
General outline of the survey

I. Methodological approach and way of collecting information

I.1. Desk review

I.1.i. Detailed analysis of legislations and regulations

- ◆ Analysis of the normative framework of the 12th of November 2013 French-Georgian Bilateral Labor Agreement (FGBLA) (TCA 2013-113) and of the legislation adopted on the 3rd of December 2018 authorizing the approbation of the FGBLA (LOI n° 2018-1068).
- ◆ Overview of worldwide Bilateral Labor Agreements (BLAs).
- ◆ Review of the 14 existing BLAs between France and countries of emigration that are already implemented.

→ Comparative highlights will be made with the 7 BLAs that are close to the French-Georgian BLA (with Macedonia, Montenegro, Russia, Serbia, Bosnia and Herzegovina, Mauritius and Lebanon).

I.1.ii. Review of various reports and academic articles evaluating existing BLAs' implementation

- ◆ Identification of good practices.
- ◆ Identification of obstacles revealed in regard to the effectiveness of the said agreements in providing employment opportunities to foreigners and meeting the needs of destination states.
 - Distinction between:
 - Obstacles due to the French legislative/administrative shortcoming;
 - Obstacles due to the social practices of technical staff;
 - Obstacles due to the lack of information.
- ◆ Main issues to be investigated: identification of the practical implications of the law.

→ Do BLAs and FGBLA bring actual opportunities and rights exceeding existing legislation regarding foreigners' labor and rights to legally reside in France?

I.1.iii. Desk research on economic and demographic trends concerning labor market in France

- ◆ Collection of statistics and background data useful to the following steps of the survey.
 - Identification of the main geographic areas to be investigated.

- Identification of the main sectors in demand of labor force.
- Identification of the main professional bodies to contact.
- Comparison of main sectors in demand to the ones that are listed in the FGBLA.

Main source of information: National institutes for statistics and demography (INSEE and INED)

I.1.iv. Assessing current situation of foreign employment and Georgian labor migration in France

- ◆ Mapping of the administrative process to work legally in France.
- ◆ Identification of sectors in demand of foreign labor force and/or willing to employ foreigners.
- ◆ Investigation of existing statistics on Georgian citizens working legally and illegally in France.
 - Assessing to which extent the current situation of Georgian employment meets the areas and the professions listed in the Agreement.
 - Investigating whether illegal employment of Georgian citizens meets the areas and the professions listed in the Agreement and if there would a way to legalize some workers.
 - Assessing if some sectors listed in the Agreement and/or in demand of work force are neglected by Georgian citizens due to the lack of information and/or configuration of migratory networks.

Main source of information: Department of statistics, studies and documentations (DSED - Département des statistiques, des études et de la documentation) under the General direction of foreigners in France (DGEF - Direction générale des étrangers en France, body of the Interior Ministry).

I.2. Qualitative approach

I.2.i. Exploratory interviews with selected informants

Non-structured interviews with migrants, professionals and members of NGOs in order to draw a picture of the main issues and questions to be addressed during the subsequent interviews.

I.2.ii. Semi-structured interviews with key stakeholders

Immigration policy officials, labor policy officials, technical staff of the main institutions involved, recruitment agencies' managers, professional organizations' representatives (see the detailed list in the section III.).

- ◆ Collecting practical information on the process of recruitment and work-residency permit issuing.
- ◆ Beyond the practical information, designing of a proper interview grid in order to:
 - Gain insights of the direction and policy of the French key stakeholders;
 - Obtain information on social representations and practices.
- ◆ Main issue to be addressed:

→ **Assessing usual practices of public and private institutions involved in foreign employment and assessing whether there are gaps between the normative/administrative**

framework and the actual process occurring until the residence permit for work is delivered.

I.2.iii. In-depth interviews with lawyers and civil society members (NGOs)

- ◆ Gaining insights on the main barriers faced currently by Georgian citizen in accessing to the employment.
- ◆ Get predicational views on the main barriers to the effective implementation of the FGBLA.

I.2.iv. Organization of focus groups with Georgian migrants working in various sectors

- ◆ 4 focus groups per each type of activity:
 - High skilled migrants;
 - Low skilled migrants;
 - Migrants working illegally;
 - Unemployed migrants;
- ◆ Identification of the information gaps faced by Georgian migrants in France.
- ◆ Identification of the main inter-cultural misunderstandings faced by Georgian migrants related to acquiring legal residency permit, for accessing to legal employment, and further inter-cultural issues within work environment.
- ◆ Identification of migrants' rights possible violations/labor rights violations.

II. Geographical areas to be investigated

II.1. Location of the main institutions and key stakeholders

II.1.i. Paris and its suburb (also relevant for section II.2)

II.1.ii. Loire-Atlantique district (Région Loire-Atlantique)

More specifically, Nantes and Rezé where 40% of the General Directorate of foreigners in France (DGEF – Direction générale des étrangers en France, Interior Ministry) staff is implemented.

II.2. Location of professional bodies, local institutions and recruitment agencies

II.2.i. Marseilles urban area

Marseilles is the second city of France, despite the high proportion of unemployment and poverty, Marseilles presents a high development potential, especially within tourism industry and construction industry, both sectors listed in the FGBLA.

II.2.ii. Lyon and/or Toulouse urban area

These towns and their areas had a recent rapid economic development along with strong demand in labor force, especially within aerospace industry (for Toulouse) with major needs for engineers, technicians and logisticians.

NB: These are provisional suggestion that could be amended after the desk research on French labor market.

