
- iii. Experience using statistical analysis software
- iv. Perform objective and ethical research at all times
- v. Proven excellence in production of analytical work, both written reports and brief presentations of research;
- vi. Well-versed in communicating and interviewing a wide range of stakeholders (public authorities, private sector, national banks, etc.)
- vii. Proficient in narrative and other various report writing in English language
- viii. Effective communicator, both orally and written

Other

- ix. Work experience within the Scandinavian region is advantageous
- x. Working knowledge of Finnish is advantageous

FOR THE SELECTION PROCESS THE INTERESTED EXPERTS SHALL SUBMIT THE FOLLOWING:

- CV indicating the experience in participation or/and organization of similar studies on Labour migration of third country nationals to the EU (specifically Finland, when available)
- The research methodology outline (research questions, research methodology)
- The Consultancy fee for conducting the survey (in EUR)
- The interested expert shall indicate any additional costs that may arise during the execution of the task.

Note: High proficiency in spoken and written English and good report writing skills is required

The full package of the document should be sent by e-mail to: kberadze@iom.int. In the subject field, please indicate the name of the vacancy.

The deadline for applications is July 23, 2021