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CALL FOR EXPERTS

Gender Alliance for Development Centre is looking for four experts (1 Lead Researcher, and 3 Supporting Researchers)

Project: Advancing Gender Equality through Oversight and Reporting in Albania (AGORA).

Donor: European Union

Overall Objective: Empower diverse women's civil society organizations (WCOS) and grassroots groups (Roma and LGBTQI+) in Albania to monitor and effectively hold relevant institutions accountable for implementing gender equality and against gender-based violence (GE&GBV) legal framework.

Research objective: To comprehensively understand the challenges in implementing Gender Equality (GE) and Gender-Based Violence (GBV) legislation within Primary Healthcare Centers (PHCC) and to explore the responses of the healthcare sector to GBV cases.

Research Questions:

1. What factors contribute to the low reporting and filing rates of GBV cases within the healthcare sector?
2. How have healthcare practitioners at PHCC historically addressed GBV cases?
3. What are the legal obligations of healthcare practitioners regarding reporting GBV cases, as outlined in legislation?

ABOUT GADC

Founded in 1995, the Gender Alliance for Development Centre (GADC) is a distinguished nonpartisan, non-profit organization with nearly three decades of expertise in research, public education, capacity development assistance, monitoring, and advocacy. GADC is dedicated to fostering democratic development and promoting good governance, with a particular emphasis on advancing gender equity and social inclusion. Renowned for its role in addressing key issues related to women's rights and social inclusion, GADC is bolstered by its extensive network of national and international experts and trainers, enabling it to effectively contribute to strengthening the capacities of NGOs, advancing human rights, anti-discrimination, and gender equality, and ensuring broad civic engagement in democratic development.

Terms of references for the Lead Researcher

Objective:

The Lead Researcher will oversee the legal analysis and literature review process, ensuring the thorough examination of existing Albanian legislation and available literature at the intersection between gender-based violence (GBV) and primary healthcare practitioners. The Lead Researcher will collaborate with two supporting researchers to conduct comprehensive research activities. Additionally, the Lead Researcher will coordinate with partner organizations, manage data collection, and ensure the dissemination of research findings to stakeholders.

Responsibilities:

- Conduct literature reviews and legal analysis of the Albanian legal framework and international best practices to be able to make changes/improvements.

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- Develop a research methodology and tool/tools for key stakeholders and contribute to the development of semi-structured interviews for healthcare practitioners, and other stakeholders (ministries of line/institutions).
- Analyze data collected during the research process, paying particular attention to the consent and main procedures.
- Evaluate stakeholders to be involved in the research in collaboration with GADC staff and partners.
- Develop the research with specific focus on reporting GBV cases and addressing issues vs their legal obligations.
- Collaborate closely with the entire team and GADC, partners and key researchers 1, 2 and 3.
- Prepare comprehensive research study and report documenting the findings, and recommendations.
- Present the findings and recommendations to key stakeholders and coordinate them with key researcher 1, 2 and 3.

Deliverables	Deadline for delivery Fees
1. Develop a research methodology for the research study, incorporating semi-structured interviews for healthcare practitioners, and other stakeholders (ministries of line/institutions), as identified. Prepare protocols for conducting the semi-structured interviews, including recruitment, consent, and data recording and retention procedures.	24 May 2024
2. Conduct stakeholder mapping and identification, in cooperation with GADC.	6 June 2024
3. Develop a fully-fledged research study based on a comprehensive legal analysis of the Albanian legal framework and international best practices in addressing the research questions.	10 June – 30 October 2024
4. Collaborate with the entire team, GADC and its partners in this project.	During the entire timeline of this consultancy
5. Submit the first draft research study for review	20 September 2024
6. Submit the final report	30 September 2024
7. Present and share the finding with key stakeholders in the workshop organized	TBC

Duration and Location:

The consultancy will occur during the period from 24 May – 30 September 2024, with the Lead Researcher based at Tirana, Albania. Some travel within Albania may be required for stakeholder engagement and data collection activities.

Qualifications:

- Advanced degree in social sciences, public health, law, or a related field.
- Extensive experience in leading research projects, particularly in the field of gender-based violence or healthcare.
- Strong analytical skills with the ability to conduct legal analysis and literature reviews.
- Experience in conducting semi-structured interviews and managing qualitative data.

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- Excellent communication and coordination skills for collaboration with team members and partner organizations.
- Strong analytical and conceptual skills to clearly synthesize and present findings, draw practical conclusions, make recommendation and to prepare well-written report.
- Ability to work independently, manage multiple tasks simultaneously, and meet deadlines.
- Sensitivity to gender and cultural issues, with a commitment to promoting human rights and social justice.
- Knowledge of Albanian legal frameworks and healthcare systems preferred.
- Fluency in English and Albanian languages.

Documents to be provided:

- CV with experience and proven track of similar research studies
- Motivation letter, including a concept idea on how the research will be conducted.

