



United Nations Development Programme (UNDP) in Georgia

Project: “Human Rights for All – Phase 2”

Call for Proposals

STRENGTHENING THE LGBTQI COMMUNITY IN GEORGIA

INSTRUCTIONS

1. BACKGROUND

LGBTQI community continues to be one of the least protected and most marginalized in Georgia. Full realization of civic, social, economic and health rights for community members still remains problematic. Over the years, LGBTQI people have been experiencing challenges with enjoying their right to freedom of expression and assembly. Challenges they face are further related to education, barriers to access to housing or health services, etc. Moreover, LGBTQI individuals continue to experience systemic violence, oppression, abuse, intolerance, and discrimination in Georgia.¹

Along with cultural exclusion, violence and discrimination, LGBTQI community is experiencing economic oppression. LGBTQI people face discrimination in pre-contractual relations and at places of occupation. Many of the community members experience severe economic vulnerabilities amid the lack of fragile employment and labour discrimination. The absence of equal access to the labor market increases poverty risks, social exclusion, and homelessness.²

Although LGBTQI individuals frequently experience labor discrimination, referral of cases to the domestic mechanisms is low, amid lack of knowledge of the community on labor rights. **Hence, bottom-up approach with focus on raising awareness of LGBTQI people on labor rights and responsibilities as well as on existing legislation and redress mechanisms is crucial for addressing the job-related discrimination and ensuring equal treatment at workplace.**

Furthermore, even though some members of LGBTQI community could greatly benefit from state-provided vocational education, often, community members do not have information about such vocational courses and other opportunities. **Therefore, providing timely and relevant information to LGBTQI community members on vocational education is of utmost importance.** Skills, gained through vocational education, would increase the possibility of employment for the vulnerable LGBTQI individuals.

Along with the growth of the visibility of LGBTQI community, positive changes in public attitudes toward the LGBTQI community is evident. In 2022, the “Women’s Initiative Supporting Group” (WISG), within the support of UN Women, UNDP and UNFPA, conducted a “Study on Public Knowledge, Awareness and Attitudes Towards LGBT(Q)I Community and Legal Equality”.³ The research shows positive changes in public attitudes toward the LGBTQI community. The number of people with an extremely negative attitude toward the LGBTQI community and its human rights defenders has decreased by around 20 percent. Compared to 2016, fewer people think that the LGBTQI community strives for propaganda rather

¹ Public Defender’s Office, annual report on the Situation of Protection of Human Rights and Freedoms in Georgia, 2021, available at: <https://ombudsman.ge/res/docs/2022040413242699860.pdf>

² Equality Movement, Employment and Labour Rights of LGBTQI Community In the context of Covid-19 pandemic, 2021, available at: <http://ewmi-prolog.org/images/files/7385EMResearchGEO.pdf>

³ Women’s Initiative Supporting Group, Study on Public Knowledge, Awareness and Attitudes Towards LGBT(Q)I Community and Legal Equality, 2022, available at: <https://www.undp.org/georgia/publications/human-rights-legal-protection-and-public-attitudes-towards-lgbtqi-community-georgia>

than equality (55.9 percent in 2021 compared to almost 78 percent in 2016). Further, 38.6 percent of the respondents highlighted inadequate state response to the acts of violence and discrimination faced by the LGBTQI community. To further reduce stigma and eliminate the discrimination against LGBTQI people, continuous awareness raising campaigns are of significant importance.

In scope of the EU-UNDP joint project “Human Rights for All – Phase 2” UNDP, *inter alia*, continues to capacitate NGOs/community organizations to promote protection of rights of minorities, including LGBTQI community and persons in vulnerable situations. To achieve the expected result, UNDP intends to issue grant with the main focus on elimination of discrimination towards minority groups and persons in vulnerable situations at local level.

