



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

TERMS OF REFERENCE

Expert (or a team of experts)

To lead a training workshop and to develop a Risk Management
Protocol for LGBTIQ Shelters 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: The PRIDE+ project 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

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. Living at the hedge of society, they become extremely vulnerable. Shelters such as Streha in Albania offers them an opportunity to reintegrate society with the help of a dedicated team/***

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 partner organisations has shown that they do not always have the full knowledge and/ or capacity to deal with these situations and/or that the employees do not have sufficient knowledge and skills to manage these extreme cases. Hence, the partners have expressed the need to be trained on these questions but also to develop a protocol for managing the riskiest situations.***

The mission of the expert will be of two-fold:

1. Organise a 4 to 5-day workshop (ideally in Tirana, but the format may have to evolve depending of the pandemic) on how to manage at-risk cases when providing basic services if you are a Shelter or a community Centre.
2. 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.

Expected results:

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 in capacity of training its employees (caretakers, etc) in the use of this protocol.

Expected Deliverables

The following deliverables are expected from the expert:

- A training plan and methodology (done following close consultations and pre-discussions with partners)
- A workshop is organised in Tirana with the project partners
- A protocol for managing the riskiest situations is developed
- An activity report

3. Location, dates and public

Location: Tirana (Albania)

Dates: December 2020 to February 2021

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

4. 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	Expert	December 31 st 2020
Training workshop	Logistics by IREX Europe and partners with delivery of workshop by Expert	Before January 22 nd 2021
1 st draft of the Risk Management Protocol	Expert	Before February 5 th 2021
Final draft of the Risk Management Protocol and final report	Expert	Before February 19 th 2021

5. Qualifications

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

- Experience in risk Management in centers, shelters, 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

6. Application

All interested experts or team of experts are invited to submit their technical and financial offer to popajelvis@gmail.com ; aleanca.al@gmail.com, pzanetti@erim.ngo and cmartin@erim.ngo **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.