



## Terms of Reference

### Report on LGBTI Political Participation in Albania

*November 2016*

#### *1. Background*

Open Mind Spectrum Albania (OMSA) and the Gay & Lesbian Victory Institute (Victory) are commissioning this report as part of their work to increase political participation of LGBTI (lesbian, gay, bisexual, trans, and intersex) people in Albania.

The overall purpose of the research paper is to have an overview of the current situation of the political participation of LGBTI people in Albania and identify entry points for this work with political parties and State institutions, to help inform our work.

OMSA and Victory are partnering to increase the participation of LGBTI people in democratic processes in Albania towards achieving equality for LGBTI people. As a part of the partnership, Victory and OMSA will be training LGBTI activists and advocates who are interested in democratic process to get more involved, and strategize to push for equal rights. We will also be organizing a Vote for Equality campaign to create a platform to encourage an informed vote and political participation from LGBTI people, as well as to act as a voter education tool, advocacy tool, and accountability tool for politicians following the elections.

#### *2. About the organizations commissioning the research*

##### **Open Mind Spectrum Albania OMSA**

Open Mind Spectrum Albania (OMSA) is a nonprofit organization that seeks to support the promotion, legal implementation and protection of human rights in Albania. OMSA aspires to help build a society where every individual, regardless of sexual orientation, gender identity, race, age, social status, marital status, physical disability, ethnicity, enjoys full rights and freedoms and is ensured social services, health care, education opportunities and legal assistance.

In order to achieve its mission, OMSA conducts trainings and works to increase the visibility of the LGBT community. For example, OMSA has held trainings with families that are struggling with various LGBT issues which focused on providing useful resources to participants and providing educational and psychological assistance. OMSA also engages in advocacy strategies with government agencies, health care institutions, and schools to understand and properly respond to the needs of the LGBT community in Albania.

##### **The Gay & Lesbian Victory Institute**



The Gay & Lesbian Victory Institute (Victory) is a U.S. non-profit organization that was founded in 1993 with the mission of increasing the number of openly lesbian, gay, bisexual, trans, and intersex (LGBTI) people in public office and to provide programming, service, and other support to help ensure their success. Victory works to achieve full equality for LGBTI people by building, supporting, and advancing a diverse network of LGBTI public leaders.

Globally, Victory partners with local organization to train international LGBTI leaders, collaborates with political parties for greater inclusion of LGBTI people, raises public awareness around democratic governance, and conducts research on LGBTI political participation in countries outside of the United States. These are the pillars of our international work:

- Training leaders: Train LGBTI leaders that want to contribute to building a more inclusive democracy.
- Opening Spaces: Collaborate with political parties and state institutions to increase the participation of the LGBTI population within their structures.
- Visibility: Raise public awareness and influence public opinion on LGBTI representation within democratic institutions.
- Research: Conduct research to demonstrate the positive effect of LGBTI inclusivity in democratic institutions.

### 3. Overall objective of the research and research questions

The overall purpose of the research paper is to identify the opportunities to increase the political participation of LGBTI people in Albania.

- Main research question: What are the opportunities to increase the political participation of LGBTI people in Albania?

The specific objectives of the research are:

1. Identify trends in the progress, challenges, and best practices of political participation of the LGBTI population in Albania.
  - Question: What has been the political participation of openly LGBTI people in Albania, what challenges have they faced, and what are the lessons we can learn and incorporate into our work in the region?
2. Identify opportunities to increase the number of LGBTI people that are part of the political parties' structures.
  - Question: What are the best practices, opportunities, and challenges to increase the number of LGBTI people within the political parties' structures?



3. Identify the voting behavior of LGBTI people in Albania.
  - Question: What has been the voting behavior of LGBTI people in Albania during the last two national electoral cycles?
4. Identify whether a political party or a candidate's support for LGBTI equality negatively affect their support from voters.
  - Question: How does the general population decide their vote?
  - Question: Would the general population vote for a candidate that supports equality for LGBTI people?
  - Question: Would the general population vote for an openly LGBTI candidate?

\*Specifically, objective number 1 and 2 are the most important, and consultants will be required to investigate them in greater depth.

#### 4. Methodology

The majority of the research will rely on qualitative research methods, including semi-structured interviews. The consultant will also implement a media analysis of instances when political participation of LGBTI citizens is mentioned in the media in Albania. The gathered information will help the consultant, as well, to draw some quantitative conclusions and trends.

The informants for the interviews will be gained through snowball sampling. In this method, the consultant solicits potential informants through the informants already gained. Case studies and personal testimonies will be pulled from these informants as well.

For specific objectives 3 and 4, the consulting person will use quantitative methods. The consultant will design an electronic survey, which the organizers will help to publicize via social media networks to ensure that we achieve the necessary number of surveys. We estimate a need for about 1,000 surveys for the objective 3, and 1,000 other surveys for objective 4. The consultant will use these results to answer these questions.

The methodology for the research will include the following:

- Desk research
- Literature review
- Interviews with relevant LGBTI leaders in the country
- Interviews with key political parties' leaders



- Case studies along with the research, to highlight best practices
- Survey to LGBTI people to understand their voting behavior
- Surveys to the general population about their possible support for candidates that support equality for LGBTI people.