For this purpose, UNDP is announcing a call for proposals for the NGOs/community organizations working on the LGBTQI issues in Georgia. In particular, the grant aims at enhancing the capacity of LGBTQI people and ensure their professional development, while at the same time to reduce stigma and discrimination against LGBTQI people through awareness raising campaigns.

2. OBJECTIVE

The primary objective of the call is to promote culture of non-discrimination of LGBTQI people in Georgia by strengthening the capacity of LGBTQI individuals, raising awareness for addressing stigma and discrimination and addressing LGBTQI employment discrimination.

3. SCOPE

To address challenges explained above and achieve the objective of this call, proposals submitted by the applicants shall focus on combination of the following priority areas for grant implementation:

1. **Capacity building of LGBTQI individuals on labor rights and strengthening their professional development and employment skills, including through increased awareness on vocational education opportunities;**
2. **Supporting confidence and trust-building within the LGBTQI community members and organizations;**
3. **Awareness raising campaigns for addressing stigma and discrimination of LGBTQI community in general as well as challenges they face at labor market.**

4. FINANCING SCHEME AND INELIGIBLE COSTS

Applicants may submit the proposals for up to USD 10,000 (excluding cost-sharing, if any). The justified and realistic budgets shall be provided.

5. WHO CAN APPLY?

CSOs/NGOs operating in Georgia, are invited to apply for this Call for Proposals, except for religious and political organizations. **Entities should be registered in accordance with the requirements of Georgian legislation and must be able to provide organization’s statute.** CSOs/NGOs must provide evidence that they have sufficient capacity to execute the proposed application and operating experience of minimum one year.

6. IMPLEMENTATION LOCATION(S) AND DURATION

The grant activities shall be implemented in Georgia.

The implementation period for approved grant shall not exceed six (6) months, counted from the date of the agreement signature to the date when all relevant activities have been successfully completed.

7. PROCEDURES OF GRANT PROPOSAL SUBMISSION

Those wishing to apply to the call must submit:

- Grant Application Form (See Annex A) in line with the goals and approaches determined in this Call of Proposals.
- CVs of the proposed staff to be engaged in grant implementation.
- Budget Form (See Annex B).
- Separate bank account details which will be used only for grant project operations.
- Extract from the public register.

All documents need to be submitted in English.

IMPORTANT: Please send signed Grant Application Form electronically in one file (searchable pdf format) to the following email: irina.mikeladze@undp.org. The Budget Form (See Annex B) shall be submitted as separate document electronically in Excel format. **The subject line should read: “CoP Application – Strengthening the LGBTQI community in Georgia.”** If additional clarifications are required, questions can be sent to the same email address indicated above. Answers to questions will be provided within two working days.

The deadline for applications is **Monday, 31 October 2022, 18:00 p.m. (Tbilisi time)**. Applications received after the deadline will not be considered.

Note: A consultation meeting will be held remotely on **Wednesday, 19 October 2022, at 11:00 a.m.** Interested parties shall send a preliminary request for participation in the meeting to the following email address irina.mikeladze@undp.org

The maximum amount allocated for the grant is USD 10,000. Co-funding and in-house contributions are encouraged and should be properly noted in the grant budget.

Eligible costs include honorarium/salary, training venue costs, stationery, basic office equipment, printing, creation of educational resources, IT solutions, visibility items, and other costs directly related to this grant activities.

Expenditures such as debts and debt service charges (interest), provision for losses or potential future liabilities, purchases of land or buildings, infrastructure improvement, maintenance, utilities, office rent, overhead, currency exchange losses and similar costs are ineligible for this grant proposal.

8. SELECTION PROCESS

Decision on awarding grant is made by a Grant Selection Board (GSB). The Board will be comprised of the relevant UNDP representatives.

GSB decision on funding the grant will be taken no later than three weeks after the closing date for applications. UNDP will inform successful applicant in writing no later than two weeks after the date of the GSB decision.

