Terms of Reference

**Position:** National Research Company / Research Partner (NRP)  
**Project Title:** Enabling Actions to Address Challenges of Environmental Migration in Georgia  
**Location:** Georgia  
**Duration:** TBD (based on agreed work plan with International Consultant and IOM)

**1. Background and Context**

Climate change is one of the most pressing challenges of the 21st century, affecting human lives and livelihoods in multiple ways. Among the various impacts of climate change, human mobility is a complex and multidimensional phenomenon that requires a holistic and cross-sectoral approach. Environmental migration refers to the movement of people within or across borders as a result of the adverse effects of climate change, such as sea-level rise, droughts, floods, storms, and desertification.

Environmental migration is already a reality in Georgia. As an example, according to the Internal Displacement Monitoring Centre, Georgia had 39,000[[1]](#footnote-1) people living in internal displacement due to disasters induced by climatic hazards at the end of 2023. These displacements have serious implications for the human rights, dignity, and well-being of the affected people, as well as for the social, economic, and environmental development of the country. By 2025 according to the unified electronic data basis on ecomigrants, there are around 12,300 families of ecomigrants (i.e. 42,000 individuals) in Georgia, with 5,626 families already resettled.

Environmental migration has different impacts on men and women, depending on their roles, responsibilities, and capacities in society. Women are often more exposed and vulnerable to the effects of disasters due to their limited access to resources, information, and decision-making, their higher dependence on natural resources for livelihoods, and greater caregiving responsibilities. However, women are also agents of change with valuable knowledge and capacities that contribute to resilience.

The Government of Georgia has made important progress in improving migration governance. However, the Migration Strategy of Georgia 2021-2030 does not explicitly acknowledge the migration, environment, and climate change nexus. This underscores the need for a holistic approach that better assesses the national context and reflects complexities of the interlinkages between migration, environment, and climate change in policies.

To address this, IOM launched a project on "Enabling Actions to Address Challenges of Environmental Migration in Georgia" to strengthen the evidence base on human mobility in the context of environmental degradation and climate change. The project will support the collection and analysis of data and evidence, as well as development and dissemination of good practices and policy recommendations for further mainstreaming into the Migration Strategy of Georgia and respective policy documents of the country.

**2. Purpose of the Assignment**

The National Research Partner (NRP) will be hired to support an International Consultant (IC) – who has expertise in addressing migration, environment, and climate change nexus. The NRP will implement a case study on environmental migration in Georgia, support data collection and analysis, and contribute to the development of a report with actionable recommendations to inform policy and programming.

**3. Scope of Work and Responsibilities**

Under the direct supervision of the IOM Programme Manager and in close cooperation with the International Consultant (IC), the National Research Partner (NRP) will:

* Support the IC in developing the research design and tools (e.g., sampling plan, household lists, survey questionnaires, interview guidelines, etc.) in coordination with IOM. The IC will take the lead in developing research design and relevant research tools. The NRP will review these documents and share their input with the IC.
* Participate in a 2-day capacity-building workshop, which will be led by the IC and IOM, for national stakeholders and the research team, focusing on research methodology on the migration, environment, and climate change nexus.
* Organize and deliver a 2-day training workshop for enumerators on data collection tools and procedures, based on materials developed in collaboration with the IC.
* Conduct data collection in the field using the agreed methodology, ensuring adherence to ethical research standards and IOM Data Protection Principles.
* Clean data under the technical guidance of the IC.
* Analyse the data. The NRP will take the lead in analysing the data under the supervision and guidance of the IC.
* Assist the IC in drafting and co-authoring the country-specific findings report (in English), aligned with IOM style and referencing standards. The IC will take the lead in drafting this report. This process will also serve as a capacity-building opportunity for the NRP.
* Translate collected key global good practices and lessons learned into actionable, context-specific recommendations.
* Provide regular updates on progress to the IOM Programme Management Team and participate in working group or stakeholder meetings as requested.
* Prepare an information sheet (maximum 6-8 pages) to present the main findings and recommendations of the case study. This information sheet will be based on the case study report.

