

CALL FOR TENDERING EXPERTS

Legal Expert & Economic Expert for Policy Research and Advocacy

Objective 3: Advocate for Legal Recognition of Same-Sex Couples in Albania

1. BACKGROUND AND CONTEXT

Issuing Organisation: Alliance against Discrimination of LGBT (Aleanca LGBT)

Project: Empowering LGBTIQ+ Inclusion: Skills, Workplaces, and Legal Recognition in Albania

Funded by: LGBTI ERA – Working Safe: Socio-economic Inclusion of the LGBTIQ+ Community in WB and Türkiye

Same-sex couples in Albania are not legally recognised and are therefore denied access to joint property rights, inheritance, tax benefits, and social protections (healthcare, pensions, parental leave). This exclusion generates significant financial vulnerability for affected families and broader economic costs for the country including reduced productivity, lower FDI, skilled worker emigration, and increased fiscal costs for the state. Aleanca LGBT is committed to building the evidence base to advance policy change, at a critical moment when Albania is expected to close EU accession negotiations by 2027.

Specific Objective 3 seeks to develop evidence-based arguments and mobilise support for the legal recognition of same-sex couples in Albania through a comprehensive policy report, a public advocacy campaign, and the strengthening of a CSO coalition.

2. PURPOSE OF THE CALL

Aleanca LGBT is seeking TWO separate expert profiles under this objective:

Profile	Role	Budget
Expert A	Legal Expert – lead the legal analysis section of the policy report on the social, economic, and legal costs of excluding same-sex couples	20 days × €200/day = €4,000
Expert B	Economic Expert – lead the economic analysis section of the policy report, covering data on productivity, FDI, tourism, healthcare, fiscal impact, etc.	10 days × €200/day = €2,000

Applicants may apply for one or both profiles. Applications must clearly indicate which profile(s) they are applying for.

3. SCOPE OF WORK AND DELIVERABLES

3.1 Activity 3.1 – Research and Policy Report Development (Both Experts)

Working jointly with Aleanca's Advocacy and Policy Manager, the two experts will co-develop a comprehensive policy report covering the economic, social, and legal costs of excluding same-sex couples in Albania. Deliverables include:

- Analysis of the legal framework and gaps (Expert A – legal dimension)
- Quantitative and qualitative analysis of economic costs including: lost productivity and labour market participation; healthcare disparities and associated fiscal costs; impact on FDI, tourism, and national economic reputation; financial vulnerabilities facing same-sex couples (property, inheritance, benefits) (Expert B – economic dimension)
- Policy recommendations for legal recognition of same-sex couples
- Final policy report of publication quality, distributed to at least 100 stakeholders (policymakers, media, CSOs, the public)

- Presentation of findings at 1 high-level advocacy roundtable with decision-makers

3.2 Activity 3.2 – Public Advocacy and Awareness Campaign (Expert A and/or B in advisory role)

While the primary responsibility for the public advocacy campaign rests with Aleanca's internal team, the experts may be called upon to:

- Provide expert commentary and quotations for media and campaign materials
- Participate in 1 public event bringing together activists, same-sex families, experts, and supporters
- Review and validate campaign content for accuracy

3.3 Activity 3.3 – CSO Coalition Strengthening

Experts may support Aleanca's coalition-building efforts by providing capacity and expertise to CSO partners engaged in sustained advocacy for legal recognition. This is a secondary deliverable subject to discussion with Aleanca.

4. FINANCIAL OVERVIEW

Budget Line	Unit / Qty	Amount (EUR)
Legal Expert (Expert A) – policy report research and development	20 days × €200	€4,000
Economic Expert (Expert B) – policy report research and development	10 days × €200	€2,000
TOTAL (both expert profiles, Obj. 3)		€6,000

5. TIMELINE

Activity	Project Months
Preparation – Policy Report Research (Experts A & B)	Months 12–13

6. REQUIRED QUALIFICATIONS

Expert A – Legal Expert

- University degree (preferably Master's or PhD) in law, human rights law, or a related field
- Minimum 5 years of experience in human rights law, family law, or anti-discrimination law in Albania or the Western Balkans
- Demonstrated knowledge of Albanian legal framework, EU accession requirements, and LGBTIQ+ rights law
- Experience producing legal analysis, policy briefs, or advocacy documents
- Familiarity with comparable same-sex union legislation in the region or EU member states is strongly preferred
- Fluency in Albanian; working knowledge of English

Expert B – Economic Expert

- University degree (preferably Master's or PhD) in economics, development economics, public finance, or a related field
- Minimum 3 years of experience in economic research, policy analysis, or public policy
- Demonstrated ability to quantify economic costs of social exclusion or discrimination
- Experience working on FDI, labour market, or social policy analysis in Albania or the Western Balkans
- Familiarity with international studies on the economic impact of LGBTIQ+ inclusion/exclusion is a strong asset
- Fluency in Albanian; working knowledge of English

7. HOW TO APPLY

Interested candidates should clearly indicate in their application which profile(s) they are applying for (Expert A – Legal, Expert B – Economic, or both). Applications should include:

- Cover letter (maximum 1 page) specifying the profile applied for and summarising relevant experience
- CV or organisational profile
- At least 2 references from comparable research or policy assignments
- Financial proposal (daily rate and total, broken down by deliverable)
- Sample of relevant published work (policy brief, report, or academic paper) – strongly encouraged

Submission deadline	26 June 2026
Send to	Aleanca.al@gmail.com
Subject line	CFT – Objective 3: [Legal Expert / Economic Expert / Both]

8. SELECTION CRITERIA

Criterion	Weight
Demonstrated expertise in the relevant field (legal / economic)	35%
Knowledge of LGBTIQ+ rights context and EU accession processes in Albania	25%
Quality of proposed research and analytical methodology	25%
Financial proposal and value for money	15%

Aleanca LGBT is an equal opportunity employer. LGBTIQ+ individuals, women, and those from marginalised communities are strongly encouraged to apply.