

## On the Brink of Acceptance: Fighting Discrimination by Strategizing and Empowerment for the LGBTI Community in Bulgaria (BrinkItOn)

### Procedure for the Selection of External Evaluator *Terms of Reference*

#### The Problem

Homophobia and unequal treatment for LGBTI people remain widespread across the EU. While indicators vary in the different Member States and the situation seems more favorable in some, compared to others, data shows that no country has achieved full LGBTI equality. Bulgaria is among the countries where the situation remains quite unfavorable. According to the ILGA-Europe Rainbow Map (2019), which shows the human rights situation of LGBTI people across the EU, Bulgaria scores 20% (with 100 % denoting “rights fully respected” and 0 % denoting “violations, discrimination”) and is ranked 26 out of 28 EU Member States.

#### The Project

Bilitis Resource Center Foundation together with the partnering organizations GLAS Foundation, Youth LGBT Organization Deystvie and Noema Ltd., is implementing project *On the Brink of Acceptance: Fighting Discrimination by Strategizing and Empowerment for the LGBTI Community in Bulgaria* (849015 — BrinkItOn — REC-AG-2018/REC-RDIS-DISC-AG-2018), funded by the European Union’s Rights, Equality and Citizenship Programme (2014-2020). The overall aim of the project is to improve the social acceptance of LGBTI people in Bulgaria, with the following specific objectives:

- To identify and analyse the trends and societal perceptions regarding LGBTI people by conducting research;
- To build the capacity of the LGBTI movement for strategic planning development by exchanging knowledge with EU experts in the field;
- To develop the first LGBTI Strategic Framework and Action Plan in Bulgaria;
- To empower the LGBTI community and its allies and mobilise support for change.

#### Objective of the Procedure

The current procedure aims at selection of an independent evaluator with sensitivity and experience in LGBT issues to carry out external evaluation against the expected results and the outputs of the BrinkItOn Project. The evaluation of the project is designed as a complementary combination between internal and external



efforts. The external evaluation will be divided into **two activities** for the delivery of two evaluation reports: mid-term report with recommendations in the half-through of the project and a final evaluation report.

Main objectives of the project evaluation:

- To ensure effective qualitative & quantitative evaluation processes of expected results, deliverables, indicators, measure impact on the already defined target group.
- To identify potentialities or threats in the project progress that may affect project performance in advance so to inform the partnership to take corrective actions.
- To assess what is achieved within the project and inform partners on how to ensure its sustainability.

## Participation

Participation in this procedure is open on equal terms to all natural and legal persons established or operating in Bulgaria, as well as to international organisations operating in Bulgaria.

## Requirements of the Applicants

Candidates must prove their capacity to carry out the work subject to this procedure. The candidate must comply with the following professional requirements in order to access the evaluation phase:

- 1) Master's Degree or higher in Sociology, Law, Political Science, Cultural Anthropology, or other social sciences discipline.
- 2) Extensive and demonstrable experience in the field of project evaluation as described in the technical specifications.
- 3) Extensive and demonstrable experience in the field of LGBTI rights and human rights.
- 4) High proficiency in the English language.

## Technical Specifications

### Applicable to both Activities

The tasks consist of assisting the BrinkItOn project consortium to evaluate the results of the national initiative during its implementation and after its completion. The external evaluation of the project will focus on the evaluation of results and outputs:

Evaluation of the expected results. In assessing the expected results as set in the Proposal, the Evaluator rely on data about:



- the perception of the target group representatives on their entry and exit of the project (collected, where possible, in written);
- observations from evaluator and partners;
- detectable change in behaviour.

Evaluation of the deliverables/outputs. In the quality evaluation, the Evaluator will propose a set of indicators to be used in the Evaluation Methodology. For example, the following indicators can be used:

- satisfaction and perceptions of the target groups after the output has been delivered (written and oral feedback);
- satisfaction and perceptions of the partners on the quality of the output;
- indicators based on the logic of the project.

Evaluation based on the indicators. In terms of *quantity*, the project outputs will be assessed against the planned parameters of the project (attendance of events, copies disseminated, downloads, video views and shares, etc.), including within the indicators' table.

## ACTIVITY 1 – Mid-term Evaluation with Recommendations

The goal of Activity 1 is to summarise the results in the half-through of the project in a mid-term evaluation report and to provide recommendations to the project consortium. The mid-term evaluation is aimed to check that the initiative remains relevant to the needs it was supposed to address and that its implementation is proceeding as planned. The mid-term evaluation also examines the initial effects of the initiative and provides the opportunity to verify that the monitoring and evaluation systems are functioning as planned. The mid-term evaluation is also expected to propose recommendations for potential re-adjustments to the consortium, where needed.

### **Tentative Timetable:**

June – July, 2020 (12 working days)

### **Products to be delivered:**

1. Methodology for Mid-term Evaluation in English.
2. Mid-term Evaluation Report with Recommendations in English.

### **Deadline for deliverables:**

July 31, 2020

## ACTIVITY 2 – Final Evaluation

The goal of Activity 2 is to summarise the results from the full duration of the project in a final evaluation report. An ex-post evaluation is aimed to make an overall assessment of an initiative, in particular by analysing the effects so far achieved and examining its efficiency. It strives to understand the factors of success or failure, as well as the sustainability of results and impacts. It also tries to draw conclusions that could be



applied to other future initiatives. The ex-post evaluation is also expected to assess the results and longer-term impacts of the initiative and the European Union added value.

### ***Tentative Timetable:***

June - July, 2021 (12 working days)

### ***Products to be delivered:***

1. Methodology for Final Evaluation in English.
2. Final Evaluation Report in English.

### ***Deadline for deliverables:***

July 31, 2021

## The Budget

The maximum budget for this work will be as follows:

**ACTIVITY 1 – Mid-term Evaluation Report with Recommendations: 1,200 EURO**

**ACTIVITY 2 – Final Evaluation Report: 1,200 EURO**

## Submission and Timeline

Submission of applications (a CV, a writing sample in English and at least one reference proving track-record of evaluation activities) **November 8, 2019**

The applications must be submitted to the following e-mail address: [bilitis@bilitis.org](mailto:bilitis@bilitis.org)

Only candidates fulfilling the technical requirements will be contacted for interview (on Skype or in person).

**November 11-15, 2019**

## Contact Person

If you have any questions, please contact Ms Liliya Dragoeva: [l.dragoeva@bilitis.org](mailto:l.dragoeva@bilitis.org)

## No obligation to award the contract

The initiation of a tendering procedure imposes no obligation on the purchaser to award the contract in part or whole. The purchaser shall not be liable for any compensation with respect to tenderers whose tenders have not been accepted.

