



Terms of reference

Position:	NATIONAL CONSULTANT to produce a guide to inform women, most specifically women with disability, Roma and Egyptian women, women from the LGBTI about the rights and services they are entitled to when faced with gender-based violence;
Project:	Promoting the right of women from disadvantaged groups to receive information about, and access, services available for women survivors of all forms of violence and discrimination.
Reports to:	ADRF Coordinator
Status of Employment:	Temporary Contract
Contract period:	20 July 2020–15 September 2020
Expected working day:	7 days

Summary

Albanian Disability Rights Foundation (ADRF) in partnership with Roma Women Rights Center (RWRC) and the Alliance against Discrimination of LGBT (LGBT Alliance), under the program of ENDING VIOLENCE AGAINST WOMEN IN THE WESTERN BALKANS AND TURKEY- “IMPLEMENTING NORMS, CHANGING MINDS”, FUNDED BY THE EUROPEAN COMMISSION AND IMPLEMENTED BY UN WOMEN (EVAW REGIONAL PROGRAMME), is implementing the project *Promoting the right of women from disadvantaged groups to receive information about, and access, services available for women survivors of all forms of violence and discrimination*. The project aims to empower women and girls in the regions of Korca, Fieri, Lezha, Durrës who have experienced or are at risk of experiencing discrimination or violence, to access quality services available for survivors. To this aim, ADRF and its partners will: (i) provide accessible information to women with disabilities, Roma and Egyptian women and women from the LGBT community, as well as other groups about services available in their areas as well as their right to access services (alternative formats will be prepared for women from different disability communities, including blind, deaf and women with learning disabilities);(ii) Involve and increase capacities of women organizations and organizations focused on minority and disadvantaged groups to inform and facilitate access of the communities they work with to the multiple services available for women survivors of violence; (iii) raise awareness and increase capacities of public service providers about their



obligations stemming from the international and national legislation to: a) provide adequate and timely information on available support services and legal

measures to women survivors of gender-based violence; and b) ensure access to these services for all women survivors of gender-based violence, focusing on removing existing barriers for women with disabilities as well as women from the Roma, Egyptian and LGBT communities.

Under this grant, ADRF is planning to produce a simple guide:

- The guide will focus on explaining the available system, including the referral mechanism; the organizations on women, roma, LGBT and disability; the service providers focused on addressing gender based violence in four selected municipality.

-The guide will be produced in alternative formats to be used by women with disabilities (sign languages, audio, easy to read) and will be translated in Romani language.

ADRF is seeking to hire a national consultant to produce the guide. ADRF and the two partnering organizations will facilitate the consultant, by using the very strong network of partners and contacts at community level to ensure smooth and quality data collection process overall.

Scope of the assignment

A National Consultant will be responsible to facilitate preparation of the guide. Updated information on violence, how to identify, how to report, how and where to ask for help will be part of the guide. National/ and local Referral and Treatment Mechanism for Victims of Violence, will be explained in order to inform women from vulnerable groups to know and make use of them to access relevant services;

The Consultant will work closely with the project coordinator and the local facilitators selected for this process from the other two partnering organizations, Roma Women Rights Center (RWRC) and the Alliance against Discrimination of LGBT (LGBT Alliance)

Reporting

The 1 Consultant will reports to ADRF Coordinator.

Competencies

To successfully accomplish this work, an individual should be able to accomplish any task as above mentioned in a satisfactorily way. The requirements listed below represent the knowledge and skills required to apply for this vacancy.

Core Competencies:

- Demonstrates integrity by modeling values and ethical standards;
- Commitment to ADRF mission, vision and values;
- Sensitivity to cultural, gender, religion, race, nationality and age diversities.

Functional competencies:

- Ability to work with women from vulnerable groups (Women with disabilities, women from LGBTI, Roma and Egyptian community) and families in a highly respectful, sensitive and ethical manner;



- Ability to facilitate, consult and negotiate with a broad range of stakeholders and other people;
- Strong inter-personal and communication (oral and written) skills, efficiency in multi-cultural environment;
- Ability to work and adapt to a dynamic working environment, judgment, results-orientation, and ability to perform under pressure.
- Previous experience of preparation of manuals, guides, research and studies.

Required skills and experience

Academic qualifications:

- Master degree in Social, Psychology, Health, Legal, Educational Studies or very similar;
- 7 or more years of research working experience, and experience of working in the area of disability is an asset.

Relevant experience

- Proven experience in the past and actual working environment;
- Experience of working in the disability field;
- Very good writing and communication skills in both Albanian and English language;
- Previous experience in the similar research and studies;
- Very good computer typing skills.

Application procedure:

Questions/requests should be made to the following ADRF e-mail address:

adrf@albmail.com;

The deadline for submission of applications is 15 July 2020, Hrs. 17:00. Applications should be sent in a sealed envelope or can be sent by e-mail to the following addresses:

Fondacioni Shqiptar për të Drejtat e Personave me Aftësi të Kufizuara,

Rruga Bogdani, Nr 1. Tirane

E-mail: adrf@albmail.com

www.adrf.al