Terms of Reference (ToR) for Expert on the Preparation of Long-Term Care Models

1. General Information

Project Title: GRACE – Growth, Resilience, and Care Empowerment

Activity Title: Preparation of Long-Term Care Models

Project Duration: December 2024 – November 2025

Project Location: Shkoder, Malesi e Madhe, Vau Dejes

Lead Applicant: Woman to Woman (NGO)

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2. Background

Albania is experiencing a significant demographic shift characterized by a rapidly aging population. Projections indicate that between 2020 and 2050, the number of individuals aged 65 and above will rise from 420,000 to 623,000, increasing their share of the total population from 15% to 26%.[1] This demographic trend underscores an imminent need to ensure access to affordable and quality long-term care (LTC) services for the elderly.

Currently, the provision of formal LTC services in Albania is limited. An estimated 91,000 elderly individuals require long-term care, yet less than 2% receive formal services. Consequently, the majority rely on informal care, predominantly provided by unpaid

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[1] ilo.org

female family members. [2]This reliance not only places a substantial burden on families but also highlights gender disparities in caregiving roles.

The Albanian government has recognized these challenges and has taken steps to address them through strategic frameworks such as the National Strategy for Social Protection 2024-2030. [3] This strategy aims to build a social protection system that combats socio-economic inequalities by implementing policies and mechanisms to protect vulnerable or excluded individuals through prevention programs and social reintegration combined with employment schemes. In alignment with these national objectives, the GRACE (Growth, Resilience, and Care Empowerment) project seeks to pilot scalable, integrated LTC models in the municipalities of Shkodër, Malësi e Madhe, and Vau Dejës. These areas have been identified as having significant gaps in LTC service provision, making them focal points for intervention.

A key component of the GRACE project is the empowerment of economically disadvantaged women. By providing vocational training and employment opportunities in the LTC sector, the project aims to address gender disparities in both caregiving and economic participation. This approach not only enhances the quality of care for the elderly and people with disabilities but also promotes economic empowerment among women.

3. Objective of the Assignment

In alignment with the GRACE project's mission to enhance long-term care (LTC) services in Shkodër, Malësi e Madhe, and Vau Dejës, the objective of this assignment is to develop comprehensive, sustainable, and scalable long-term care models tailored to the needs of the targeted municipalities. The expert will ensure these models are aligned with national social protection strategies, address gender disparities, and integrate digital care

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[2] ilo.org

[3] Pamja e dokumentit - Qendra e Botimeve Zyrtare,

management systems. This initiative supports the National Strategy for Social Protection (2021-2025) and the Local Social Care Plans (LSCPs) of the specified municipalities.

4. Scope of the assignment

The expert will be engaged for a minimum of 15 working days and a maximum of 19 working days to achieve the following objectives:

1. Definition of objectives and expected results, focusing on increasing access to integrated services for the elderly. The expert will delineate clear objectives and anticipated outcomes to guide the model's development and implementation.
2. Conduct a thorough assessment of the current social and health service infrastructures. This will involve organizing meetings and focus groups with stakeholders to identify gaps and resources, ensuring the model is tailored to the community's specific needs.
3. Develop a comprehensive approach that includes forming multidisciplinary teams and leveraging technology for monitoring purposes. This methodology should ensure seamless integration of services and effective oversight.
4. Establish clear metrics and monitoring systems to evaluate the model's efficiency and sustainability over time. These tools will be crucial for ongoing assessment and refinement of the services provided.
5. Ensure that models address gender imbalances in caregiving roles. Promote the recruitment and training of women in the formal LTC sector.

Deliverables

1. Detailed plan outlining methodology, timelines, and resources needed.

2. Comprehensive analysis of existing LTC services and gaps, integrated in the final document of the LTC models.

3. A document of three integrated LTC models, including operational frameworks, performance indicators, monitoring mechanisms, to ensure the efficiency and sustainability of the service in the long term.

6. Qualifications and Experience

- Advanced degree in Social Work, Public Health, Health Management, or a related field.
- Minimum of 7 years of experience in designing and implementing long-term care services.
- Proven expertise in integrating digital solutions into social care services.
- Experience working with gender-focused initiatives and promoting gender equality in care sectors.
- Strong understanding of the socio-economic landscape of Albania and the Western Balkans.
- Excellent communication and training skills.

7. Duration and Timeline

The assignment will be conducted over a 1-month period, starting from February to end of March 2025. Specific milestones and deadlines will be established in the inception report.

8. Reporting and Supervision

The expert will report directly to the Project Manager at Woman to Woman. Regular updates will be provided to key stakeholders, including municipal authorities and healthcare providers in the targeted municipalities.

9. Application Process

Interested candidates are invited to submit the following documents to Info@gtg.al:

- CV highlighting relevant experience.
- Cover letter detailing understanding of the assignment and approach.
- Links to previous work related to long-term care model development (if available).

Deadline for Submission: 22 February 2025