All documents shall be submitted in Albanian or English language at the E-mail address: gadc@gadc.org.al

The deadline for submission of the documents is 20 May 2024, COB.

Terms of references for the Key researcher 1: Legal and policy analyst

Objective:

The Legal and Policy Analyst will undertake a comprehensive analysis of existing laws and policies pertaining to measures against violence in family relationships. The analysis will aim to identify gaps, inconsistencies, and areas for improvement to strengthen legal frameworks and policy interventions in addressing domestic violence.

Responsibilities:

- Conduct a thorough review of relevant national and international laws, regulations, and policies related to violence in family relationships, including but not limited to domestic violence laws, child protection laws, matrimonial laws, and human rights conventions.
- Analyze the effectiveness and implementation of existing legal measures and policies aimed at preventing and addressing violence in family relationships from health practitioners.
- Identify gaps, inconsistencies, and areas of improvement in current legal frameworks and policy interventions.
- Research best practices and innovative approaches adopted in other jurisdictions to combat violence in family relationships, with a special focus on the response from the health practitioners.
- Collaborate closely with the entire team and GADC team of the project.
- Present the findings and recommendations to key stakeholders through workshops, seminars, presentations, or other appropriate forums.

Deliverables	Deadline for delivery Fees
Prepare a legal analysis of te relevant national and international laws, regulations, and policies related to violence in family relationships, including but not limited to domestic violence laws, child protection laws, matrimonial laws, and human rights conventions.	20 June 2024

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Carry out semi-structured interviews, and cooperate as needed closely with the Lead Researcher.	25 May – 20 June 2024
Present the first draft of the legal and policy analysis	20 June 2024
Submit a complete draft improved after the comments from the lead researcher and GADC including synthesizing key research finding.	20 July 2024
Presentation of the legal analysis, findings and recommendation.	TBC

Duration and Location:

The consultancy will occur during the period from 24 May – 20 July 2024, with the legal and policy analyst based at Tirana, Albania.

Qualifications:

- A degree in law, public policy, or a related field. A postgraduate degree will be an advantage.
- Demonstrated experience in legal research, policy analysis, and advocacy, particularly in the field of family law, human rights, or gender equality.
- Familiarity with national and international legal frameworks and standards related to violence against women, children, and other vulnerable groups.
- Strong analytical and critical thinking skills, with the ability to identify legal and policy issues and propose practical solutions.
- Excellent written and verbal communication skills, including the ability to communicate complex legal concepts and recommendations to diverse audiences.
- Ability to work independently, manage multiple tasks simultaneously, and meet deadlines.
- Sensitivity to gender and cultural issues, with a commitment to promoting human rights and social justice.
- Fluency in English and Albanian languages.

Documents to be provided:

- CV with experience and proven track of similar legal analysis
- Motivation letter, including a concept idea on how the research will be conducted.

All documents shall be submitted in Albanian or English language at the E-mail address: gadc@gadc.org.al

The deadline for submission of the documents is 20 May 2024, COB.

Terms of references for the Key researcher 2: Analyst with experience in Gender Based Violence research or in Health Research

Objective:

The Key Researcher 2 will play a crucial role in conducting in-depth interviews and analysis specifically focused on Gender-Based Violence (GBV) and health practitioners. Drawing on their expertise in this field, the Key Researcher 2 will contribute to the comprehensive understanding of GBV dynamics within the context of the project.

Responsibilities:

- Conduct literature review and analysis pertaining to Gender-Based Violence and health practitioners, focusing on both national and international sources.



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- Provide expertise and insights into the specific nuances of GBV research, including methodologies, ethical considerations, and best practices.
- Collaborate with the Lead Researcher and other team members to integrate GBV perspectives into the overall research framework.
- Contribute to the development of research tools, including survey questionnaires, interview guides, and data collection instruments, with a particular focus on capturing GBV-related data.
- Analyze qualitative and quantitative data collected during the research process, paying particular attention to GBV-related indicators and themes.
- Identify gaps and challenges in addressing GBV within the project scope and propose recommendations for improvement.
- Participate in stakeholder consultations and workshops, providing expertise on GBV issues and contributing to the dissemination of research findings.
- Ensure that all research activities adhere to ethical standards and protocols, particularly concerning the sensitive nature of GBV research.
- Support the Lead Researcher in drafting research reports, policy briefs, and other project deliverables, with a focus on synthesizing GBV-related findings and recommendations.

Deliverables	Deadline for delivery Fees
Prepare analysis on Gender Based Violence on national and international level.	20 June 2024
Prepare a data analysis plan specifying the approach to analyzing qualitative data.	20 June 2024
Carry out semi-structured interviews, and cooperate as needed closely with the Lead Researcher.	20 June – 20 July 2024
Develop a report, clearly analysing the research findings.	20 July – 31 July 2024
Presentation of the legal analysis, findings and recommendation.	TBC

Duration and Location:

The consultancy will be for a period of 25 May 2024 – July 31st, 2024. The researcher 2 will travel in 3 municipalities Korçe, Elbasan, Tirane . Expenses will be covered by the project.