III. Main institutions to meet and informants to interview

III.1. Public institutions at the ministries level

III.1.i. Interior Ministry agencies or institutions under its authority

- ◆ The Directorate of Immigration (DIMM, Direction de l'immigration)

The DIMM is an Interior Ministry agency under the wider General directorate of foreigners in France (DGEF - Direction générale des étrangers en France). It is in charge of all the issues related to migration, from policies conception to their implementation.

Within the DIMM, the consultant should meet more specifically:

- **As a priority:** the sub-directorate for residency and labor (Sous-direction du séjour et du travail) which “develops rules on student, professional and family immigration” and “contributes to the attractiveness of the national territory for talent and participates in the negotiation of bilateral agreements on the mobility of young people, students and professionals.”¹

→ **This department will be the main legitimate interlocutor.**

- The sub-directorate for visas (sous-direction des visas).
- ◆ The Directorate for reception, foreigners support and for nationality (DAAEN, Direction de l'accueil, de l'accompagnement des étrangers et de la nationalité).
- More specifically: The Sub-directorate for reception and foreigners support (SDAAE, Sous-direction de l'accueil et de l'accompagnement des étrangers).

- ◆ The French part of the “Monitoring committee” (“Comité de suivi”) and/or relevant authorities.

This committee is foreseen in the FGBLA law text and composed of Interior Ministry representatives. If the committee is not yet constituted, the question of its implementation should be addressed to the relevant authorities.

¹ Source: official website of the ministry. URL: <https://www.immigration.interieur.gouv.fr/La-Direction-generale/Directions-et-services> (Accessed on the 7th of July 2019).

III.1.ii. Labor Ministry agencies or institutions under its authority

- ◆ The French office for immigration and integration (OFFI, Office français de l'immigration et de l'intégration).

Institution under the authority of the Labor Ministry and DGEF (Interior ministry) in charge of the work permit issuing. Within OFFI, the following departments and stakeholders should be addressed:

- The Directorates of foreign representatives (Directions des représentations à l'étranger) and more specifically Jean-Dominique FABRY in charge of Armenia.
- The Territories directorates (Directions territoriales), for the relevant geographical areas investigated.
- The Directorate for immigration, returns, insertion and international (DIRRI, Direction de l'Immigration, du Retour, de la Réinsertion et de l'international).
- The Directorate for reception and integration (DAI, Direction de l'Accueil et de l'Intégration).

- ◆ The Regional directorates for companies, concurrency, consumption, labor, and employment (DIRRECTE, Directions régionales des entreprises, de la concurrence, de la consommation, du travail et de l'emploi).

These Labor ministry local departments (one for each French district) are collaborating with the OFFI in delivering work permits that will be then transmitted to the Labor ministry General delegation for employment and professional training (DGEFP Délégation Générale à l'emploi et à la formation professionnelle). The DGEFP will then produce circulars and decrees back to the DIRRECTE and Pôle Emploi (French public employment service).

III.2. Recruitment agencies and assimilated agencies

III.2.i. Public offices

- ◆ French public employment service (Pôle Emploi)

Pôle Emploi is the main institution to be addressed for the recruitment related matters, especially concerning technical and low skilled sectors. It has an international department that should be specifically met.

- ◆ The network of Local missions for youth (Missions locales pour la jeunesse)

Especially designed for the youth, these institutions collaborate with Pôle Emploi for providing employment, trainings and internships at a local level.

III.2.ii. Private recruitment agencies

- ◆ Organization for executives' employment (APEC, Association pour l'emploi des cadres)

This is the main high skilled professional recruitment agency and should especially be addressed for discussing of the young Georgian graduates' matters.

- ◆ The network of temporary employment agencies (réseau des agences d'intérim)

These agencies are mainly dealing with temporary employment in the construction industry and the care sector and could be a very relevant partner for the implementation of the FGBLA given that construction industry is listed in the Agreement.

NB: the care sector is not listed but it is part of the short-staffed sectors (“métiers en tension”) and the list will probably be amended on short notice.

III.3. Professional organizations, industry associations and union trades

III.3.i. Professional organizations and industry associations of sectors in labor demand and/or listed in the FGBLA

Organizations such as: The French federation of the construction industry (Fédération française du bâtiment) or the organization “French Hospitality in Europe” (which is the gathering of the 5 main industry associations for hotels and catering).

→ These bodies could be interested in cooperating with Georgian recruitment agencies and French public authorities in charge of the FGBLA functioning.

III.3.ii. Union trades

- ◆ Movement of French companies (MEDEF, Mouvement des entreprises de France): main French employer organization.
- ◆ Professional branches sections of the main workers union trades (CGT, CFDT, FO etc.).

III.4. Suggestion of specific informants who could to interviewed

III.4.i. Interview with members of the GISTI

The GISTI (Groupe d'information et de soutien des immigré-e-s) is the main association dealing with migrants' rights and laws regarding foreigners. The possess a strong expertise in the field of foreigners' legislation.

NB: I already have professional contacts with members of the GISTI.

III.4.ii. Interview with a Franco-Georgian lawyer specialized in Georgian migrants' administrative issues

This interview could be of a great use to understand the major issues faced by Georgian migrants and jurisdictional practices regarding these issues.

NB: I know personally this informant whom I keep anonymous for obvious reasons.

III.4.iii. Pre-interview with a French expert of work and social issues working for the majority parliament group (LREM parliamentary group)

This interview could bring precious insights on the government directions, priorities and intended decisions.

NB: I know personally this informant whom I keep anonymous for obvious reasons.