Selection Criteria and Scoring

Proposed grant proposals will be selected based on the criteria outlined in the table 1 below.

Table 1. Selection Criteria and Scoring

An applicant is considered as a winner after receiving the notification if:

Selection Criteria		Selection Criteria Description	Score ⁴
1.	Team	The proposed grant team has relevant experience in similar interventions, with demonstrated experience of working with LGBTQI community. Grant management arrangements and division of roles are sound.	Max. 10 points
2.	Methodology	The proposal is technically accurate and consistent. The applicant demonstrates good understanding of grant goals. The proposed interventions are reasonable, coherent, and responsive to the grant goals. The proposed grant implementation plan clearly demonstrates how it will support achievement of grant goals. The action plan for implementing the grant activities is clear, feasible and time realistic.	Max. 40 points
3.	Relevance	The proposed interventions are relevant to the goals and approaches determined in this Call of Proposals.	Max. 25 points
4.	Sustainability and transferability	The grant is sustainable, and its further development and transferability of the results is possible.	Max. 15 points
5.	Grant budget	The grant budget is relevant and in line with the proposed work plan and set indicators.	Max. 10 points
TOTAL			100 Points

- an applicant received at least 50% of scores for each selection criteria and 75% or higher of the total scores (top proposal out of those passing 75% will be selected);
- and applicant's scores are competitive and higher towards other applicants.

The payment schedule will be agreed before signing the grant agreement.

UNDP will be signing low value grant (LVG) agreement with one winning applicant.

IMPORTANT: The applicants will be notified by email no later than three working days after UNDP has successfully received the applications. If the applicants do not hear from UNDP within this timeframe, they can contact UNDP during the next two days at the email address indicated above and request a confirmation of receipt of email.

Applications will be disqualified and will not be further considered if:

- Applicants do not comply with priorities or instructions provided in this announcement.
- Application is provided by the non-eligible entity.

⁴ The applicants may be scored within the range of indicated points, i.e. 0 to 10, 0 to 15, 0 to 25 or 0 to 40

9. VISIBILITY

Selected organization must take all necessary steps to publicize the fact that the European Union has financed or co-financed the grant proposal and must strictly comply with EU and UNDP Communication and Visibility Guidelines and Standards.

10. IMPORTANT ADDITIONAL INFORMATION

UNDP implements a policy of zero tolerance on proscribed practices, including fraud, corruption, collusion, unethical practices, and obstruction. UNDP is committed to preventing, identifying, and addressing all acts of fraud and corrupt practices against UNDP as well as third parties involved in UNDP activities. (See

http://www.undp.org/content/dam/undp/library/corporate/Transparency/UNDP_Anti_Fraud_Policy_English_FIN_AL_june_2011.pdf as well as <https://www.undp.org/procurement/business/protest-and-sanctions> for full description of the policies).

In responding to this Call for Proposals, UNDP requires all applicants to conduct themselves in a professional, objective and impartial manner, and they must at all time hold UNDP's interest paramount. Applicants must strictly avoid conflicts with other assignments or their own interests, and act without consideration for future work. All applicants found to have a conflict of interest shall be disqualified. Without limitation on the generality of the above, applicants, and any of their affiliates, shall be considered to have a conflict of interest with one or more parties in this solicitation process, if they:

- Are or have been associated in the past, with a firm or any of its affiliates which have been engaged by UNDP to provide services for the preparation of the design, Terms of Reference, cost analysis/estimation, and other documents to be used in this competitive selection process;
- Were involved in the preparation and/or design of the programme/project related to the services requested under this Call for Proposals; or
- Are found to be in conflict for any other reason, as may be established by, or at the discretion of, UNDP.

In the event of any uncertainty in the interpretation of what is potentially a conflict of interest, proposers must disclose the condition to UNDP and seek UNDP's confirmation on whether or not such a conflict exists.

Attached documents:

Annex A. Grant Application Form

Annex B. Grant Budget Form