



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

TERMS OF REFERENCE

Advocacy Expert

To lead a training workshop and to develop an Advocacy
Strategy for 9 LGBTI NGOs in Albania and Kosovo

(call open to Albanians and/or international experts)

Due to the Pandemic, we are open to a very flexible approach with the possibility to adapt the mission if in-country travel is not permitted or health conditions do not allow in-person meetings.

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. 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

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of LGBTI issues; and advocacy and awareness raising campaigns with the authorities and for the general population.

As part of the PRIDE I project (implemented from Feb 2018 – Feb 2020) funded by the European Union, the partners Aleanca, ProLGBT and Streha have each developed an organizational strategy for 2019-2021 incorporating advocacy objectives. PRIDE II+ represents an opportunity for partners to train and implement these advocacy strategies which, in the long term, could have a real impact on improving the situation of the LGBTI people in Albania. It could even allow progress towards legislative change in favour of marriage for all. With regard to Kosovo, the advocacy strategy to be developed would focus more on official recognition by the government of partner Streha as an emergency reception structure for the most precarious and vulnerable LGBTI young Kosovars. However, the final advocacy topics will be developed in agreement with all members of the network and are therefore subject to change.

2. Objective and description of the mission

IREX Europe is working with its 4 partners and 5 allied Albanian civil society organisations working outside of Tirana to identify and develop an advocacy network and actions to be implemented during the project.

The mission of the advocacy expert will be:

1. To facilitate a 3 to 5 day advocacy training which the Consultant. Ideally, this training will be conducted by an Albanian and/or regional advocacy expert with a very good knowledge of the legislative context and the situation of LGBTI people in Albania. Pre-existing resources (evaluation, research, etc.) will be used to develop the training program but also to feed the development of the common strategy of the LGBTI network and its advocacy action plan
2. Develop with the beneficiaries a common advocacy strategy and its action plan
3. Monitor the progresses made in the implementation of the strategy and action plan by the beneficiaries

3. Expected Deliverables

The following deliverables are expected from the expert:

- A training plan and methodology
- An advocacy training workshop is organized in Tirana with the project partners
- An Advocacy strategy and action plan is developed



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- The implementation of the strategy and action plan is monitored 2 times throughout the duration of the project
- An activity report and 2 monitoring reports

4. Location, dates and public

Location: Tirana (Albania)

Dates: training is to occur beginning of 2021 – exact dates to be confirmed with beneficiaries

Targeted public: Staff from the identified organisations (8 CSOs in Albania, and 1 in Kosovo)

5. Calendar

Description	Responsibility	Estimated Deadline
Re-Publication of the ToR	IREX-Europe	November 6 th 2020
Deadline to apply	Candidates	December 6 th 2020
Recruitment and signature of contract with the selected expert	IREX-Europe and partners	December 11 th 2020
Submission of training plan and methodology	Consultant	By the end of December 2020
Training	Organisation by IREX Europe and partners with delivery by Consultant	Dates to be confirmed with partners
1 st draft of the Advocacy Plan	Consultant	February 2021
Final draft of the Advocacy Plan and final report	Consultant	March 2021
Monitoring of progresses in the implementation of the advocacy plan	Consultant	November 2021 November 2022

6. Qualifications

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

- Experience in advocacy and/or in drafting advocacy strategy plan.
- Experience working with LGBTI individuals
- Experience in delivering training to civil society organisations



- Very good knowledge of the Albanian legislation and context in relation to the LGBTI community is preferred
- 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 pzanetti@erim.ngo and cmartin@erim.eu **before December 6th 2020.**

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



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