Qualifications:

- Advanced degree in social sciences, gender studies, public health, or a related field.
- Demonstrated expertise in Gender-Based Violence research, with a strong understanding of theoretical frameworks, methodologies, and ethical considerations.
- Proven experience in conducting literature reviews and synthesizing research findings on GBV-related topics.
- Familiarity with national and international policies, protocols, and interventions aimed at addressing GBV.
- Excellent analytical and critical thinking skills, with the ability to interpret complex data and draw meaningful conclusions.
- Strong communication skills, both written and verbal, with the ability to effectively convey GBV-related concepts and findings to diverse audiences.
- Experience working collaboratively in multidisciplinary research teams, preferably in a cross-cultural or international context.

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- Strong analytical and conceptual skills to clearly synthesize and present findings, draw practical conclusions, make recommendation and to prepare well-written report.
- Sensitivity to gender issues and a commitment to promoting gender equality and women's rights.
- Fluency in English and proficiency in any additional languages relevant to the project context preferred.

Documents to be provided:

- CV with experience and proven track of similar legal analysis
- Motivation letter, including a concept idea on how the research will be conducted.

All documents shall be submitted in Albanian or English language at the E-mail address: gadc@gadc.org.al

The deadline for submission of the documents is 20 May 2024, COB.

Terms of references for the Key researcher 3: Analyst with experience in Gender Based Violence research or in Health Research

Objective:

The Key Researcher 3 will play a crucial role in conducting in-depth interviews and analysis specifically focused on Gender-Based Violence (GBV) and health practitioners. Drawing on their expertise in this field, the Key Researcher 3 will contribute to the comprehensive understanding of GBV dynamics within the context of the project.

Responsibilities:

- Conduct literature review and analysis pertaining to Gender-Based Violence and health practitioners, focusing on both national and international sources.
- Provide expertise and insights into the specific nuances of GBV research, including methodologies, ethical considerations, and best practices.
- Collaborate with the Lead Researcher and other team members to integrate GBV perspectives into the overall research framework.
- Contribute to the development of research tools, including survey questionnaires, interview guides, and data collection instruments, with a particular focus on capturing GBV-related data.
- Analyze qualitative and quantitative data collected during the research process, paying particular attention to GBV-related indicators and themes.
- Identify gaps and challenges in addressing GBV within the project scope and propose recommendations for improvement.
- Participate in stakeholder consultations and workshops, providing expertise on GBV issues and contributing to the dissemination of research findings.
- Ensure that all research activities adhere to ethical standards and protocols, particularly concerning the sensitive nature of GBV research.
- Support the Lead Researcher in drafting research reports, policy briefs, and other project deliverables, with a focus on synthesizing GBV-related findings and recommendations.





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Deliverables	Deadline for delivery Fees
Prepare analysis on Gender Based Violence on national and international level.	20 June 2024
Prepare a data analysis plan specifying the approach to analyzing qualitative data.	20 June 2024
Carry out semi-structured interviews, and cooperate as needed closely with the Lead Researcher.	20 June – 20 July 2024
Develop a report, clearly analysing the research findings.	20 July – 31 July 2024
Presentation of the legal analysis, findings and recommendation.	TBC

Duration and Location:

The consultancy will be for a period of 25 May 2024 – July 31st, 2024. The researcher 3 will travel in 3 municipalities Fier, Lezhe, Kukes. Expenses will be covered by the project.

Qualifications:

- Advanced degree in social sciences, gender studies, public health, or a related field.
- Demonstrated expertise in Gender-Based Violence research, with a strong understanding of theoretical frameworks, methodologies, and ethical considerations.
- Proven experience in conducting literature reviews and synthesizing research findings on GBV-related topics.
- Familiarity with national and international policies, protocols, and interventions aimed at addressing GBV.
- Excellent analytical and critical thinking skills, with the ability to interpret complex data and draw meaningful conclusions.
- Strong communication skills, both written and verbal, with the ability to effectively convey GBV-related concepts and findings to diverse audiences.
- Experience working collaboratively in multidisciplinary research teams, preferably in a cross-cultural or international context.
- Strong analytical and conceptual skills to clearly synthesize and present findings, draw practical conclusions, make recommendation and to prepare well-written report.
- Sensitivity to gender issues and a commitment to promoting gender equality and women's rights.
- Fluency in English and proficiency in any additional languages relevant to the project context preferred.

Documents to be provided:

- CV with experience and proven track of similar legal analysis
- Motivation letter, including a concept idea on how the research will be conducted.

All documents shall be submitted in Albanian or English language at the E-mail address: gadc@gadc.org.al

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