**4. Deliverables**

Below is the detailed deliverables table outlining the expected outputs, their descriptions, and estimated timelines. Final deadlines (TBC) will be agreed upon with the International Consultant and IOM Programme Management Team:

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| --- | --- | --- | --- |
| No. | Deliverable Title | Description | Deadline (TBC) |
| 1 | Input to the research design and tools | Supported the development of sampling plan, household lists, survey questionnaires, interview guidlines, etc. | 1 Oct 2025 |
| 2 | Enumerator training workshop | Organized and delivered a 2-day workshop for enumerators; developed and submitted training materials. | 2-3 October 2025 |
| 3 | Collected and cleaned data | Data collected and cleaned analyzed in accordance with the agreed methodology and ethical standards. | 10 October-05 November 2025 |
| 4 | Analysed data | Data analyzed in accordance with the agreed methodology. | 10 December 2025 |
| 5 | Draft case study report | Support in preparation of the draft and final report. | 15 Jan 2026 |
| 6 | Information sheet (6–8 pages) | Presented major findings and recommendations for stakeholder use in an information sheet (English). | 23 Jan 2026 |

**5. Performance Indicators**

* Timely submission of all deliverables with acceptable quality.
* Effective coordination and collaboration with IC and IOM.
* Compliance with data protection and ethical research standards.

**6. Experience and Qualifications Required**

**Institutional Eligibility:**

* Legally registered research company/ think tank in Georgia with at least 5 years of operational experience.
* Demonstrated experience of conducting research for international organizations, UN agencies, or development partners.
* Capacity to assign a qualified team, including a team lead and enumerators.

**Technical Experience:**

* Proven experience in qualitative and quantitative research, including tool design, data collection, and data analysis.
* Demonstrated experience in publishing in peer-reviewed journals or being commissioned by government entities, UN agencies, or development partners to develop reports on topics relevant to this assignment.
* At least two prior assignments involving fieldwork in climate-vulnerable regions of Georgia.
* Demonstrated experience in conducting gender-sensitive research.
* Previous experience in migration-related research will be a strong asset.
* Familiarity with topics such as migration, climate change, displacement, or disaster risk will be an advantage.

**Human Resources:**

* Team leader:
* Master’s degree in social sciences, migration studies, environmental studies, or related field.
* At least 7 years of experience in leading research projects.
* Demonstrated experience in sampling and designing surveys.
* Strong communication skills in Georgian and working knowledge of English.
* Other team members:
* Three to five years of experience in research projects.
* Demonstrated experience in sampling and designing surveys.
* Demonstrated experience in GIS will be an advantage.

**Language and Reporting:**

* Ability to prepare reports and research outputs in English and Georgian.
* Familiarity with donor reporting requirements preferred.

**Other Competencies:**

* Ability to meet deadlines and manage multi-phase assignments.
* Adherence to data protection standards and ethical research practices.

**7. Travel Requirements**

* Travel may be required for field data collection; costs should be included in the budget.

**8. Values and Core Competencies**

**Values:**

* Inclusion and Respect for Diversity: Demonstrates respect and sensitivity toward cultural, religious, gender, and other forms of diversity. Promotes equitable participation and creates an inclusive working environment where all contributions are valued.
* Integrity and Transparency: Adheres to high ethical principles, organizational rules, and standards of conduct. Acts with honesty, fairness, and openness in all professional dealings.
* Professionalism: Delivers work of high quality with competence and commitment. Exercises sound judgment, remains composed under pressure, and is committed to achieving results that meet the highest professional standards.

**Core Competencies:**

* Teamwork and Collaboration: Builds effective working relationships across different teams and stakeholders. Actively contributes to joint initiatives and fosters a cooperative and harmonious working environment.
* Delivering Quality Results: Produces accurate, timely, and high-quality outputs, consistently meeting or exceeding expectations. Maintains focus on agreed objectives and delivers in line with set timelines.
* Knowledge Sharing and Innovation: Actively seeks opportunities to learn, share insights, and contribute to institutional knowledge. Encourages innovative approaches and adapts best practices to improve outcomes.
* Accountability: Takes ownership for decisions, actions, and results. Ensures transparency in processes, accepts responsibility for assigned tasks, and upholds organizational priorities.
* Clear and Respectful Communication: Communicates effectively, both orally and in writing, adapting messages to different audiences. Listens actively, fosters mutual understanding, and addresses conflicts constructively.

**Note: IOM is an equal opportunity organization. Research companies and experts from diverse backgrounds, including those with proven experience in gender and migration, are strongly encouraged to apply.**

1. IDMC [GRID](https://efaidnbmnnnibpcajpcglclefindmkaj/https:/api.internal-displacement.org/sites/default/files/publications/documents/IDMC-GRID-2024-Global-Report-on-Internal-Displacement.pdf?_gl=1*185tkf0*_ga*NDg5MDU4MDQzLjE3NDUzMTkzNTQ.*_ga_PKVS5L6N8V*czE3NTU3NjU5MzEkbzMkZzEkdDE3NTU3NjcyNjQkajYwJGwwJGgw) 2024, p. 65. [↑](#footnote-ref-1)