The consultant will review the following documents:

- A view to the political participation of LGBTI people in movements and political parties in Colombia. 2014. (this research will be provided by Victory).
- Western Balkans LGBTI: Landscape Analysis of Political, Economic & Social Conditions. Astraea Lesbian Foundation for Justice. 2015.
- NDI Public Opinion Poll in the Balkans on LGBTI Communities. NDI, USAID, Civil Rights Defenders, Gay & Lesbian Victory Institute. 2015.
- Think Politically. Aleanca & Pro LGBT Albania. 2015.
- Political Parties and the Human Rights of LGBT People: Monitoring of the General Election 2014. Darko Pandurević, Emina Bošnjak, Naida Kučkalić. 2015.
- Human Rights do not Recognize Political Ideology: Political Parties and the Human Rights of Lesbian, Gay, Bisexual and Transgender People. Edita Miftari. 2015.
- Women's participation in politics and decision-making in Albania: Public Perception Survey 2012-2013. Klea Faniko; Sokol Avxhiu, Suela Kusi, Zyhrada Kongoli, Valbona Sulce, Fiorela Shalsi. 2013.

Other notes on the literature review:

It will also be important to look at historical voting trends in Albania. LGBTI realities are not disconnected from general trends in political participation.

## 5. Audience and use of findings

The products will be used by OMSA and Victory for the following purposes:

- Understand what the opportunities are to increase political participation of LGBTI people in Albania, to inform our work.
- Communicate those opportunities to relevant stakeholders, to justify fundraising around the need for this work in Albania.
- Approach political parties to start a conversation around political participation of LGBTI people.

The language of the reports should be easily understandable to an educated lay reader. Consultants will avoid the use of unnecessary long sentences and technical jargon or excessive acronyms.



## 6. Research products

The consultant will deliver the following products:

- Final report about Political Participation of LGBTI People in Albania – Length: No less than 12,000 words (25 pages approx.), no more than 22,000 (50 pages approx.).
- Executive summary of the report – Length: five-eight pages.
- Relevant case studies, of at least, 2 openly LGBTI elected or appointed officials from Albania – Length: one-three pages each case study. Case studies, or sections of them, will be incorporated into the main research, but they will be also delivered as separated documents.
- Guide of recommendations and good practices to increase the number of LGBTI people within political parties' structures – Length: 15 pages approx.
- List of identified LGBTI elected officials, past candidates, and LGBTI leaders involved with political parties from the region, at the local, regional, and national level.

## 7. Timetable

- a) A draft work plan outlining timeline, refined methodology, clarification of conceptual framework, list of definitions to be used, list of key resources, and refinement of research questions (week 2).
- b) An inception report, outlining preliminary findings of desk review of available data and analysis related to political participation of LGBTI people in Albania, with full bibliography (week 5).
- c) A draft structure for the paper, as well as list of key informants (week 6).
- d) Updated list of key informants (week 7).
- e) Survey to understand the voting behavior of LGBTI people (week 8).
- f) Questionnaires to be used to gather the necessary information during the interviews (week 9).
- g) Update about the number of filled surveys and the number of key informants interviewed (week 10).
- h) A draft paper providing answers to the four specific objectives of the research, as well as presenting five to ten concrete recommended actions that can be taken forward by Victory to strengthen the political participation of LGBTI people in Albania (week 13).
- i) A draft guide of recommendations and good practices to increase the number of LGBTI people within political parties' structures (week 15).
- j) A final paper incorporating feedback (week 16).
- k) An executive summary paper as well as a final power point presentation of the findings (week 17).



## 8. Intellectual Property

OMSA and Victory will retain copyrights to the final products. The consultant shall be granted fully paid-up, non-exclusive, worldwide license to use the information compiled as part of the products stated on this Terms of Reference.

All information pertaining to this project (documentary, audio, digital, cyber, project documents, etc.) belonging to the clients, which the Consultant may come into contact with in the performance of his/her, duties under this consultancy, shall remain the property of the clients (OMSA and Victory) who shall have exclusive rights over their use. Except for purposes of this assignment, the information shall not be disclosed to the public nor used in whatever without written permission of the clients in line with the national and International copyright laws applicable.

Each party shall continue to own any of its pre-existing intellectual property. To the extent any of the parties' pre-existing intellectual property is included in any of the deliverables provided as part of this Agreement, the parties shall be deemed to have granted each other a fully paid up, non-exclusive, worldwide license to use such pre-existing intellectual property in any lawful manner.

## 9. Compensation

The Consultant's payment shall be \$700 USD per month for a total of a 6-month contract. OMSA and Victory will also consider a team of two research consultants, provided they understand that they would be responsible for splitting the \$700 USD between themselves.

## 10. Application Procedure

- Brief letter of Interest (1 page), stating why you consider yourself or your firm suitable for the assignment.
- Methodology on the approach and implementation of the assignment.
- Personal CVs of personnel proposed for this project highlighting qualifications and experience in similar projects.
- 2 work references - contact details (e-mail addresses) of referees (firms for whom you've produced similar assignments)
- Applicants can apply online using this link:  
<https://victoryinstitute.wufoo.com/forms/application-for-research-consultancy-albania/>