



Promoting Rights, Inclusiveness, Dignity and Equality for LGBT  
in Albania & Kosovo

## TERMS OF REFERENCE

### Expert

To lead a training workshop and to develop a Risk Management Protocol for LGBTIQ Refugees in Albania and Kosovo

#### 1. Context of the mission

**Presentation of the project:** Although the legal framework in Albania and Kosovo is rather favourable to the Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) community, Albanian authorities do not work on its implementation. This hinders a real change in access to rights for LGBTI people and in the changing attitudes of the general population. Funded by the European Union and the French Agency for the Development (AFD), the PRIDE+ project therefore aims to build the capacity of 4 LGBTI organisations and their allies to effectively promote the acceptance, inclusion and protection of the LGBTI minority in Albania and Kosovo, through an improvement in the access to basic services - especially for transgender people and LGBTI youth at-risk; collaboration with media and journalists to improve the quality of coverage of LGBTI issues; and advocacy and awareness raising campaigns with the authorities and for the general population.

**Main issues / challenges to which the project intends to respond:** In 2019, out of 49 countries ranked in the ILGA Europe's "Rainbow Europe Index" for LGBTI legislation, Albania was ranked 23rd and Kosovo 28th. Although the legal framework in Albania and Kosovo is relatively favourable to the LGBTI community, the authorities are showing too little investment in its implementation, hampering



a real change in the access to rights of LGBTI people and in the evolution of mentalities of the general population. Only 1% of LGBTI people who visit Aleanca Community Center in Tirana have disclosed their sexual orientation to those around them, because of the risk of being rejected. Young LGBTI people - especially transgender people - live in extreme precariousness: Most of them are obliged to become sex workers because they are expelled from their homes; or forced to flee far from their homes because of physical and psychological violence.

**Skills, experiences and expertise of your CSO and the partners involved to respond to it:** IREX Europe has been working for more than 15 years to promote and defend human rights, independent media and civil society, and to develop critical thinking skills so that everyone is able to make informed decisions and claim their rights. Aleanca, Streha Center and CEL in Kosovo represent 4 of the most involved CSOs in Albania and Kosovo in supporting and strengthening the LGBTI community. Through PRIDE+ they wish to continue to effectively promote the acceptance, inclusion and protection of the LGBTI minority.

## 2. Objective and description of the mission

Streha, Aleanca and CEL provide vital support to the most vulnerable and marginalized LGBTI people in Albania and Kosovo. The various traumas (psychological and physical violence, harassment, rejection, discrimination, etc.) faced by the members of the community who frequent these structures have strong consequences on their emotional and mental well-being. Many of them suffer from severe personality disorders, chronic depression, anxiety, stress, suicidal thoughts. This leads to aggressive behaviour towards themselves or others, or addictive via the abuse of drugs and/or alcoholic drinks, or even destructive by committing suicide attempts, self-harm and/or scarification, etc. The experience of the 3 organizations has shown that they do not always have the capacity to deal with these situations and/or that the employees do not have sufficient knowledge and skills to manage these extreme cases. This is why, during the discussions around the development of the project PRIDE+, the partners expressed the need to be trained on these questions but also to develop a protocol for managing the riskiest situations.

A 4 to 5-day workshop will be organized by the recruited expert in Tirana with partners in order to work with an experienced mentor (Albanian or international) and develop a protocol based on best practices in terms of managing the riskiest situations. The protocol will be adapted to the specific needs and services provided by the different organizations. At the end of this activity, the partners will be able to set up clear instructions and will be able to adapt their operational manual thanks to the protocol. Each organization will also be responsible for training its employees in the use of this protocol, and during the mid-term meeting of the project involving all partners, it will be reviewed to adjust it.



This project is co-funded by the  
Agence Française du Développement

### 3. Expected Deliverables

The following deliverables are expected from the expert:

- A training plan and methodology
- A workshop is organized in Tirana with the project partners
- A protocol for managing the riskiest situations is developed
- A final report

### 4. Location, dates and public

Location: Tirana (Albania)

*Given the current sanitary situation (COVID-19) in Albania and Kosovo, alternative locations and/or format (online) might be envisioned.*

Dates: November 2020 to January 2021

Targeted public: Staff from the identified organisations (Aleanca LGBT and Streha Shelter in Albania, and CEL Kosovo in Kosovo)

### 5. Calendar

Description	Responsibility	Estimated Deadline
Publication of the ToR	IREX-Europe	5 October 2020
Recruitment and signature of contract with the selected expert	IREX-Europe and partners	28 October 2020
Submission of training plan and methodology	Expert	8 November 2020
Training	Organisation by IREX Europe and partners with delivery by Expert	Before end of November 2020
1 <sup>st</sup> draft of the Risk Management Protocol	Expert	Before 8 January 2021
Final draft of the Risk Management Protocol and final report	Expert	Before 29 January 2021



## 6. Qualifications

We are looking for individual(s) or organisation(s) with proven experience in:

- Experience in risk Management in places (centers, refuges, etc.) welcoming population at risk of hurting themselves and/or others, and/or in drafting risk management protocols.
- Experience working with LGBTIQ individuals
- Experience in delivering training to civil society organisations
- Experience in Albania and/or Kosovo preferred
- Proficiency in Albanese and/or English

## 7. Application

All interested experts are invited to submit their technical and financial offer to [aleanca.al@gmail.com](mailto:aleanca.al@gmail.com) and [pzanetti@irexeurope.eu](mailto:pzanetti@irexeurope.eu) before 28<sup>th</sup> October 2020.

***NB:** Application will be reviewed on a rolling basis and we reserve ourselves the right to contract an expert before the aforementioned deadline.*